

# Board Policy G-24: Gender-Inclusive Working and Learning Environments



## REFERENCES

[G-24: Administrative Procedures, ~~Gender Inclusion~~Inclusive Working and Learning Environments](#)  
[20 U.S.C. §1681, et seq., Title IX of the Educational Amendments](#)  
[20 U.S.C. §1701, et seq., Equal Educational Opportunities](#)  
[Utah Code Ann. §26B-8-111, Vital Statistics, Birth certificate name or sex designation change](#)  
[Utah Code Ann. §34A-5-102\(1\)\(k\), et seq., Utah Antidiscrimination Act, Definitions](#)  
[Utah Code Ann. §42-1-1, Change of Name, By petition to district court](#)  
[Utah Code Ann. §53E-9-203, Student Privacy](#)  
[UHSAA Handbook, Bylaws, Interpretations & Guidelines 1.1.4: Transgender Participation](#)  
[Board Policy G-12: Disability, Religious, and Other Similar Accommodations](#)  
[Board Policy G-19: Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited](#)  
[Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited](#)  
[Board Policy I-11: Religion in the Curriculum](#)  
[Board Policy S-12: Equal Educational Opportunities for Students with Disabilities](#)

## THE POLICY

The Salt Lake City School District Board of Education strives to ensure that all individuals feel safe, included, and respected in their working and learning environments, regardless of where they come from, what they look like, the neighborhood they live in, or how they identify their gender identity or expression, including intersex, transgender, and gender nonconforming students and employees. In upholding the principles of equity and inclusion, the board aims to build a culture of belonging by inviting the contribution and participation of all stakeholders, including those with a physical or cognitive disability, those who identify as part of the LGBTQIA+ community, and new Americans (refugees and immigrants), supports the full integration and healthy development of those who are transgender or gender non-conforming and prohibits the stigmatization of any such individual. The board is committed to fostering a climate where individual differences are valued for the positive contribution that they make in creating a more vibrant and diverse community. By prioritizing inclusion, the district will work to ensure that all stakeholders feel that their voices are heard and valued.

The purpose of this policy is to create and maintain an inclusive district that ensures that every individual has access to the opportunities, programs, and resources they need to succeed and grow.~~facilitate the resolution of various issues some students, employees, and families may confront as they navigate a system designed using a traditional gender binary format.~~

This policy must be interpreted consistent with state and federal law and the goals of creating inclusive environments for all students and employees; maintaining the privacy of all individuals; ensuring all students and employees equal access to activities, ~~facilities,~~ educational programming, and employment opportunities and benefits, as applicable; and providing approved professional development for school or departmental staff on topics related to gender-inclusion.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.

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[Utah Code Ann. §26B-8-111, Vital Statistics, Birth certificate name or sex designation change](#)  
[Utah Code Ann. §34A-5, et seq., Utah Antidiscrimination Act](#)  
[Utah Code Ann. §42-1-1, Change of Name, By petition to district court](#)  
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