

FINAL DRAFT

Administrative Regulation - Bathroom and Locker Room Usage

Purpose

Pennridge School District endeavors to foster a sense of belonging through a culture of dignity where our students and professional staff feel accepted and treated fairly. We can accomplish this culture of belonging by recognizing the worth of each human being. One belief statement in the Pennridge School District is paramount for us to meet our mission, and it is “Every individual has worth and deserves dignity.” As such, we will advocate on behalf of every student in the Pennridge School District.

This Administrative Regulation is specific to Pennridge High School, and the use of restrooms and locker rooms. School administration at Pennridge High School is committed to fully complying with federal regulations regarding nondiscrimination in its educational programs, activities, and use of facilities.

Definitions

- **Multi-user, male and female restrooms**
 - *Men’s Restroom* - Accessible for students who are biologically male; male faculty/staff accessible.
 - *Women’s Restroom* - Accessible for students who are biologically female; female faculty/staff accessible.

- **Single-occupancy restrooms**
 - *Single-occupancy restroom* - Accessible to one (1) student at a time; Faculty/staff accessible.

- **Gender identity male and female restrooms**
 - *Gender identity male restroom* - Accessible for students identifying as male; Faculty/staff accessible.
 - *Gender identity female restroom* - Accessible for students identifying as female; Faculty/staff accessible.

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Authority

This Administrative Regulation has been formulated under the authority of the Board of School Directors to provide restroom and locker room usage at Pennridge High School in compliance with federal, state, and local governance.

General Provisions

Restrooms

Pennridge High School will provide three options for restroom usage.

Option 1: Multi-user, Male and Female

Option 2: Single-occupancy

Option 3: Gender identity, Male and Female

Administrators may take steps to provide other options to students and their parents/guardians when requested.

At the start of each school year, Pennridge High School administration will facilitate grade-level assembly programs to review expectations and address multiple topics relevant to each class. One component of the program will involve the introduction of the 3 options for bathroom usage. The grade-level town meetings will focus on the importance of appropriate use of school facilities and expectations for conduct when using restrooms. The students will be provided with an opportunity to ask questions or to meet individually with their school counselor and/or grade-level administrator.

Pennridge High School administration will communicate, in writing, the plan for the content of the town meetings before the start of the school year. The written communication will outline the topics covered during the town meetings.

If and when Pennridge High School administration and/or staff receive a report of concern regarding a code of conduct violation in a bathroom and/or locker room, the high school administration will initiate an investigation following Policy 218 (Student Discipline).

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At the elementary and middle school levels when a parent/guardian and student request the use of a bathroom that does not correspond to the child's biological sex, school administration, the school counselor, and the Director of Student Services will develop an individual plan for the student. Each plan will be personalized to meet the needs of the student.

Locker Rooms

Pennridge High School administration will review access to locker rooms on a case-by-case basis. Pennridge High School may maintain locker room facilities for male and female students. Provisions will be made, case-by-case, for students who require a more private area for changing.