



Welcoming Schools

HUMAN RIGHTS CAMPAIGN FOUNDATION

Gender Support Checklist for Transgender and Non-Binary Students

Student's Name

- ☐ What name will the student use?
- ☐ Is the student using a different name at home? What name is the student using with siblings or other family members?
- ☐ Is the student using this name in all school environments or only a few?

Pronouns

- ☐ Do we know the pronouns this student wants to use? (Some students may not use pronouns at all. You may also have students who use multiple pronouns.)
- ☐ Is the student using these pronouns at home? Is the student using these pronouns with siblings or other family members?
- ☐ Is the student using these pronouns in all school environments or only a few?

School Database

- ☐ Is the student's name being changed in the school database?
- ☐ What is the procedure for this in our district? Who is the school contact person? Who is the district contact person?
- ☐ Does the family know this is an option (if the student has affirming family members)?
- ☐ Is the student's gender marker being changed in the school database?
- ☐ What is the procedure for this in our district? Who is the school contact person? Who is the district contact person?
- ☐ Does the family know this is an option (if the student has affirming family members)?

Family Support

- ☐ Does this student have affirming family members?
- ☐ Is the student currently affirmed by some adults in their home life, but not all?
- ☐ Do appropriate staff know how to communicate with the family while protecting the student's well-being? Every situation is unique.
- ☐ Has the school connected the family to local resources such as a Transgender or Non-Binary Parent Support Group? (Do this only if this is safe for the student. Always ask the student about family dynamics.)

School Support

- ☐ Has the school designated one or two primary support people for the student who will check in with them at least once a week?
- ☐ Has there been professional development planned for the staff without violating the student's privacy?
- ☐ Are staff aware of policies and procedures to support transgender and non-binary students?
- ☐ Are staff aware of anti-bullying/harassment policies?
- ☐ Who would follow through and develop a plan if bullying or harassment occurred?

Gendered Facilities and Activities

- ☐ Which restroom(s) will the student use?
- ☐ Will the student need support around where to change clothes for physical education? What locker room will the student use?
- ☐ Will a staff member coordinate supports for field trips and/or overnight school trips?
- ☐ Will a staff member support the student in being fully included in gendered sports aligned with their gender identity?