

Welcoming and Belonging for All Scholars, Staff, and Families

Supporting Gender Inclusive Schools:

The purpose of this document is to support FWPS staff in creating an environment that is welcoming and inclusive for scholars of all gender identities. Our Vision for Excellence and Equity states that we are committed to each and every scholar, including our LGBTQIA+ community, so that they can: 1) be seen, heard, valued, and celebrated for who they are and 2) be socially and emotionally safe at school in the educational environment: curriculum, instruction, school and classroom culture, and activities.

All scholars have the right to safety, dignity, inclusion at school, and are protected from discrimination and harassment based on gender identity by federal law, state law, and district policies:

- Federal: [Title IX of the Education Amendments of 1972](#) (34 C.F.R. Part 106). Note: Title IX prohibits discrimination based on sex and sex-stereotyping, such as discrimination based on a person’s failure to conform to stereotypical notions of masculinity and femininity.
- Washington State: [Chapter 28A.642 RCW](#) and [Chapter 392-190 WAC](#)
- District: Gender Inclusive [Policy 3211](#) and [Procedure 3211](#)

Type of Practice	Inclusive and Supportive Strategies	Inclusive Examples
Creating inclusive spaces	<ul style="list-style-type: none"> • Display signs and other images reinforcing gender inclusion in your classroom • Identify and teach location of school’s gender-neutral bathrooms • Share resources with scholars regarding on-campus gender inclusive clubs (GSA) and community LGBTQIA+ organizations • Affirm LGBTQIA+ individuals who come out to you & respect their privacy • Integrate varying perspectives and identities into lessons regularly • If a scholar is transitioning, review Policy/Procedure 3211 and connect with admin and colleagues to support the scholar’s safety, privacy, and dignity 	<ul style="list-style-type: none"> • Safe Zone, Safe Space, and All Genders are Welcome posters are displayed • Pronoun and flag pins; Intersectional rainbow and transgender flags • Posters of LGBTQIA+ heroes • School map with location of gender neutral bathrooms • Have books focused on trans and non-binary identities in classroom and read books from these multiple perspectives
Using inclusive language	<ul style="list-style-type: none"> • Use non-gendered, inclusive language and ways to group/organize scholars (as opposed to “boys and girls” or “guys”) • Teach and reinforce with scholars that gender expression (clothing/hair) is a continuum – there is no one way to be • Address homophobic or transphobic speech with scholars and staff 	<ul style="list-style-type: none"> • Scholars, folks, everyone, 2nd graders, scientists, readers • Shoe color, table name/number, school mascot, assign numbers, season you were born in • Instead of “tell your mom and dad,” tell your “home adults” “your family” “your parents/guardians” “your grownups” • Use non-stereotypical gender-associated colors
Respecting personal pronouns & chosen name	<ul style="list-style-type: none"> • Model and connect pronoun usage to your classroom expectations (e.g., respect means using an individual’s correct pronoun(s) and name) • With scholar consent, plan to share information regarding names and pronouns with specialists, other teachers, support staff and guest teachers • Always address negative language and misuse of pronouns/names by disrupting and correcting 	<ul style="list-style-type: none"> • Share your own pronouns and provide an opportunity for every scholar to privately (or publicly, if appropriate; see Procedure 3211) share their name and pronouns and tell scholars why you are doing so • Ask when to use the scholar’s pronouns and chosen name: “Can I use these pronouns/name with the class or when I call home?”

Some content adapted from <https://www.genderspectrum.org/articles/easy-steps-to-a-gender-inclusive-classroom>