



Student Expression Policy

In accordance with the Philadelphia Commission on Human Relations Regulation No. 9 Uniform Policy of Non-discrimination as to Transgender and Gender Non-conforming Youth ("PCHR 9") and all other applicable laws, Boys' Latin of Philadelphia ("Boys' Latin" or "the school") has established the below policy on student expression.

Names/Pronouns:

Boys' Latin is a school for students who identify as male. The school shall use the name and pronouns with which a student identifies in all interactions between the student and the school as well as in written correspondence, records, or communication of the school.

Hate Speech:

Employees of the school shall not use derogatory or offensive terminologies when communicating with or referring to a transgender or gender nonconforming student. Employees of the school shall take reasonable steps to prevent and promptly correct any derogatory or offensive terminologies used in communication with or in reference to a transgender or gender nonconforming student. The school acknowledges that offensive slurs when used in any context may be considered hate speech.

Privacy/Confidentiality:

Boys' Latin is a school for students who identify as male. Employees of the school shall not disclose information that may reveal a student's transgender identity or gender nonconformity to others, including other employees, other students, parents/guardian, and other members of the public, unless the student has authorized such disclosure. Employees of the school shall take reasonable steps to prevent and promptly correct any disclosure of information that may reveal a student's transgender identity or gender nonconformity to others, including other employees, other students, parents/guardians, and other members of the public, unless the student has authorized such disclosure.

Gender-Expansive Activities:

Boys' Latin is a school for students who identify as male and, as such, all students shall be permitted to participate in activities consistent with their gender identity.

Gender-Neutral Language:

Boys' Latin is a school for students who identify as male and, as such, uses gender-specific language such as "boys", "he", "him", and "his" when referring to students. To the extent possible, the school uses "parent/guardian" instead of "mother" or "father".

Restroom Access:

Boys' Latin is a school for students who identify as male and, as such, all students have access to a restroom that corresponds to their gender identity. The school shall provide access to but shall not require the use of a single-stall restroom for all students. The single-stall restroom available to students is located in the health suite.

Locker/Dressing Room Access:

Boys' Latin is a school for students who identify as male and, as such, all students have access to a locker/dressing room that corresponds to their gender identity. The school shall provide access to but shall not require the use of a single-stall restroom for all students, which can be used as an alternative to the locker/dressing room should increased privacy be needed or desired, regardless of the underlying reason.

Dress Codes/Uniform:

Boys' Latin is a school for students who identify as male and, as such, the school's *Uniform Policy* corresponds to students' gender identity or expression.

Discrimination/Harassment:

The school acknowledges the definition of "discrimination" under the Fair Practices Ordinance. Boys' Latin immediately and thoroughly investigates any incident of discrimination, harassment, or violence, and fully communicates the process which will be used during the investigation and the status of the investigation to students. The school shall take appropriate corrective action to remediate discrimination or harassment.

Training and Posting:

The school shall conduct training for all employees on their responsibilities under the uniform policy of non-discrimination set forth in applicable laws and PCHR-9. To the extent possible, the school shall implement ongoing professional development to build the skills of employees to prevent, identify, and respond to bullying, harassment, and discrimination against transgender and gender nonconforming youth. This policy shall be available to employees, students, parents/guardians, and all other members of the school community as well as the general public in English and any other primary language of students who access Boys' Latin on the school's website and in the school's *Student and Family Handbook*.