

Purpose

Lakes International Language Academy (LILA) ensures that all students, including those who are transgender and/or gender non-conforming, have access to programming and facilities in which they feel welcome, comfortable, and safe.

Definitions

Note: These terms are subject to update as both language in general, as well as human understanding of gender and identities, are in a constant state of change.

1. **AFAB or AMAB:** Shorthand for Assigned Female at Birth and Assigned Male at Birth.
2. **Gender:** Gender is the psychological, behavioral, social, and cultural aspects of aligning oneself with masculine and/or feminine characteristics. It may refer to the socially constructed roles, behaviors, activities, and attributes that a given society associates with concepts such as “boys and men” or “girls and women.” Gender can be fluid and transformative. “Sex,” alternatively, is commonly understood to be a biological construct, whereas gender is a *social* construct. While some people’s sex and gender align, this is not true of everyone. The two terms are occasionally used interchangeably in common vernacular but have different linguistic implications.
3. **Sex** refers to a person’s biology and is generally categorized as male, female, or intersex.
4. **Gender Binary:** Refers to the social construction of a gender dichotomy between masculinity and femininity. Gender binary often ignores or denigrates alternate gender constructions.
5. **Gender expression:** Refers to the manner in which individuals represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
6. **Gender Identity:** Refers to a person’s deeply held sense or psychological knowledge of their own gender. One’s gender identity can be the same or different from the sex assigned at birth. While some have a gender identity that matches their assigned sex at birth, for some, their gender identity is different from their assigned sex at birth. All people have a gender identity, not just transgender people.
7. **Gender Nonbinary:** A person whose gender is both, neither, or a unique mixture of masculine and/or feminine that may change over time based on how the person feels. Sometimes called: Gender Queer, Agender, Bigender, or Gender Fluid.
8. **Gender Non-conforming** - A term referring to any person who does not align their gender expression or identity with societal expectations and preconceptions. Commonly referred to as ‘GNC.’ The terminology may vary from person to person.

9. **Intersex:** Intersex is an umbrella term that describes bodies that fall outside the strict male/female binary. There are lots of ways someone can be intersex.
10. **Transgender:** Or Trans, is an adjective describing persons whose gender identity or expression is different from that traditionally associated with the assigned sex at birth.

Ensuring Gender Inclusivity

LILA ensures inclusive access to programming and facilities. In accordance with established procedures, LILA will:

1. Respect all students' gender identity and gender expression by honoring the right of students to be identified and addressed by their chosen names and pronouns, which may not reflect original government documentation.
2. Within academic programming, prohibit the separation of students and/or curricular materials based on gender.
3. Provide all students the opportunity to participate in extracurricular activities in a manner consistent with their gender identity, including but not limited to athletics in alignment with the Minnesota State High School League policies.
4. Provide all students with consistent access to facilities that best align with students' gender identity.

If the student's parent or legal guardian is not aware of the student's request for a change, the student will be offered resources and support for having a discussion with their parent or legal guardian prior to making changes at school or in the student information system.

LEGAL REFERENCES:

Minn. Stat. ch. 363A (Minnesota Human Rights Act)

Minn. Stat. § 121A.031 (Safe and Supportive Minnesota Schools Act)

Minn. Stat. § 121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)

Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)

20 U.S.C. § 1681 et seq. (Title IX)

20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)

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