

Texas Leadership Public Schools Locker Room Usage Policy

Purpose

Texas Leadership Public Schools is committed to maintaining compliance with Chapter 3002 of the Texas Government Code, following the recent passage of Senate Bill 8 (SB 8) during the second-called Special Session of the Texas Legislature. The new law aims to regulate access to and usage of certain private spaces owned, operated, or controlled by Texas Leadership, including restrooms, locker rooms, and changing rooms, based on an individual's biological sex. This policy is also intended to address practices and procedures for Texas Leadership athletic teams, as well as visiting schools utilizing Texas Leadership facilities. All Texas Leadership staff must follow supervision practices that respect privacy, maintain safety, and uphold Texas Leadership standards.

General Protocol

In compliance with SB 8, Texas Leadership Public Schools has designated each locker room under its ownership, operation, and/or control for use by a single gender based on an individual's biological sex and has labeled each locker room with appropriate signage (e.g. Girls Locker Room and Boys Locker Room). As such, Texas Leadership staff will take all reasonable measures to ensure that student athletes be provided privacy while changing or in a state of undress when utilizing any Texas Leadership locker room facility. Accordingly, opposite-gendered coaching staff shall not enter a locker room while any student athlete of the opposite sex is changing or during any state of undress.

Coaching and Team Meeting Protocols

It is expected that Texas Leadership coaching staff, as well as visiting athletic teams utilizing Texas Leadership locker room facilities, may need to engage in team meetings and coaching instruction with their student athletes for short periods of time either before, during, and/or after games or athletic contests. If a locker room must be utilized for this limited purpose, it will temporarily be deemed a non-private space and the following procedures shall be followed:

- Appropriate signage will be posted at each locker room entrance providing notice of its temporary non-private status; see Attachment 1 for signage template;
- An opposite-gendered coach may not enter a gender-specific locker room for such team meetings until it is confirmed that all student athletes are dressed and/or not in a state of undress;
- An opposite-gendered coach must also clearly announce his/her desire to enter the locker room, prior to making entry;

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- When possible, a same-gendered coach or staff person should accompany the opposite-gendered in the locker room for purposes of the team meeting; and
- To the extent possible, a member of the coaching staff or athletic team (i.e. team manager or assistant) shall monitor the entrance of the locker room during the time a team meeting is being held for the purpose of notify other patrons of the locker room's temporary non-private status.

All visiting athletic teams shall comply with the procedures outlined in this policy. Texas Leadership will provide a copy of this policy to all visiting teams prior to arrival at a Texas Leadership facility/property.

This policy is subject to changes in Texas law and/or regulatory guidance.