



SUPPORTING GENDER DIVERSE YOUTH AT SCHOOL

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Knowing the Law



US Protections in Schools



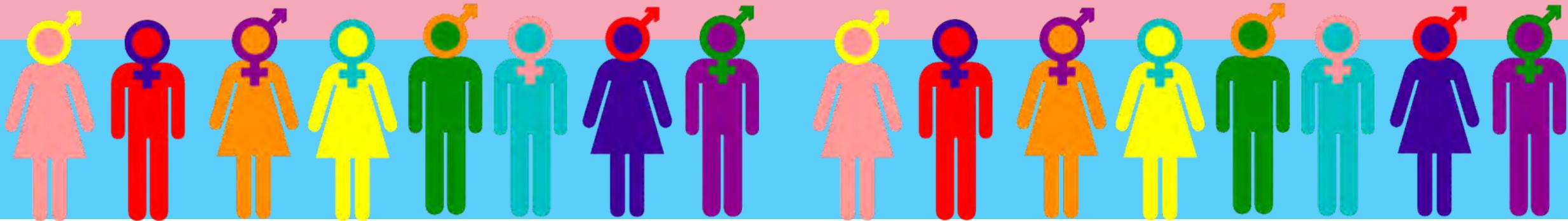
- Transgender youth are protected from discrimination under **Title IX** (U.S. Department of Education).
- **Title IX** is a federal civil rights law that prohibits discrimination on the basis of sex in federally-funded education programs and activities.
 - Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity and Office of Civil Rights (OCR) accepts such complaints for investigation.

OSPI Protections for WA State LGBTQ+ Youth

- As of August 1, 2011, school districts in WA are required to adopt state policy & procedure that expressly prohibits the bullying, harassment, and intimidation of scholars based on sexual orientation and gender expression and identity (RCW 28A.300.285).
- On February 23, 2017, Superintendent Reykdahl published a letter stating that WA state law will continue to protect transgender scholars from discrimination in school, which includes names and pronouns, dress codes, scholar participation in sports and physical education, harassment, and scholars' use of restrooms and locker rooms.
- Civil rights laws prohibit discrimination and discriminatory harassment on the basis of gender expression and gender identity in WA state public schools. Chapter 28A.642 RCW | Chapter 392-190 WAC | Chapter 49.60 RCW
- The Washington Human Rights Commission protects scholars—and staff—against discrimination based on sexual orientation, perceived sexual orientation, and gender expression and identity.

OSPI – Gender in Learning Standards

<p>5. Self-Identity</p>	<p>Understand there are many ways to express gender. H1.Se5.K</p>	<p>Explain that there are many ways to express gender. H1.Se5.1</p>	<p>Understand there is a range of gender roles and expression. H1.Se5.2a</p> <p>Understand importance of treating others with respect regarding gender expression. H1.Se5.2b</p>	<p>Explain that gender roles can vary considerably. H1.Se5.3a</p> <p>Understand importance of treating others with respect regarding gender identity. H1.Se5.3b</p>	<p>Identify how friends and family can influence ideas regarding gender roles, identity, and expression. H2.Se5.4</p> <p>Demonstrate ways to show respect for all people. H4.Se5.4</p> <p>Define sexual orientation. H1.Se5.4</p>	<p>Describe how media, society, and culture can influence ideas regarding gender roles, identity, and expression. H2.Se5.5a</p> <p>Promote ways to show respect for all people. H8.Se5.5</p> <p>Identify trusted adults to ask questions about gender identity and sexual orientation. H2.Se5.5b</p>
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Tacoma School District Non-Discrimination Policy

- The Tacoma School District affirms the inherent dignity and the equal rights of every student. It acknowledges the need to provide for every student a quality education that includes appreciation and respect for human individuality, cultural differences, and similarities that contribute to our democratic nation as a whole. Every student deserves a respectful learning environment in which their racial, ethnic, religious, gender, gender identity, gender expression, sexual orientation, or disability diversity is valued and contributes to successful academic outcomes. Learning and work environments are enriched and improved by the contributions, perspectives, and presence of diverse participants. The district is committed to the success of every student in each of our schools.
- The district prohibits discrimination and harassment based on race, religion, color, national origin or ancestry, sex, gender, gender identity, gender expression, sexual orientation, age, marital or veteran status or disability, or the use a dog guide or trained service animal (a service animal is a dog or miniature horse that is individually trained to do work or perform tasks for the benefit of an individual with a disability). Complaints of discrimination or harassment based upon any protected class are to be reported and investigated pursuant to Regulation 5265R – Discrimination Complaint Procedure.
- The superintendent will provide for the annual evaluation, periodic surveys, annual notice and complaint procedures as required by law to ensure that there is, in fact, equal access and opportunity for all students in the district and shall designate a staff member to serve as equity and diversity compliance officer and a staff member to serve as Title IX compliance officer.

Self-actualization

desire to become the most that one can be

Esteem

respect, self-esteem, status, recognition, strength, freedom

Love and belonging

friendship, intimacy, family, sense of connection

Safety needs

personal security, employment, resources, health, property

Physiological needs

air, water, food, shelter, sleep, clothing, reproduction



2X

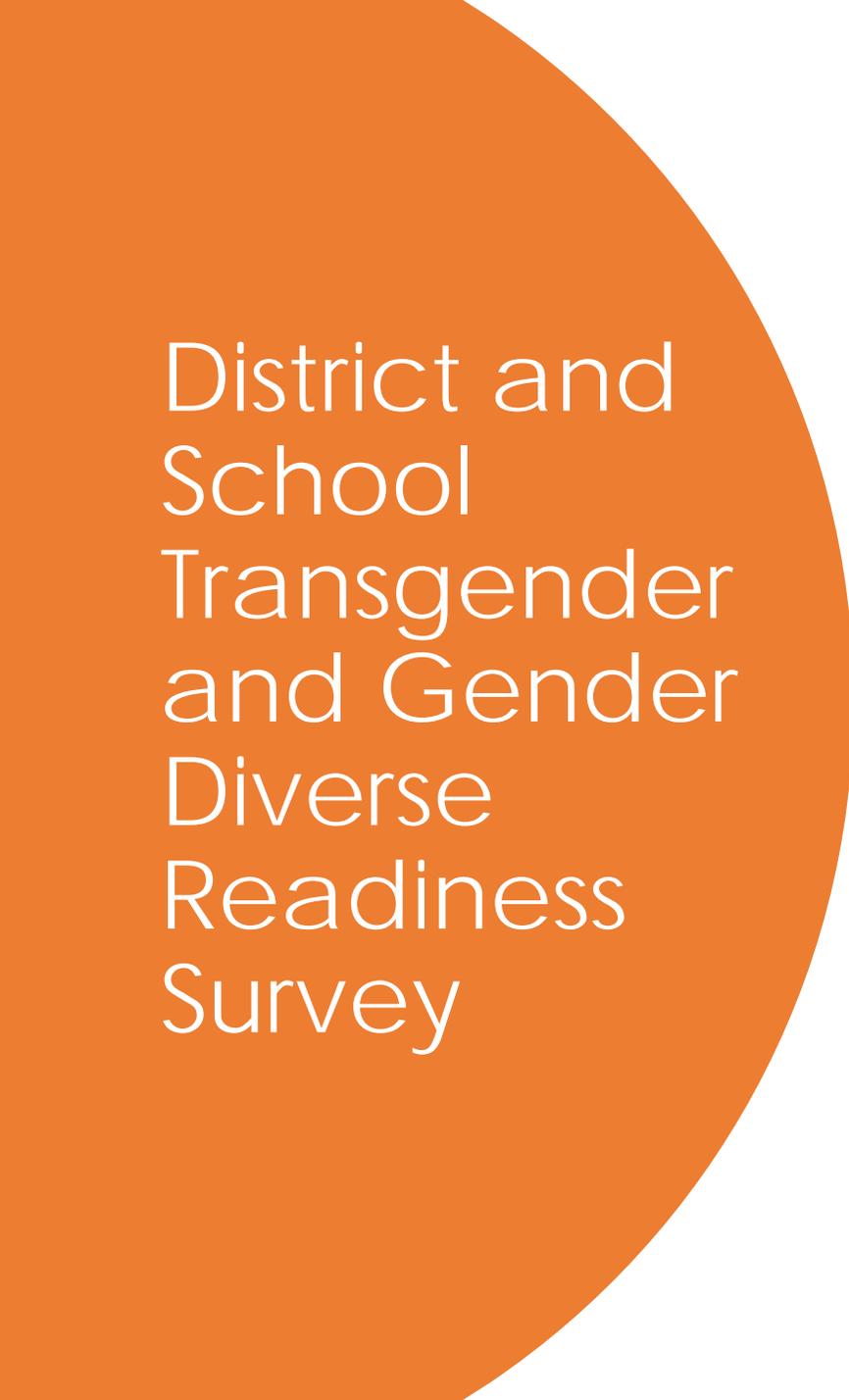
LGBT youth are twice as likely as their peers to say they have been physically assaulted, kicked or shoved at



HUMAN RIGHTS CAMPAIGN®

www.hrc.org/youth

#LGBTYOUTH

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District and School Transgender and Gender Diverse Readiness Survey

A large blue rectangle on the right side of the slide, containing text.

Assessment developed out of the University of Wisconsin to review systemic strengths and areas of need pertaining to including and supporting transgender and gender diverse students.

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Inclusivity

Help identify people in the building that your child can seek support from (I.E. school counselor, school psych, social worker). Stay in communication with this person.

Ensure your school building gives access to resources for students and families to utilize (I.E. gender health clinics, gender affirming therapists and groups).

Make sure you understand and interpret policies related to students' rights at school.



Inclusivity

Look through the classroom and library books to ensure there are some with characters in the LGBTQ+ community.

Provide or request posters and artwork of LGBTQ+ representation throughout the school building.

Observe the classroom prior to the school year to see where students use the bathroom, locker room, and ensure all staff know the bathroom/locker room of your child's choice.



Inclusivity

Have a discussion with the school team about: your child's pronouns and chosen name. Make sure all staff understand to avoid gendering students and using gender to divide students.

Check in with your child regularly about how school is going to stop any harassment or inappropriate, derogatory language immediately. File a HIB complaint immediately if needed. (Filed complaints for school or student).

Ensure there is access to all-gender restrooms that don't require a key.



Inclusivity

Ensure your child can use chosen name in class, on papers, or virtual meetings.

Look around school building to see if there are LGBTQ+ flyers, posters and publications in your classroom and office for students. (If not, request that there be some or provide if you have access).





PROM KING
PROM QUEEN

Consider
the Impact
of our
language



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