

Lawrence Public Schools  
USD 497

Lawrence Public Schools believe that everyone deserves to attend school in a safe, supportive, and inclusive environment that allows them to thrive and grow. In order to comply with existing USD 497 anti-discrimination policy protecting the rights of transgender, non-binary, and gender nonconforming students, the following Guidance for District Employees and Substitutes are expected.

Topic	USD 497 Expectations
<p><b>Safety and Bullying:</b> Transgender, non-binary, and gender nonconforming students are disproportionately targeted for teasing, bullying, harassment, and physical violence.<sup>1</sup> These conditions negatively affect their ability to concentrate on academic instruction and may lead them to skip class or even drop out of school altogether.</p>	<p>All bullying and harassment, including offensive language based upon gender identity, gender expression, or stereotypes will be addressed consistently and equitably as all other types of discrimination.</p>
<p><b>Names and Pronouns:</b> Students have the right to be addressed by the names and pronouns that correspond with their gender identity. Having one's gender identity recognized and validated is important and expected.</p>	<p>Faculty and staff will address each student by the name and pronoun that corresponds with the student's gender identity. Substitute teachers will be provided an updated classroom roster that reflects a transgender student's name that corresponds with their gender identity. <i>Purposely misgendering may result in discipline up to and including termination.</i></p>
<p><b>Locker Rooms:</b> Transgender, non-binary, and gender nonconforming students need suitable locker room accommodations for physical education classes and opportunities to engage in extracurricular activities. Students have the right to change clothes in a comfortable, safe, and welcoming environment.</p>	<p>Provide students access to locker rooms that correspond with their gender identity. District staff will ensure all students have a safe and comfortable place to change. For students who prefer, access to an all gender or staff restroom or a private room for changing purposes will be made available.</p>
<p><b>Gender Segregated Activities:</b> Gender is often used as a method for</p>	<p>Students will be allowed to participate in groups/activities that correspond with their gender identity. It is the expectation to avoid using gender as a characteristic in classroom/school activities, and when planning or promoting</p>

<p>dividing students into groups, or as a prerequisite for participation. This type of division can be challenging and/or problematic for transgender, non-binary, or gender nonconforming students and families, especially if the students are forced to participate in a group that does not correspond with their gender identity.</p>	<p>events. Ensure that activities and events are inclusive of students and families of diverse backgrounds.  For KSHSAA sponsored events/activities refer to the KSHSAA Transgender Policy and Guidance.  <a href="http://www.kshsaa.org/Public/PDF/TransgenderPolicyRecommendations.pdf">http://www.kshsaa.org/Public/PDF/TransgenderPolicyRecommendations.pdf</a></p>
<p><b>Support Resources:</b>  Transgender, non-binary, and gender nonconforming students may lack support from their family/guardians and community, and may be at risk of losing family/guardian support and housing if their gender identity is disclosed or confidentiality is not protected. When a student chooses to come out to a family/guardian, support and/or access to resources may be needed.</p>	<p>Student Services, LGBTQ+ School Based Club Sponsor(s), Counselor(s), School Social Worker(s), and School Psychologist(s) can provide support and assistance with accessing resources for transgender and gender nonconforming students and their families/guardians.  See Lawrence Public Schools LGBTQ+ Student &amp; Family Resource Guide for resources.</p>

1. Greytak, E.A., Kosciw, J.G., & Diaz, E.M. (2009). Harsh realities: The experiences of transgender youth in our nation’s schools. New York: GLSEN.

2. American Psychological Association (APA). (2006). Answers to your questions about transgender individuals and gender identity. Retrieved August 9,2010, from <http://www.apa.org/topics/transgender.html>

3. Legal Documentation: Birth Certificate, Passport, Driver's License, Social Security Card, etc.  
Adapted: The Office of Student, Family, and Community Engagement - Out4Good Program. Minneapolis Public Schools