

Transgender Guidelines

Administrative Guidelines: Working with Transgender and Gender Nonconforming Students and Employees

The purpose of these guidelines is: 1) to foster inclusive and welcoming learning and working environments that are free from discrimination, harassment, and bullying regardless of sex, sexual orientation, gender identity, or gender expression; 2) to facilitate compliance with district policy, and local, state and federal laws that prohibit discrimination, harassment and bullying; 3) to provide professional development to school staff on transgender issues; and 4) to create safe and supportive learning and working environments.

For purposes of these guidelines, a transgender individual is an individual who consistently asserts a gender identity or gender expression at school or work that is different from the gender assigned at birth. This involves more than a casual declaration of gender identity or expression but does not require proof of a formal evaluation and diagnosis. Because individual circumstances, needs, programs, facilities and resources may differ, administrators and school staff are expected to consider the needs of each individual on a case-by-case basis.

These guidelines are intended to be consistent with requirements under applicable district policies, local ordinances, and state and federal laws. The guidelines are not intended to anticipate every possible situation. At any point during the implementation of these guidelines, supervisors may consult with the Senior Director of the Compliance/EEO Office who is the district's designated Title IX Coordinator.

[Click here for our Guidelines for Transgender and Gender nonconforming Students and Employees \(/fs/resource-manager/view/e53567c3-0fc5-4555-a385-c0cd276d0dec\)](/fs/resource-manager/view/e53567c3-0fc5-4555-a385-c0cd276d0dec)