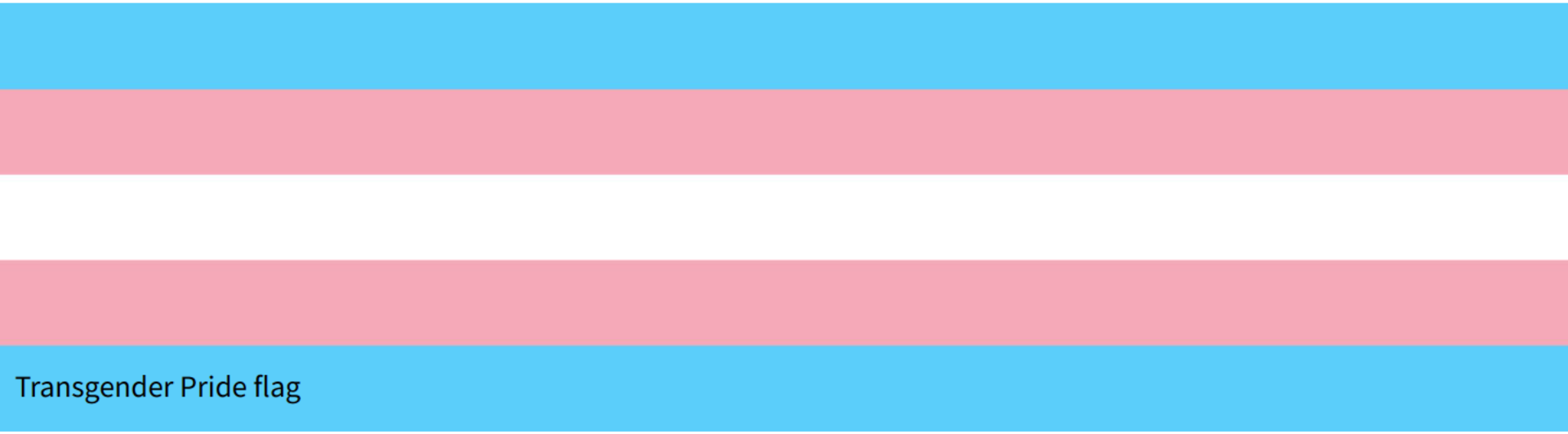


Gender Inclusive Guidelines: Update for Administrators



Transgender Pride flag

Why is this important?

**Gender Inclusive
Guidelines
(and why we need them)**

History

October 2018: Administrator Memo: Guidelines for Supporting Transgender and Non-Conforming Students

March 2020: Brief update to Guidelines regarding graduation procedures

November 2020: LGBTQIA+ Webpage launched

2021-22: LGBTQIA+ Training provided to school staff

2022-2023:

Schools added gender inclusive restrooms

Addition of Rainbow Representatives

LGBTQIA+ Initiatives Specialist (Danielle DuPuis)

Summer 2023 - Draft Gender Inclusive Guidelines shared with administrators

Non-binary Pride flag

FAQ Highlights from this year

Elementary curriculum questions

Overnight Field Trips

Discipline for staff

Consult, consult, consult

New Version Updates

Parent Permission is not required - page 1

Records Process Updated - pages 3-4

Overnight Field Trips - page 7

Additional Support Documents for School Counselors, and Students and Families

Who ya gonna call?

Topic	POCs	Think Abouts	Example
Student Specific Support, (including staff training)	Danielle Du Puis Kami Wagner Office of School Counseling	Student's Age Protective and Risk Factors	<ul style="list-style-type: none"> Student wants to mask name. How do we inform teachers and staff?
Staff Discipline	SMIL Dr. Monique Lamar Michael Carson	What policies does the behavior violate? Will a due process meeting need to be held?	<ul style="list-style-type: none"> Regularly deadnaming or using wrong pronouns for a student Politicizing within a class Outing a student
School Climate	Danielle Du Puis Kami Wagner Office of DEI	How does intersectionality exacerbate school climate concerns?	<ul style="list-style-type: none"> Students report they don't feel safe/comfortable/ included in your school
Parent Concerns	Depends on nature of concern	What additional information and perspective can be gained or shared??	<ul style="list-style-type: none"> Parent wants to 'opt-out' of Pride week Parent is advocating for more privacy for their student
Name Changes (legal or masking)	Kami Wagner Office of School Counseling	Who 'needs' to know?	<ul style="list-style-type: none"> Student wants to mask their name but are afraid to tell parents
Curricular Questions	Curriculum Leaders Danielle Du Puis Kami Wagner	What is taught about gender identity in our curriculum?	<ul style="list-style-type: none"> I don't want my child taught about gender and/or sexuality

Next Steps

June 26 - Aug 8 - Guidelines to administrators for preview and questions

***Do not communicate this info to others until you see future announcements*

Mid August - Updated website information and guidance to administrators for sharing with staff

Fall 2023 - Counselor and registrar training

Fall 2023 - SMIL Level Meetings