

SAU 50

TRANSGENDER AND GENDER NONCONFORMING POLICY

Purpose

To foster a learning environment that is safe and free from discrimination, harassment and bullying, as well as to assist in the educational and social integration of transgender and gender nonconforming students in the District's schools. This Policy does not address every situation that might occur with transgender or gender nonconforming students. The District will assess the needs of each student on a case by case basis.

A student will be considered transgender if, at school, the student consistently asserts a gender identity or expression different from that traditionally associated with the student's assigned sex at birth. That assertion must involve more than a casual declaration of gender identity or expression, but it does not necessarily require a medical diagnosis.

Once gender identity has been established a plan will be developed in collaboration with the parent/guardian and appropriate school staff to ensure a safe and positive learning environment.

Definitions

The following definitions are not intended to label students but rather to assist in understanding this Policy and the legal obligations of District staff. Students might or might not use these terms to describe themselves. Staff are encouraged to be sensitive to, and acknowledge how transgender students may wish to be identified.

Gender Identity is defined in RSA 354-A:2, XIV-e as a person's sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that of the gender assigned at birth.

Transgender: A person whose gender identity or expression is different from that traditionally associated with an assigned sex at birth. Other terms that have similar meaning are transsexual and trans.

Gender Expression: The manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activity, voice, or mannerisms.

Gender Nonconforming: A term for people whose gender expression differs from stereotypical expectations, such as "feminine" boy, "masculine" girls, and those who are perceived as androgynous. The term includes people who identify outside traditional gender categories or

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identify as both genders. Other terms that can have similar meaning include gender diverse and gender expansive.

Sexual orientation is defined in RSA 354-A:2, XIV-c. Generally, sexual orientation describes a person's romantic and/or sexual attraction. Sexual orientation is different and not the same as gender identity or gender expression. In this Policy, sexual orientation refers to an individual's actual or perceived sexual orientation.

Privacy

Students have the right to keep private their transgender or gender nonconforming status at school. School personnel should not disclose information that may reveal a student's transgender or gender nonconforming status to others, including parents and other school personnel, unless legally required to do so or unless the student has authorized such disclosure. Transgender and gender nonconforming students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much private information to share.

School staff should keep in mind that under FERPA, student records may only be accessed and disclosed to staff with a legitimate educational interest in the information. Disclosures to others should only be made with appropriate authorization from the administration and/or parents/guardians.

Prior to or at any time following enrollment, a transgender student and/or the student's parent or guardian may contact the student's guidance counselor or building administrator to discuss the student's transgender status. The District in consultation with appropriate individuals will develop a written plan to address the student's needs.

Official Records

The District must maintain a permanent record for each student which includes the student's legal name and gender. The student's legal name and gender are also required for standardized tests and official reports. The District will change the name and gender in a student's official records upon the District's receipt of documentation that a student's name or gender has been changed in accordance with any applicable laws. Any requests to change a student's legal name or gender in official records should be referred to the Superintendent.

To the extent that the District is not required to use a student's legal name or gender on school records or other documents, the District should use the name and gender consistently asserted at school.



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Names/Pronouns

A student should be addressed by school staff and other students by the name and pronouns corresponding to the student's gender identity that is consistently asserted at school.

Dress Code

Transgender students may dress in accordance with their consistently asserted gender identity, consistent with any applicable requirements in the dress code or school rules.

Safety and Support for Transgender and Transitioning Students

School staff are expected to comply with any plan developed for a transgender student and to notify the building administrator or other designated support person for the student if there are concerns about the plan, or about the student's safety or welfare.

School staff should be sensitive to the fact that transgender and transitioning students may be at higher risk for being bullied or harassed, and should immediately notify the appropriate administrator upon becoming aware of a problem.

Adopted 2019

