

GENDER IDENTITY AND SEXUAL ORIENTATION

The Bonneville Joint School Board of Trustees believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of sexual orientation, gender identity, or gender expression. The Board also believes in ensuring that every student has equal access to all school programs and activities.

Guidelines

Meeting with Parent(s)/Guardian(s)

1. Generally, it will be the responsibility of a transgender student's parent/guardian to request a meeting with the administrator or staff to discuss appropriate accommodations to support and meet the needs of the student with respect to their gender identity, sexual orientation, or transgender status.
2. The building administrator may request a meeting with a transgender student and with the parent or guardian of the student in response to a student's change of gender or identity. The goal of the meeting is to develop understanding of that student's needs with respect to their gender identity.
3. Together, the family and administrator can identify appropriate steps, if any, to support the student.

Official Student Records

1. Requests to make changes to official student records required by law to include a student's legal name and/or gender will be handled on an individual basis pursuant to a meeting with the student and his/her parent(s) or guardian(s).
2. Official records may only be changed upon presentation of the following documentation:
 - a. Court order or birth certificate identifying a change of the student's legal name and/or gender.

Restroom/Dressing Room Use

1. Official student records will be used to determine restroom/dressing room use.
2. Physician's written statement verifying the student is taking a medically prescribed hormone treatment under a physician's care for the purposes of gender transition

may be used temporarily to determine restroom/dressing room usage consistent with rules adopted by the Idaho High Schools Athletics Association.

Student Privacy

1. A student's transgender status or sexual orientation should not be disclosed to other individuals including other District personnel unless there is a need to know or unless the student has authorized such disclosure.
2. District staff shall implement practices to avoid inadvertent disclosure of a student's transgender status.

Extracurricular Activities

Participation in extracurricular activities will be under the direction of the Idaho High School Activities Association (IHSAA).

School Sponsored Overnight Trips

1. In the case of overnight trips sponsored by the District, students will be assigned sleeping rooms pursuant to the sex assigned to the student in their official school records.
2. If accommodations are requested a plan will be developed by the parent(s) or guardian(s) and the trip advisor with the idea of supporting the student and making him/her comfortable.

Disciplinary Action

1. Discrimination, harassment, bullying, or sexual harassment complaints shall be handled in the same manner for all students.
2. Failure of any District employee to abide by the terms and provisions of this policy may subject such individual to disciplinary action up to and including termination and for certificated personnel, a report to the Professional Standards Commission.

DEFINITIONS:

Gender Expression: how a person expresses their gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerism.

Gender Identity: a person's deeply felt internal sense of their own gender. A person's gender identity may be different from or the same as the person's sex assigned at birth.

Gender Transition: the process in which transgender individuals begin asserting the sex that corresponds to their gender identity instead of the sex they were assigned at birth. During gender transition, individuals begin to live and identify as the sex consistent with their gender identity and may dress differently, adopt a new name, and use pronouns consistent with their gender identity. Transgender individuals may undergo gender transition at any stage of their lives, and gender transition can happen swiftly or over a long duration of time.

Sex Assigned at Birth: the sex designation recorded on an infant's birth certificate should such a record be provided at birth.

Sexual Orientation: an individual's physical or emotional attraction to the same and/or the opposite gender. "Gay," "lesbian," "bisexual" and "straight" are all examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.

Transgender: a person whose gender identity or expression is different from that traditionally associated with the person's sex assigned at birth.

Transgender Female: someone who identifies as female but was assigned the sex of male at birth.

Transgender Male: someone who identifies as male but was assigned the sex of female at birth.

Adopted 01-11-2017 Reviewed Revised 08-08-2018

Cross Reference: Student and Family Privacy Rights #2140
Equal Education, Nondiscrimination, and Sex Equity #3280
Sexual Harassment/Intimidation of Students #3290
Hazing, Harassment, Intimidation, Bullying, Cyber Bullying, Menacing #3295
Safe and Secure Learning Environment #3555
Student Data Privacy and Security #3665
Uniform Grievance #4112

Legal Reference: Idaho Code § 33-133(1)(j)(ii) Definitions—Student Data—Use and Limitations—Penalties
20 U.S.C. § 1681, et seq. Title IX of the Educational Amendments

Other Reference: Idaho High School Activities Association (IHSAA) Rules & Regulations, Rule 11-3 Transgender Student Participation