

TRANSGENDER AND GENDER DIVERSE STUDENTS

It is the policy of the Board of Education to provide and maintain a positive, productive, and nurturing educational environment that supports the inclusion, safety, and privacy of all students, including those students having a gender identity or gender expression that differs from societal expectations based on sex assigned at birth. In addition, the Board of Education believes it is important to foster civil, friendly and well-intended discussion, value differing points of view, and to thus facilitate respectful and caring relationships between students.

Definitions

Transgender-Having a gender identity or gender expression that differs from societal expectations based on sex assigned at birth.

Gender identity-A deeply held and sincere sense or psychological knowledge of one's own gender. A student may have a different gender identity than the sex assigned at birth.

Gender nonconforming/gender diverse-A term that is used to describe people with gender behaviors, appearances, or identities that are incongruent with those culturally assigned to their birth sex.

Gender expression-the manner in which a person represents or expresses their gender. This includes, but is not necessarily limited to, clothing, hair, mannerisms, activities, or social roles.

Parent: For purposes of this policy, the term "parent" includes a legal guardian or other person standing in loco parentis (such as grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child).

Name/Gender Change Policy

Staff will not refer to or address minor students by a different name or pronouns that differ from their sex assigned at birth, during school hours, without written authorization from a parent/guardian. The document authorizing the change of name and/or pronoun shall be kept on file in the administration offices. This policy does not require parental consent for shortened versions of the legal name of a student (but does apply to a marked name change for any student).

If a minor student wishes to be addressed by a name and/or pronoun(s) that differ from their sex assigned at birth, the student and parent or guardian shall complete the "Preferred Name/Gender Change Request Form."

Harassment and Bullying

Discrimination, bullying, and harassment on the basis of gender identity or expression is prohibited in the District. Any form of harassment will be addressed pursuant to the District's existing policies.

Dress Code

Any applicable District dress code shall be applied on a gender-neutral basis and will not be selectively enforced.

Confidentiality

A student's transgender or gender diverse status, legal name, gender assigned at birth, and/or related medical information will be kept confidential in compliance with school district policy, and applicable state, local, and federal privacy laws. District administration and staff shall not disclose any information that may reveal a student's transgender or gender diverse status to others unless legally required, judged a medical emergency, or unless the adult student or the student's parent or guardian has authorized the disclosure.

Restroom Use

All students, including transgender and gender diverse students, are allowed to use restrooms that correspond with the student's gender identity. District schools are encouraged to provide one or more easily accessible unisex single-stall bathroom(s) for use by any student desiring privacy, regardless of the reason. No student will be compelled to use a unisex bathroom for reason.

Locker Room

Transgender and gender diverse students who wish to use the locker room corresponding to their gender identity will be provided an accommodation that best meets the needs of the transgender or gender diverse student and other District students. Such accommodations will be determined on a student-by-student basis and include all of the following:

- the student's school principal;
- at least one pupil services provider;
- upon written request by another trusted adult identified by the student (e.g., staff member, friend, spiritual leader, etc.);
- the student, and
- the student's parent(s)/guardian(s) if under the age 18.

Accommodations could include any of the following as determined by administration:

- 1) use of a private area within the public locker room (a bathroom stall with a door, an area separated by a curtain, a PE instructor's office in the locker room);
- 2) a separate changing schedule in a private area (either utilizing the locker room before or after other students);
- 3) use of an alternative private area (a referee locker room, a nearby restroom, a nurse's office);
- 4) access to the locker room corresponding to the student's sex assigned at birth;

A transgender or gender diverse student shall not be required to use the locker room corresponding to the student's sex assigned at birth.

Participation in Gender-Based Activities

All students will be permitted to participate in physical education classes, intramural sports, and other gender-based District activities in a manner consistent with their gender identity.

Athletics and Club Sports

For all athletics and club sports, the Rice Lake Area School District applies the WIAA Transgender Participation Policy. (See WIAA [Transgender Participation Policy](#))

Education

District teachers, pupil service personnel, coaches, and administrators will be provided education regarding transgender and gender diverse students.

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