

Gender Identity and Students: Ensuring Equity and Nondiscrimination



Office of the General Counsel
Educational Equity Compliance Office
BUL-6224.2



PURPOSE

- Board Resolution Required Training
- BUL-6224.2: Gender Identity and Students - Ensuring Equity and Nondiscrimination



GUIDELINES AND REQUIREMENTS

- Schools will respect the gender identity of each student
- Schools will ensure safe and equal access for all students



GENDER RECOGNITION ACT

- Every person deserves full legal recognition and equal treatment under the law.
- Emphasis on persons who identify as transgender, nonbinary, and intersex.



GENDER IDENTITY CONTINUUM

Gender Nonconforming
Gender Variant
Transgender
Gender Fluid
Two Spirit
Nonbinary
Pangender
Gender Queer
Agender
Intersex
Bigender



PRIVACY AND CONFIDENTIALITY

- All students have a right to privacy.
- A student's gender identity and expression should be shared only on a need to know basis.



PUPIL RECORDS

- State law requires that student enrollment forms allow a parent to designate their child's gender as male, female, or nonbinary.
- Students have the right to change their name and gender on pupil records, using established District protocols.



DISTRICT POLICY ON NAMES/PRONOUNS

- Students shall be allowed to use the name and pronoun that corresponds to their asserted gender identity.
- Be mindful in situations where disclosure of a student's legal name and gender differs from their asserted/preferred name and gender.



STUDENT SAFETY

- All staff must ensure that students are provided a safe school environment.
- School staff shall appropriately respond to incidents of discrimination, harassment, bullying or intimidation.
- Applicable District Policies:
 - BUL-3349: Sexual Harassment Policy
 - BUL-5212: Bullying and Hazing Policy



ACCESSIBILITY TO FACILITIES

- Students may access facilities (i.e., restrooms, locker rooms, etc.) according to asserted gender identity.
- Students who identify as nonbinary shall be granted access to the facility which best aligns with their asserted gender identity.
- Students shall be provided reasonable accommodations to address privacy and safety concerns (i.e., alternate restroom, supervision).



SCHOOL ACTIVITIES AND PROGRAMS

- Students have the right to equitable access to activities and programs in a manner consistent with their gender identity.
- Examples: Sports, physical education, course instruction, extra-curricular activities, after school programs, school events



DRESS CODE/SCHOOL UNIFORMS

- Policy must be gender neutral.
- Students have the right to dress in accordance with their gender identity.
- Enforcement should be equitable, based on parameters of the dress code or safety issues.



FOR FURTHER ASSISTANCE/QUESTIONS

Educational Equity Compliance Office

Phone: (213) 241-7682

Website: <https://achieve.lausd.net/eeco>

E-Library Publications:

REF-6799.1: Sex-Specific and All-Gender Single and Multiple-User Restrooms

BUL-6224.2: Gender Identity and Students – Ensuring Equity and Nondiscrimination

BUL-5703.3: Name and/or Gender of Pupils for Purposes of School Records

BUL-3349.1: Sexual Harassment Policy

BUL-5212.1: Bullying and Hazing Policy