

STUDENT AND STAFF GENDER IDENTITY AND EXPRESSION

Introduction

The Cuyahoga Falls City School District Board of Education is committed to providing a safe and inclusive work environment for its staff and ensuring that its students receive equal educational opportunities and equal access to the District's programs and activities. Those commitments apply, regardless of an individual's gender identity or gender expression.

Definitions

Gender: socially determined attributes, behaviors, and characteristics based on an individual's sex.

Gender Identity: A person's deeply held sense or psychological knowledge of their own gender. One's gender identity can be the same or different than the gender assigned at birth.

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

Transgender: An adjective describing a person whose gender identity or expression is different from that traditionally associated with an assigned sex at birth.

Gender Identity

An individual's gender identity is a volitional choice. Where a student is too young to make that determination on his/her own, his/her parents/guardians can make that choice for him/her. The District's staff will accept an individual's asserted gender identity if it has reason to believe that that identity is part of a deeply held sense or psychological knowledge of his/her own gender. Neither a medical diagnosis nor a judicial order regarding a name or gender change is required for an individual to be recognized in accordance with his/her self-selected gender identity.

Discrimination, Bullying and Harassment

Discrimination, bullying and harassment on the basis of and individual's gender identity or gender expression is expressly prohibited. Reported instances of such discrimination, bullying and harassment will be investigated, and if found to have occurred, discipline will be implemented in accordance with Board policy and applicable collective bargaining agreements.

Student Privacy

District staff members should only disclose a student's transgender status in furtherance of a legitimate educational interest, or safety interest, unless otherwise authorized by the student or his/her parents/guardians.

Staff Privacy

District staff members should only disclose a fellow staff member's transgender status if authorized by that staff member.

Student Records

A student's permanent student record should be revised to reflect a change in the legal name or gender of the student, if supported by sufficient legal documentation. Where the use of a student's legal name is not required, the District may use the name, gender marker and gender pronouns preferred by the student.

Pronouns and Names

District staff shall honor the requests of transgender individuals to be addressed with the pronoun and by the name of their choice. Intentional misuse of preferred pronouns and names may result in disciplinary action.

Facilities

Students and staff members shall be granted access to the applicable District restrooms that correspond to their gender identity. Individuals who are not comfortable using a shared single sex restroom will be provided access to a single stall restroom, if available at the facility. No one will be compelled to use a single stall restroom.

Students will be granted access to the locker room that corresponds to their gender identity. Students who are not comfortable using a shared single sex locker room may request access to an alternative space that can be used for the same purposes. If such a request is received, the District will work with the student to identify an alternative space that reasonably meets the student's needs.

Gender Specific Student Activities

Students shall be permitted to participate in physical education classes and intramural athletics in accordance with their gender identity. Student participation in interscholastic athletics will conform to the rules and regulations promulgated by the Ohio High School Athletic Association or other applicable governing body.

Student participation in other curricular and extracurricular activities usually segregated by gender will be permitted participate in accordance with their gender identity, provided all

prerequisites for participation are met.

Dress Code

School dress code policies and guidelines shall be gender neutral and shall not require a student or staff member to dress out of conformance with his/her gender identity.