

MOUNT BAKER POLICY 3211 **GENDER-INCLUSIVE SCHOOLS**

The board believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of gender expression, gender identity or sex. To that end, the board recognizes the importance of an inclusive approach toward transgender and gender-expansive students with regard to key terms, communication and the use of names and pronouns, student records, confidential health and education information, communication, restroom and locker room use and accessibility, sports and physical education, dress codes and other school activities, in order to provide these students with an equal opportunity for learning and achievement.

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and will be implemented in conjunction with comprehensive training of staff and volunteers. Specific training requirements are included in the accompanying procedure. The superintendent will appoint a primary contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district. The district compliance officer will participate in at least one mandatory training opportunity offered by OSPI.

This policy and its procedure will support that effort by facilitating district compliance with local, state, and federal laws concerning harassment, intimidation, bullying, and discrimination.

Cross Reference:

MB Policy 2145	Suicide Prevention
MB Policy 3210	Nondiscrimination
MB Policy 3207	Prohibition of Harassment, Intimidation and Bullying
MB Policy 3231	Student Records

Legal References:

Chapter 28A.642, RCW	Discrimination prohibition
Chapter 49.60, RCW	Washington Law Against Discrimination
20 U.S.C. §1232g, 34 C.F.R., Part 99	Family Education Rights and Privacy Act
	Prohibiting Discrimination in Washington Public Schools – OSPI
	Guidelines for school districts to implement Chapters 28A.640 and 28A.642 RCW and 392-190 WAC (February 2012)

Management Resources:

Policy & Legal News, July 2019
Policy & Legal News, December 2014
Policy & Legal News, November 2013 – WSSDA issues new policy regarding transgender students

Adoption Date: 01.09.14
Classification: Essential
Mount Baker School District
Revised: 08.15; 08.27.20; 04.28.22