

Gender-Inclusive Schools Policy 3211

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 References:	Policy 3210	Nondiscrimination
	Policy 3207	Prohibition of Harassment, Intimidation & Bullying
	Policy 3231	Student Records
	Policy 2145	Suicide Prevention
Legal References:	RCW 28A.642	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
Management Resources:	Nov 2013	
	December 2014	
	July 2019	
	Prohibiting Discrimination in Washington Public Schools – OSPI Guidelines for school districts to implement Chapters 28A.640 and 28A.642 RCW and 392-190	
ADOPTED:	4.7.14	
REVISED:	8.10.20	