



# Policy Guidance: Transgender Procedures, Safety and Resiliency (30 mins)

[Insert Name]

Diversity, Prevention & Intervention Department  
for

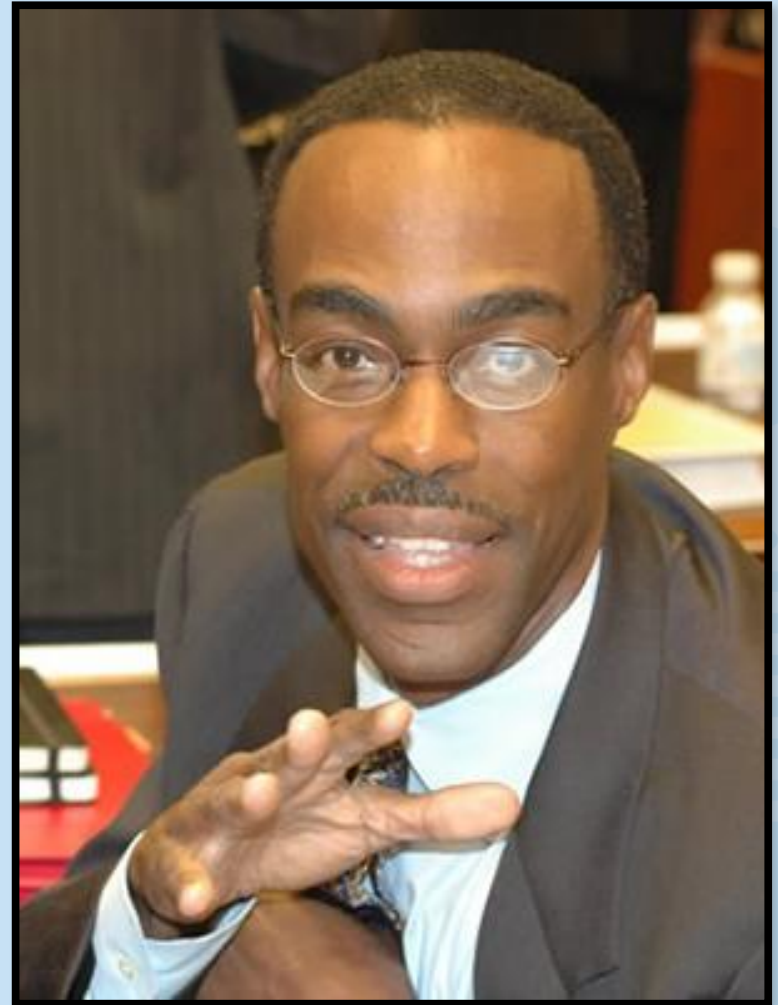
[Insert School Name]



“Broward County Public Schools recognizes the need to promote safer schools and create more welcoming and affirming learning environments for lesbian, gay, bisexual, transgender and questioning students, their allies and students perceived to be LGBT.

**Research tells us that students who feel safe expressing their true gender identity and/or sexual orientation at school have higher grade point averages and better attendance records than those who do not.** The significance of this data cannot be underscored enough; **it is a call to action.”**

-BCPS Superintendent Robert Runcie, and  
2016 Florida Superintendent of the Year



**We have a legal, ethical,  
and professional  
responsibility to protect our  
children and ensure that  
they learn in the safest  
environments.**



# Vocabulary

**Sexual Orientation and Gender are Two Different Things...**



# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



read more



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

# Sexual Orientation

- **Lesbian-** Women who love women
- **Gay-** men who love men
- **Bisexual-** individuals who love both men and women
- **Queer-** an umbrella term referring to a spectrum of attraction to the same sex
- **Pansexual-** a person that is attracted to another person regardless of their gender identity



**A transgender person persistently and consistently knows, on a deep, core level, that their gender is different from their natal sex.**



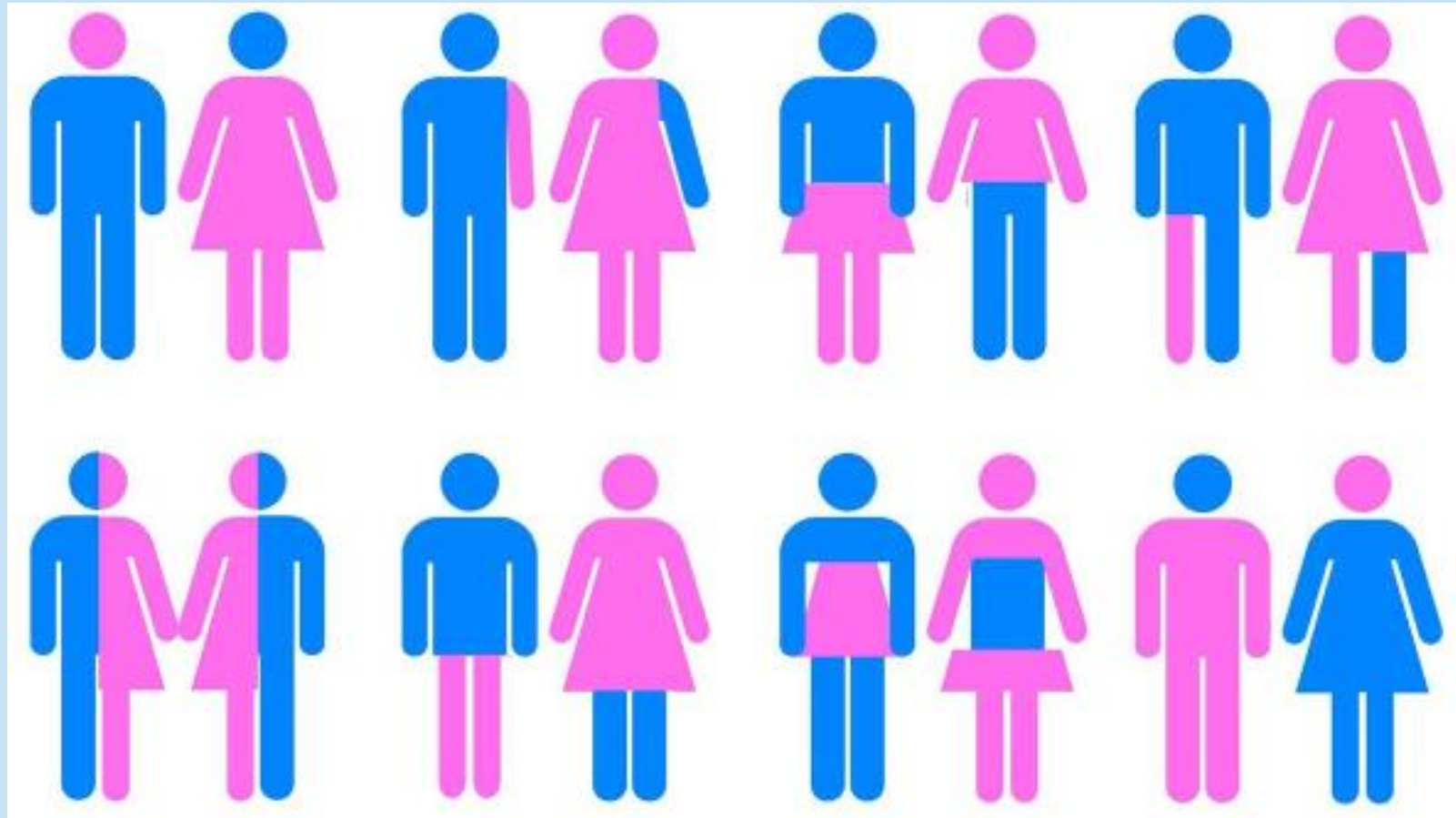
# Gender Identities

- **Cisgender person-** A person that identifies with the gender aligned to their birth sex
- **Transwoman-** A person born biologically male that now social or medically transitioned to the life of a woman
- **Transman-** A person born biologically female that now socially or medically transitioned to the life of a man
- **Genderqueer-** A person that identifies as both man and woman or neither





# Who are our transgender youth?





iMashable



**“One day at school I was pulled aside by one of the school safety officers on campus because someone had complained about me using the girl’s restroom. I was asked very inappropriate questions about the appearance of my genitals by the school safety officer and school faculty person. I felt sexually harassed. It is never okay to ask a student about the appearance of their body parts.”**

**-Broward 10th grade student**



# The Need

***Page 3 BCPS Transgender Policy Guide***



Approximately **40 percent** of transgender or gender-nonconforming students report being:

- **Excluded** frequently or often by their peers.
- **Verbally harassed** and called names at school.
- Called names involving **anti-gay slurs** frequently or often at school.
- Close to three-quarters **report feeling unsafe** in school because of their orientation, gender expression or gender identity



# Suicide, Psychological Impact and Risk Factors for Transgender Youth

- 42% of transgender youth have **attempted suicide**
- 50 to 54% of transgender youth who have been harassed or **bullied at school have attempted suicide**
- 57 % of **family members chose not to speak or spend time** with their transgender relative
- 69% of transgender youth have been or will be **homeless** at some time in their lives



# Relevant Laws and Policies: Federal and District

## *Page 6 of BCPS Policy Guide*



## BCPS Policies and Transgender Safety

- **Anti-bullying Policy 5.9:** The School Board of Broward County prohibits bullying of any students or school employee during any school-related activity and through the use of any electronic device used on school grounds or involving the school's network. **Includes the protected categories of sex, race, color, religion, national origin, age, disability, marital status, socio-economic background, ethnicity, linguistic preference, political beliefs, gender, gender identity, gender expression and sexual orientation.**
- **Nondiscrimination Policy 4001.1:** This policy states that that the School Board of Broward County will provide an environment free from discrimination and harassment based upon factors that include gender identity, gender expression, sexual orientation, age, race, color, disability, marital status, national origin, religion or sex.





# What makes safe and affirming learning environments for LGBTQ students and individuals?



# Relevant Constitutional Rulings Pertaining to Transgender Safety

Being “Out or In” at School,

Being “In or Out” Other Places

- If a student is out at school, s/he has the right to control who knows about her/his LGBTQ status
- This means school administrators, teachers and staff cannot discourage a student from being “out” at school, and they also cannot force a student to be “out” at home. It is up to the student—and the student alone—to decide where and when to be open about his/her LGBTQ status.

(Sterling v. Borough of Minersville, 2000) (C.N. v. Wolf, 2005)



# Common Concerns of Transgender students...

- Preferred Gender Pronoun and Affirmed Name
- Privacy, Confidentiality, Education Records
- Restrooms Accessibility
- Locker Room Privacy
- Field Trips and Sports



**“Teachers can support my social transition by speaking to me one-on-one after class if they have concerns and by using my asserted name and pronoun.**

**But most of all, I need teachers to create safe places for me and other transgender students in our classrooms.”**

**-8<sup>th</sup> grade student**



# Questions?



# Student Transitions

*Page 15-16 of BCPS Policy Guidance*

- The process in which a person goes from living and identifying as one gender to living and identifying as another.



# Student Transitions

*Page 15-16 of BCPS Policy Guidance*

- **Transitioning is a private matter. Any and all communication about a student's transition should remain private unless discussion is initiated by the student.**



Transitions



# Transitions in Elementary School



Generally a parent or guardian will inform the school of a student's impending transition.

- It is appropriate to notify parent/guardian if a student's gender identity or expression is negatively impacting the student at school.

**Be mindful, however, that notifying parent(s)/guardian can put a student's safety at risk.**

- Use the *Gender Support and Transition Planning Guide* (BCPS Guidance pgs. 19-21) with the student to make the appropriate plan regarding the confidentiality, etc. of the student's transgender status.





# Transitions in Middle and High Schools



Students may choose to have their parent/guardian participate in the process, but parental/guardian consent is not required.

Not necessary to notify parent or guardian--may already be supportive.

Notifying parent(s)/guardian can put a student's safety at risk-- ask the student to what degree they should participate.

- Work closely with the student to determine whether parent(s)/guardian should be involved, and to what degree.
- Use the *BCPS Gender Support and Transition Planning Guide* (pgs. 19-21) with the student to make an appropriate plan regarding the confidentiality of the student's transgender status.



# Names and Pronouns

*Pages 6 and 7 BCPS Policy Guide*

- If you are unsure of what pronouns a student uses, it is always ok to privately and politely ask. Remember that students may use different names or pronouns in different settings, contingent upon their level of comfort and sense of safety.

**He, Him, His**  
**She, Her, Hers**  
**They, Them, Theirs**



# Names, Pronouns, Confidentiality, and School Records

## *Pages 8-10 of BCPS Policy Guidance*

- Addressed by the name and pronoun corresponding to expressed gender identity.
- Affirmed names and pronouns must be respected and used, as they affirm the identity of the person. Being “mis-gendered” can be highly stressful.
- All unofficial records should reflect a student’s affirmed name.
- A student’s affirmed name can be listed in TERMS, BASIS and Virtual Counselor (See your School Data Clerk/IMT who has been trained).
- Advise students that FERPA grants parents access to student’s education records, including affirmed name in TERMS, BASIS and V Counselor. Work with student to ensure safety and comfort.



# School Facilities

Page 12 of BCPS Policy Guidance



# Restroom Accessibility

## *Page 12 of BCPS Policy Guidance*

- Students who are transgender shall have access to the restroom facilities that corresponds to their affirmed gender identity and not be expected to use the restroom corresponding to their biological sex.
- Each situation reviewed, addressed and customized based on particular circumstances of student and school facilities.
- If so desired, any student who has a need or desire for increased privacy shall have access to at least one gender neutral restroom or single user restroom.
- The single user bathroom may not be given as the only option for transgender students.



# Locker Rooms

## *Page 12 of BCPS Policy Guidance*

- **All students shall have access to the locker room facility that corresponds to their gender identity.**
- **If there is a request for increased privacy, any student should be offered access to a reasonable accommodation.**
- **Examples, include but are not limited to:**
  - use of a private area in the public area of the locker room (stall with a door, area separated by a curtain)**
  - P.E. instructor's office**
  - a slightly modified schedule**
  - nearby private restroom area.**



# Dress Code

*Page 11-12 of BCPS Policy Guidance*

- **Students can dress in accordance with their gender identity, within the constraints of the school dress code**
- **School staff must not enforce a school's dress code more strictly against transgender and gender nonconforming students**



# Overnight Field Trips

## *Page 13 of BCPS Policy Guidance*

- Transgender students shall be allowed to room with peers that match their gender identity and both persons or parties should feel comfortable.
- Prevent student from being marginalized due to alternative arrangements, unless discussed.
- Schools have obligation to maintain student's privacy and can not disclose or require disclosure of student's transgender status to others if the student is not already out or did not give permission

*Each situation reviewed, addressed and customized based on particular circumstances of student and school facilities*





# Intersectionality

Many students experience discrimination/harassment in various parts of their identities. When students' identities intersect we refer to this phenomenon as

**“Intersectionality”**

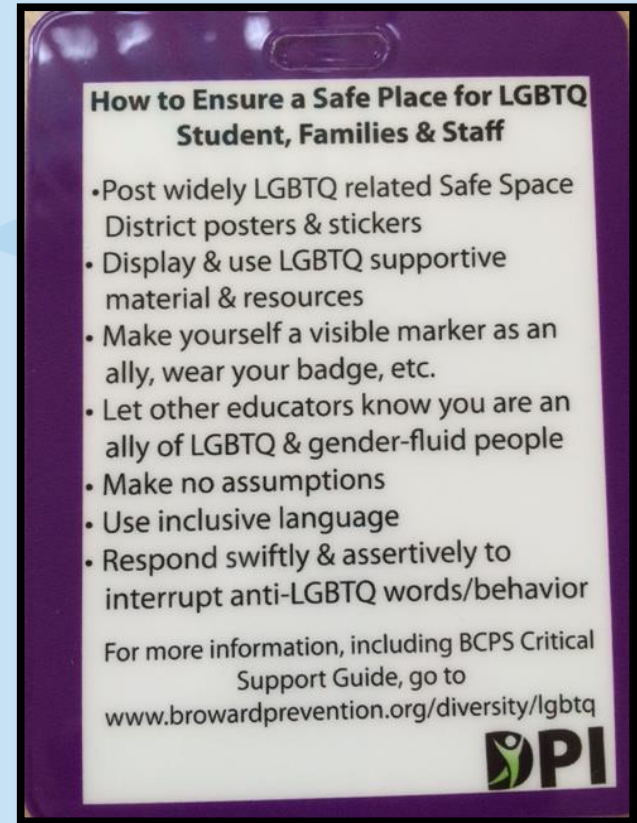
**Example:**

Students may experience harassment or discrimination in more than one part of their identity. (i.e. homophobia and Islamophobia)

<b>Gay</b>	<b>Muslim</b>
Black	Female
Transgender	Latinx*



# Become a Safe Badge Designee!

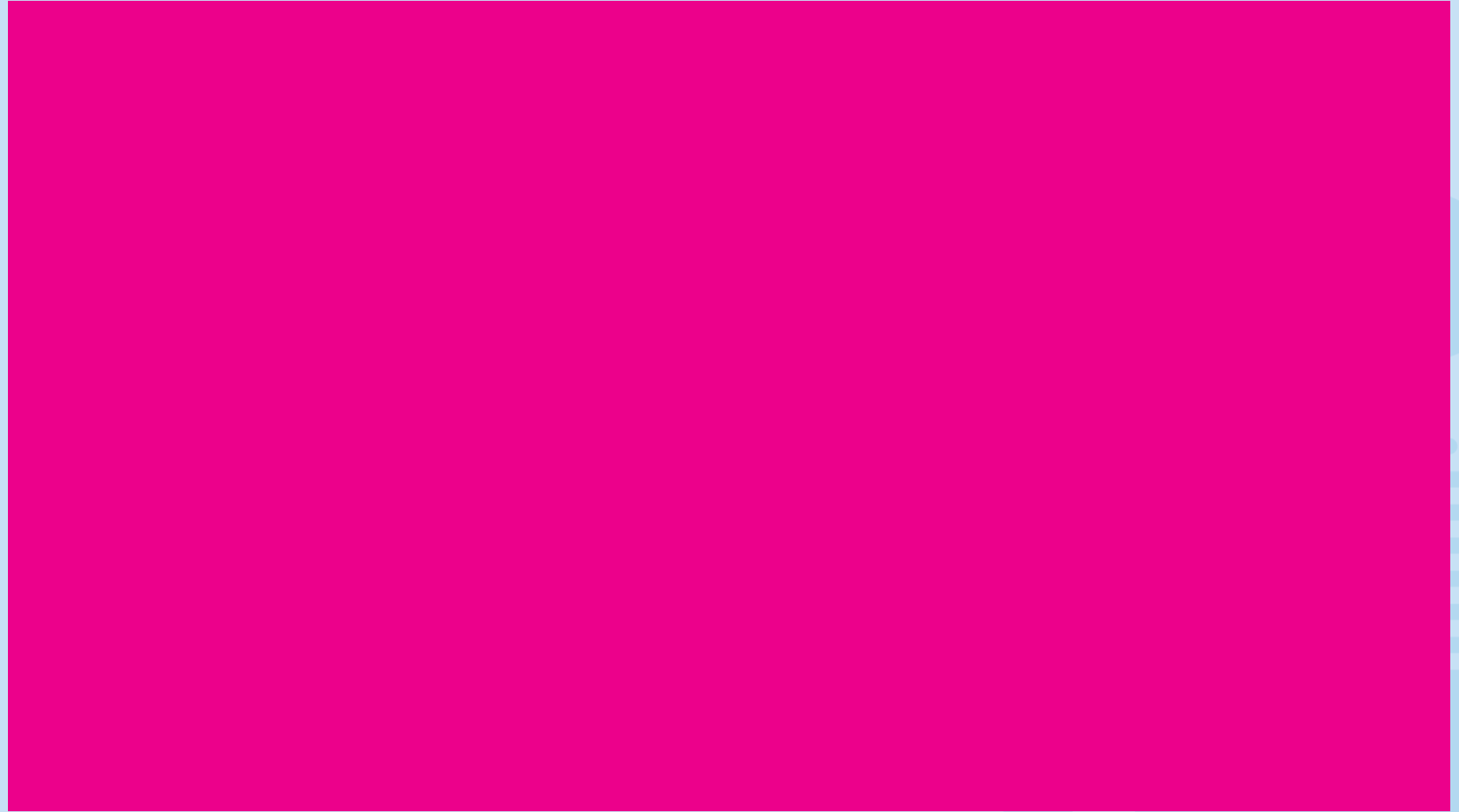


# Relevant LGBTQ Resources

- 2016 LGBTQ Curriculum Support Guide for K-12 grade teachers
- Updated 2016 “LGBTQ Critical Support Guide” including “Policy Guidance” Transgender Procedures and “Gender Support and Transition Planning Guide”
- [www.browardprevention.org/diversity/lgbtq](http://www.browardprevention.org/diversity/lgbtq), including LGBQ and T Brainsharks
- LGBTQ “Collaborative Staff Peer Mentors”--adult to adult consultation and training for BCPS staffs & LGBTQ “Safe Badge Designees”– every elementary, middle and high school needs one “Safe Badge Designee” -please find yours
- The Yes Institute [www.yesinstitute.org](http://www.yesinstitute.org)



# 10 Things You Need To Know About Transgender People by Jazz Jennings



# Homophobia/Transphobia is not always loud and violent. Sometimes it is polite and well intentioned...

- Telling students, “that is your business”
- Asking students if they are sure they are LGBTQ+
- Telling students they are confused
- Asking trans students about their body parts
- Using the word “lifestyle” to describe an orientation
- Asking students “how long” they have been LGBTQ+



# District Collaborative Peer Mentors

- **Michelle Kefford, Principal, Flanagan High**
- **Steve Frazier, Principal, Silver Trails Middle**
- **Linda Pazos, Director, OSPA**

- **Tom Schroeder, Principal, Margate Elementary**
- **Wendy Mola, Assistant Principal, West Broward High**
- **Paul Zenon, Social Worker, Fort Lauderdale High**

- **Kendra Walton, GSA advisor, Northeast**
- **Corinth Evans, GSA advisor, Atlantic West**
- **Toni Freeborn, GSA advisor, Coral Glades**

- **Yezenia Perez, Social Worker**
- **Betsy Roberts, Social Worker, Western High**
- **Susana Ginory, School Counselor, Lakeside Elementary**
- **Lilia Francois, Social Worker**

- **Liliana Pardo-Posse, Social Worker, Student Services**
- **Ditmara Tamayo, Social Worker, Student Services**
- **Marianne Dubin, Social Worker, Student Services**

- **Mabel Thackery, Social Worker, Student Services**
- **Jane Bastita, Social Worker**
- **Laura Holt, Social Worker**
- **Margaret Arnold, Family Counselor**



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☺ We are here for you! ☺

