



Inclusive Schools Student Support Guide



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School Board of Broward County Nondiscrimination Statement

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

School Board of Broward County Policy 4001.1

Introduction

Broward County Public Schools is "committed to educating all students to reach their highest potential." Creating a safe and inclusive school environment for all students is crucial for their overall academic and personal success. Unfortunately, studies have shown that vulnerable student populations are more likely to face bullying, harassment, and exclusion from their peers and even from their teachers, which can have a negative impact on their mental health and academic outcomes.

Creating an inclusive school environment requires a commitment from school administrators, teachers, staff, and students to promote the District's eight character traits including citizenship, cooperation, honesty, kindness, respect, responsibility, self-control, and tolerance. This can include policies that explicitly prohibit discrimination based on sex, race, color, religion, national origin, age, disability (physical, mental, or educational), marital status, socio-economic background, ancestry, ethnicity, genetic information, gender, gender identity or expression, linguistic preference, political beliefs, sexual orientation, or social/family background. Providing resources and support for students and offering training and education for staff and students on critical issues is also essential.

Executive Summary:

All students have the right to feel safe and supported in their learning environment and creating an inclusive and supportive atmosphere can have significant positive impacts on their academic and personal success.

This student support guide is a valuable tool for promoting a comprehensive approach to creating a positive climate for all students. It includes action items for faculty, staff, students, and families to work together in promoting the District's eight-character traits in schools.

By implementing existing Federal, State, and local laws and policies concerning harassment and discrimination, schools can ensure that students are both protected and supported. This can help address issues such as bullying, stigmatization, and discrimination, which can negatively impact the mental health and academic outcomes of all students.

Guide Implementation

It is important for school leadership and personnel to use Broward County Public Schools' Inclusive Schools Student Support Guide with a student-centered approach that includes parental involvement and engagement when navigating the unique needs of our youth. The guide provides action items for administrators, faculty, and staff to promote a safe and inclusive learning environment for students. The use of this guide, along with its action items, will ensure that students' experiences are equitable across schools and handled with consistency. The District encourages school administrators, faculty, and staff to use the guide to promote a safe and supportive school climate where all students can thrive.

It is essential to ensure that any changes or modifications in services or monitoring for students are made with parental consent. This helps ensure that parents are informed and engaged in their child's education and well-being.

It is important to note that this guide is not intended or designed to be utilized in classroom instruction or as part of any prekindergarten through grade 12 curriculum. Faculty and staff should always use their professional judgment, with support from their administration, when seeking age-appropriate resources, tools, or materials for classroom use.

For additional support and guidance, please reach out for assistance.

Contact Information:
Department of Equity, Diversity and School Climate
754-321-1600

Summary of Actions to Support Youth

Topic	Summary
<u>Americans with Disabilities Act (ADA)/ Section 504/Individuals with Disabilities Act (IDEA)</u>	These three Federal laws provide equity for persons with disabilities. Collectively, these laws ensure equitable access, free and appropriate education, reasonable accommodations, specialized instruction, related services, and due process, in accordance with the provisions of each law.
<u>Bullying/Harassment</u>	Allegations and instances of bullying and/or harassment (including sexual harassment) shall be handled in accordance with SBBC Policy 5900.
<u>Clubs and Organizations</u>	All students have the right to form and participate in clubs that comply with the SBBC policies governing Clubs and Organizations (SBBC Policy 5201 and Policy 6205). This includes but is not limited to those grounded in varied religious beliefs and those named for specific races/ethnicities/identities (i.e., Black Student Union, Latinos in Action, Muslim Student Association, Gay/Straight Alliance, etc.).
<u>Dress Code</u>	All students may dress in ways that are consistent with their ethnic heritage, culture, and/or gender expression, while still abiding by the District's dress code policy, during school, and while attending any school sponsored events and functions, including proms and dances.
<u>Field Trips</u>	Field trips can be an integral part of the learning process in many areas of education. All students are guaranteed the right to be afforded an equal opportunity to participate in all school sponsored social and/or extracurricular activities when the student is otherwise qualified to participate. Reasonable accommodations must be made to allow all qualified students to attend and participate in a safe and equitable manner.
<u>Names and Pronouns for Students</u>	The use of a chosen name, preferred name, or nickname by any student shall be honored by school staff and handled

Topic	Summary
	with consistency in accordance with the guidance below. For parents who wish to have their child's preferred pronouns used, upon receipt of written consent, staff may honor this request in accordance with the guidance on page 9. Per F.S. §1000.071, faculty and staff must not ask a student to provide their preferred personal title or pronouns.
Participation in Athletics	Fla. Stat. §1006.205, stipulates how students can participate in athletics at school.
Religious Expression and Practice	Students may express their religious beliefs in school consistent with the guidance on page 10.
Restrooms/Changing Facilities	The School Board of Broward County separates multi-user restrooms and changing facilities according to sex assigned at birth. This does not include single-user, unisex restrooms and/or changing facilities.
Student Privacy	All students' privacy rights will be respected. Personal information, as defined by FERPA, about the student will not be shared without the parents' consent, or that of an eligible student, defined as an emancipated minor or student who is over 18 years of age, unless allowed by law.
Title IX	Title IX states that no person in the United States shall on the basis of sex be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Americans with Disabilities Act (ADA)/Section 504/Individuals with Disabilities Act (IDEA)

The three Federal laws named above provide equity for persons with disabilities. Collectively, these laws ensure equitable access, free and appropriate education, reasonable accommodations, specialized instruction and related services, and due process, in accordance with the provisions of each law.

Students with disabilities are afforded protections under Federal law to ensure equitable access to all aspects of the educational experience. All provisions within this guide are applicable to students with disabilities. Administrators must strive to create an inclusive school environment by involving students with disabilities in all aspects of the educational experience to which their non-disabled peers have access. Additionally, it is the expectation that all schools have a peer mentoring group to further support students with disabilities.

Bullying and/or Harassment

Allegations and instances of bullying and/or harassment shall be handled in accordance with SBBC Policy 5900.

The School Board of Broward County (SBBC) believes that all Board members, District employees, students, agents, consultants, contractors, visitors, volunteers, or other persons are entitled to a safe, equitable, and harassment-free school experience. Bullying, harassment, sexual harassment, or discrimination will not be tolerated for any reason and shall be just cause for disciplinary action. SBBC Policy 5900 shall be interpreted and applied consistently with all applicable State and Federal laws, and the Board's collective-bargaining agreements. Conduct that constitutes bullying, harassment, sexual harassment, or discrimination, as defined in policy, is prohibited. SBBC's Nondiscrimination policy statement, SBBC Policy 4001.1, addresses requirements for discrimination against defined Federal, State, and local protected categories of persons.

Resources, information, and training is available on the Equity, Diversity, and School Climate Department's webpage at <https://www.browardschools.com/Page/36252>. Additional support is also available by contacting 754-321-1655.

Clubs and Organizations

All students have the right to form and participate in clubs that comply with the SBBC policies governing Clubs and Organizations (SBBC Policy 5201 and Policy 6205). This includes but is not limited to those grounded in varied religious beliefs and those named for specific races/ethnicities/identities (i.e., Black Student Union, Latinos in Action, Muslim Student Association, Gay/Straight Alliance, etc.).

School-based clubs and organizations such as the examples listed above are student-initiated and allow students with a common interest to get together and have events or discussions about that interest. These clubs and organizations are made up of students of any race, ethnicity, religious beliefs, sexual orientation, and/or gender identity. In fact, many clubs include members with different backgrounds and beliefs who are or wish to be allies to those with different lived experiences. Participation in clubs with individuals of varied backgrounds and identities promotes diversity, acceptance, and perspective building.

Parents have the right to learn about the nature and purpose of clubs and activities offered at their minor child's school, including those that are extracurricular. To ensure parents are fully informed, it is recommended that schools place information about each extracurricular club offered for their students on their website. Furthermore, Rule 6A-10.089, F.A.C. requires parent permission for student participation in school sponsored events and activities, including extracurricular clubs and extended learning opportunities. A permission form for all clubs and activities must be on file for any student participating, see [Appendix A](#). The permission form must include, at minimum, the following information:

1. The nature of the event or activity.
2. The date(s) and time(s) of the event or activity.
3. Specific location(s) and type(s) of sponsors/guests at the event or activity.
4. Method of student supervision provided, such as anticipated number of chaperones.

Dress Code

All students may dress in ways that are consistent with their ethnic heritage, culture, and/or gender expression, while still abiding by the District's dress code policy, during school, and while attending any school sponsored events and functions, including proms and dances.

Students may wear clothing, head coverings, and/or jewelry of their ethnic heritage and culture that follows the dress code in the Code of Student Conduct. Furthermore, in alignment with Code of Student Conduct policy, "all students have the right to wear stylish clothes of their choice as long as those clothes are appropriate for school, are not dangerous to health and safety, and do not create a substantial and material disruption of the school." The dress code, as outlined in the Code of Student Conduct is gender-neutral with a single set of standards for all students. A school with a unified dress code must follow SBBC Policy 5309: School Unified Dress.

Enforcement of policies that address dress code cannot be enforced in a manner that impacts students in a discriminatory or disparate manner.

Field Trips

Field trips can be an integral part of the learning process in many areas of education. All students are guaranteed the right to be afforded an equal opportunity to participate in all school sponsored social and/or extracurricular activities when the student is otherwise qualified to participate. Reasonable accommodations must be made to allow all qualified students to attend and participate in a safe and equitable manner.

Field trips in Broward County Public Schools are governed by SBBC Policy 6310 Field Trips. School administration shall work with students and families of qualified students to ensure all reasonable accommodations are made to allow for full attendance and participation of any student otherwise qualified to attend, including students with disabilities. Reasonable accommodations may include, but are not limited to, wheelchair accessible mode of transportation, nurses, and additional aides. On all overnight trips requiring lodging, single gender sleeping quarters for students must be instituted. Field Trip permission forms disseminated to parents must indicate whether room assignments for overnight lodging are not separated by biological sex at birth.

Names and Pronouns for Students

The use of a chosen name, preferred name, or nickname by a student may be honored by school staff and handled with consistency in accordance with the guidance below. For parents who wish to have their child's preferred pronouns used, upon receipt of written consent, staff may honor this request in accordance with the guidance below. Per F.S. §1000.071, faculty and staff must not ask a student to provide their preferred personal title or pronouns.

A chosen name, preferred name, or nickname is a name selected by an individual to use in lieu of their legal name. With parental consent, educators shall honor the requests of students if they express the desire to use a name that is different from the name under which they are registered (Rule 6A-1.0955, F.A.C.). Parental consent is obtained using the annually completed Emergency Contact Card. Upon written consent, the student information system (SIS) will be updated to reflect the student's chosen, preferred, or nickname on all unofficial documents. Regardless of whether a court order for a legal name change has been provided, all unofficial records, and verbal communication, should reflect the student's preferred name or nickname.

For parents who wish to have their child's preferred pronouns used, upon receipt of written consent, staff may honor this request; however, are not required to do so. Such consent can only be obtained by the parent by visiting the school and obtaining and completing the appropriate request form (see [Appendix B](#)). If a student makes the request to use pronouns other than those aligned to their sex assigned at birth, the student must be advised to have their parent visit the school to complete the required documentation. Per F.S. §1000.071, faculty and staff must not ask a student to provide their preferred personal title or pronouns.

A student's legal name and/or gender marker cannot be changed on any **official, legal** documents, including State reporting and transcripts, without appropriate legal documentation, i.e., court order, amended birth certificate, or passport. Upon receipt of appropriate legal documentation, the official record in the District student information system (SIS) will be updated to reflect the student's new legal name and/or gender marker for use on official records.

Participation in Athletics

Fla. Stat. § 1006.205, stipulates how students can participate in athletics at school.

Pursuant to Florida Statute §1006.20, the Florida High School Athletic Association (FHSAA) is designated as the governing nonprofit organization of athletics in Florida public schools. The FHSAA is responsible for adopting and promulgating the rules regarding eligibility requirements for all students who participate in high school athletics in Florida.

In June of 2021, the Florida legislature enacted F.S. §1006.205(3)(a), which states “athletic teams or sports designated for females, women, or girls may not be open to students of the male sex.” It also states that, “athletic teams or sports designated for males, men, or boys may be open to students of the female sex” (F.S. §1006.205(3)(b)). This law precludes all transgender female students from participating in athletics in accordance with their gender identity; however, does not preclude transgender males from participating in athletics in accordance with their gender identity.

Religious Expression and Practice

Students may express their religious beliefs in school consistent with the guidance below.

Students may express their religious beliefs in their dress (clothing, head coverings, jewelry, etc.), speech, writing, and classroom assignments. Such assignments shall be graded in accordance with the standards of the curriculum. Students may bring personal religious texts to school and read during non-instructional times including but not limited to before school and during lunch as well as after tests and/or assignments are complete. Students may also engage in personal and/or group prayer/practice during non-instructional time(s). School personnel may provide students with space to complete daily prayer/practice that does not interfere with instructional time. Students absent for religious holidays shall be excused in accordance with SBBC Policy 5.5 Attendance. For guidance on religious-based student clubs and organizations, see the section above for [Clubs and Organizations](#).

Restrooms/Changing Facilities

The School Board of Broward County separates multi-user restrooms and changing facilities according to sex assigned at birth. This does not include single-user, unisex restrooms and/or changing facilities.

Broward County Public Schools personnel will maintain and monitor restrooms and changing facilities to ensure the safety of all students. In addition to multi-user restrooms, all schools must provide students with access to single-user, unisex restrooms. Any student desiring additional privacy shall be granted access to a unisex restroom or changing facility.

Any questions related to facility usage and/or specific student accommodations should be resolved on a case-by-case basis, through dialogue with the student, their parent(s)/guardian(s)/caregiver(s), and school/district leadership to ensure safe and supportive environments are maintained.

Student Privacy

All students' privacy rights will be respected. Personal information, as defined by FERPA, about the student will not be shared without the parents' consent, or that of an eligible student, defined as an emancipated minor or student who is over 18 years of age, unless allowed by law.

Parents, or eligible students, have the right to decide when, with whom, and to what extent personal and private information is shared, unless otherwise allowed by law. As students navigate various situations at school, school counselors and other staff should be mindful of the available support and resources to help ensure student success.

While most students have supportive parents, some students may experience rejection from their family as the result of a variety of reasons including but not limited to their sexual orientation, gender identity, gender expression, and/or religious beliefs. For students who experience familial rejection, it is imperative to provide support to their parents and family members to help ensure they are equipped with tools and resources needed to support their loved one. The goal of the District is always to ensure the safety and well-being of each student. Resources for parents and families can be found in [Appendix C](#).

The simple knowledge of a student's sexual orientation and/or gender identity, without related concerns about the student's health, safety, or well-being, would not be considered a change in services or monitoring. For parent(s)/guardian(s)/caregiver(s) who have questions about their child's sexual orientation and/or gender identity and have contacted the school or District, faculty and staff must not intentionally withhold information unless a reasonably prudent person would believe that disclosure would result in abuse, abandonment, or neglect, as those terms are defined by the law.

Students should be encouraged to and supported in speaking with their parents about sensitive and personal information. Resources should be made available to any families who have questions about their child.

Title IX

Title IX states that no person in the United States shall on the basis of sex be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

What is done for one student, must be done for all students with regard to equal treatment on the basis of sex. For example, if you are going to honor the preferred name/nickname of one student, you must honor it for all students whose parent has made the request. The example provided is intended to be an illustration of the provision of Title IX. District/school personnel must not discriminate on the basis of sex in any circumstance.

Appendix A

Afterschool Club/Activity Parent/Legal Guardian Authorization Form

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THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Afterschool Extracurricular and Supplemental Programs Parent/Legal Guardian Authorization Form

Required for participation in any and all afterschool clubs, events, activities or supplemental programs

Student Name: _____ Telephone: _____

Club/Activity/Event Name: _____

Description or nature of the club, activity or event: _____

Date the club, activity or event will begin: _____

Date the club, activity or event will end: _____

Location of the club, activity, or event: _____

Name(s) of club, activity, or event sponsor(s): _____

Types of guests that may attend the club, activity, or event: _____

Scheduled Days of the Week: (Circle all that apply)

Monday Tuesday Wednesday Thursday Friday Saturday

Scheduled Time: From _____ To _____

I give my child permission to participate in the above named extracurricular activity or supplemental program during the dates and times listed above for the 2023-24 school year.

Name of Parent: _____ Telephone: _____

Signature of Parent: _____ Date: _____

Scheduled days of the week and times may vary throughout the school year. Club/activity sponsor will contact parents through pre-determined forms of communication to notify of any change in meeting time or day.

EMERGENCY CONTACT

Name: _____ Telephone: _____

Relationship to Student: _____

This form must be submitted and retained by the club, activity, or event sponsor prior to student participation.

Appendix B
PreK-12 Preferred Title and Pronoun Request Form

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Parent/Legal Guardian
PreK-12 Preferred Title and Pronoun Request Form

Broward County Public Schools (BCPS) supports the fundamental right of parents to direct the upbringing of their children. BCPS personnel understand that there may be instances when a parent wants to request the use of a preferred name, title, or specified pronouns for their child; however, Florida Statute §1000.071 does not allow school personnel to ask students for their preferred title or pronouns. As such, this form has been developed to allow parents to fully inform the District and their child's school of their child's preferred personal title and/or pronouns*. ***This form shall ONLY be provided to parents upon request and be completed in the presence of a school official.***

Rule 6A-1.0955, F.A.C. requires school districts to obtain parental consent for use of any deviation from their child's legal name in school. The annually completed Emergency Contact Form allows for parents to designate any names by which school/ district staff may use when addressing their child. **If a parent wishes to designate a preferred name for their child, they must do so using the Emergency Contact Form.**

By completing this form, you are granting District and school personnel permission to utilize the personal title and/or pronouns specified below on all unofficial school records and during school-related events*.

Student Information (Please Print):

Student's legal name as shown on their birth certificate: _____

Student's Date of Birth (MM/DD/YYYY): ____/____/____

Student's ID #: _____ Student's Grade: _____ School: _____

What is the personal title staff may use when referring to your child in school?

School personnel may refer to my child by the following preferred title(s) (i.e., Miss, Ms., Mr., Mx. etc.): _____

What pronouns may staff use when referring to your child in school?

School personnel may refer to my child by the following preferred pronouns*: _____

**Please note that staff cannot be required to use preferred titles and/or pronouns for your child that are not consistent with their sex assigned at birth (F.S. §1000.071).*

By signing this form, I am requesting that school and District staff do their best to recognize and use my child's preferred personal title and/or pronouns at school and when contacting home. I understand that this information, as collected, will be shared with school administration, teachers, counselors, and other support staff for them to be able to use my child's preferred name and/or pronouns.

Printed Name and Signature of Legal Parent/Guardian

Date

Legal Parent/Guardian Phone Number

Email Address

Name and Signature of Witness to Parent Signature
(Must be a school official)

Date

Appendix C

Support Resources

The resources linked below are not meant to be used by teachers for lesson planning, classroom instruction, or during any part of the instructional cycle. These resources are meant to provide parents and families with National, State, and Local resources to support their child.

Resources for Parents and Families

- [U.S. Department of Education, Office of Civil Rights](#) - resources that may be of interest to LGBTQI+ students and allies, including rights and protections under Title IX.
- [Florida Department of Education](#) – provides resources for school districts and families.
- [Equality Florida, LGBTQ+ Safe & Healthy Schools initiative](#) - provides tools and resources to help create safe and affirming environments for all students.
- [Human Rights Campaign, Welcoming Schools](#) - resources, lessons, and ideas for creating an inclusive school environment.
- [GLSEN](#) - provides guides to students and educators to support their school experience.
- [Learning for Justice](#) - age-appropriate lessons around race, class, gender, sexual orientation, gender identity, religion, and ability.
- [Gender Spectrum](#) - provides online groups, resources, and a support space for youth and their families.

Local Resources for Parents and Families

- [Community Foundation of Broward, Broward Pride](#) – The goal of Broward Pride is to unite our diverse community to ensure equality, justice, and inclusion of our LGBTQ neighbors throughout Broward.
- [PFLAG Broward](#) - provides support, information, and resources for LGBTQ+ people, their parents and families, and allies.
- [The Pride Center at Equality Park](#) – The Pride Center meets the distinct health, social, educational, socio-economic and safety needs for the LGBTQ+ community and our allies.
- [Southern Legal Counsel, Transgender Rights Initiative](#) - provides a series of “legal notes” to help students and families self-advocate.
- [SunServe](#) – A 501(c)(3) nonprofit social services agency serving the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) community in South Florida. We provide high quality, culturally relevant care for all with an emphasis on those in financial need, minorities, youth, seniors, HIV+ persons, and those with life-challenging physical or emotional conditions.

Suicide-Prevention Resources for Parents, Families, and Students

- [9-8-8 Suicide and Crisis Lifeline](#) – In 2020, Congress designated the new 988 dialing code to be operated through the existing National Suicide Prevention Lifeline. SAMHSA sees 988 as a first step towards a transformed crisis care system in America.
- [2-1-1 Broward](#) - 211 Broward is the live, 24-hour comprehensive helpline, providing all people with crisis, health and human services support, and connecting them to resources in our community.
- [Crisis Text Line](#) – Text FL to 741741
- [The National Suicide Prevention Lifeline](#) - has a resource section specific for LGBTQ+ people and those who care for them. Hotline: 1-800-273-TALK (8255).
- [The Trevor Project](#) – has trained counselors supporting 24/7 for young people in crisis, feeling suicidal, or in need of a safe and judgment-free place to talk. Trevor Lifeline now at 1-866-488-7386.