

TEACH Las Vegas Policy Addressing the Rights and Needs of Students with Diverse Gender Identities or Expressions

I. Introduction

TEACH Las Vegas is committed to providing a safe, inclusive, and respectful learning environment for all students, including those with diverse gender identities or expressions, at all school functions. State law protects students from discrimination based on gender identities or expression.

II. Definitions

1. **Gender Expression:** the manner in which a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
2. **Gender Identify:** A student's understanding, outlook, feelings, and sense of being masculine, feminine, both or neither, regardless of the student's sex assigned at birth.
3. **Gender Support Team:** When a child identifies as being gender diverse, a support team is convened to address the individual needs of the student. The group will consist of the parent(s)/legal guardian(s), the student, and school personnel as determined by the administrator or designee of the administrator, including a counselor and any representatives of the community-based groups requested by the parent(s) or legal guardian(s).

III. Gender Support Plan to Address the Rights and Needs of Students with Diverse Gender Identities or Expressions

In order to address the rights and needs of students with diverse gender identities or expressions, a Gender Support Plan will be created for each student by the Gender Support Team, a team led by the school-site administrator or designee.

1. Then Gender Support Plan requirements and components will be consistent with the requirements of this policy. Each Gender Support Plan for students with diverse gender identities or expressions must include the following components (that are reflected in the Support Plan Form):
 - a. Methods to ensure protection of privacy of the student;
 - b. Methods to support the appropriate engagement of the parent(s)/legal guardian(s);
 - c. Compliance with the Nevada Interscholastic Activities Association (NIAA) if interscholastic activities are considered;
 - d. Compliance with the Nevada Equal Enjoyment of Places and Public Accommodations law; and
 - e. Consideration of the rights and needs of the student for which the plan is developed, as well as the capacity of the school, the rights and needs of the student body at large, including individual requests for privacy.

2. The school shall take measures to ensure access to academic courses and services that are appropriate for and supportive of students with diverse gender identities or expressions, including, without limitation:
 - a. Classroom activities shall not discriminate or segregate according to gender identity or expression and shall be appropriate for students with diverse gender identities’
 - b. Physical education, assemblies, dances, ceremonies, and other school activities shall be appropriate for students with diverse gender identities or expression and not discriminate or segregate according to gender identity or expression.
 - c. Teach Las Vegas shall ensure that students with diverse gender identities or expression shall have access to all clubs and school activities and the ability to form a club.

IV. Addressing the Rights and Needs of Students with Diverse Gender Identities or Expressions

TEACH Las Vegas shall address the rights and needs of students with diverse gender identities or expressions on an individualized basis as outlined in their Gender Support Plan. Specifically, the school shall consider the student characteristics and unique circumstances of the student. The following provisions address the rights and needs of students with diverse gender identities or expressions:

1. **Protect Privacy:** District employees shall not disclose information that may reveal a student’s gender identity or expression status unless legally required to do so or the parent has authorized, in writing, such disclosure, or to staff members if there is a specific reason to know.
2. **Names/Pronouns:** Students have the right to be addressed by the name and pronoun that correspond to their gender identity or expression. The requested name shall be included in the school’s information system in order to inform faculty and staff of the name and pronoun to be used when addressing the student.
3. **Records:** Unofficial records (including the school’s information system) will use the student’s preferred name and gender on unofficial records when:
 - a. School Administration receives a written request from a parent or legal guardian;
 - b. School Administration schedules a meeting with the Gender Support Team to address the written request to support the student’s gender identity or expression; and
 - c. The Gender Support Team agrees upon appropriate changes.
4. **Official Records** (including permanent records) must be maintained in perpetuity and include the legal name of the student and the student’s gender as indicated on official government issued documents such as birth certificates, passports, and identification

cards. The School will change a student's name and gender on official records when the name of the student is changed by court order.

5. The school shall ensure that uniform policies are not delineated or segregated according to gender identity or expression.
6. The school shall ensure that yearbook photographs allow for all students to choose clothing that aligns to their gender identify or expression.
7. The school shall ensure that students with diverse gender identities or expressions are allowed to choose a cap and gown for graduation that aligns to their gender identity or expression.
8. The school shall ensure that the student's preferred name be read during ceremonies and events.
9. The school shall use appropriate definitions and terminology in describing requirements, needs and experiences of students with diverse gender identities or expression.

V. Professional Development and Training

The school shall provide professional development and training concerning the rights and needs of students with diverse gender identities or expression on an annual basis for the board, administrators, principals and teachers and other staff.

1. The school shall assume full responsibility and authority in developing a professional development and training plan that will include the following requirements and procedures:
 - a. Awareness of the rights and needs of students with diverse gender identities and expressions;
 - b. Training in the appropriate methods of cultural competency to facilitate positive learning environments, social emotional learning skills, and appropriate human relations among all students;
 - c. Training concerning the needs of persons with diverse gender identities or expressions as it pertains to the prevention of discrimination, harassment, bullying, and cyberbullying;
 - d. Training regarding the requirements of state laws and regulations, which require the school to develop a Gender Support Plan with a team lead by the school-site administrator or designee;
 - e. Training in methods to support the appropriate engagement of the parents of students with diverse gender identities or expressions; and
 - f. Training addressing the definitions and terminology in describing the requirements, needs, experiences of persons with diverse gender identities or expressions.

VI. Complaint Procedures

Persons who believe they have been discriminated against or believe they witnessed discrimination against a student because of their gender identity or expression may file a complaint with the school's Executive Director or the TEACH Public Schools COO by email, phone, or letter via contact information provided on the school's website.

VII. Discipline: the school shall establish methods to ensure that disciplinary action against an employee, volunteer, or student for the use of a name or pronoun, shall be considered if the action or actions meet the definition of bullying as prescribed in Nevada Revised Statutes 388.122 through 388.124.