

528 Gender Inclusion Policy

I. PURPOSE

All students deserve respectful and inclusive learning environments that value students' gender identity and gender expression. The purpose of this policy is to facilitate compliance with applicable laws and organizational guidelines as well as to foster an educational environment at Stonebridge World School that is safe, supportive, and fully inclusive for all students regardless of gender identity or gender expression.

II. POLICY STATEMENT

Stonebridge World School shall act to ensure that students who are transgender and gender non-conforming are included in all school activities and have equal access to all programs offered to their peers.

III. DEFINITIONS

The following definitions are provided to assist in understanding this policy.

- A. Assigned Gender: An individual's gender assigned at birth, which may correlate to visual manifestations of the biological, genetic, and anatomical makeup of a body.
- B. Gender Expression: The manner in which an individual realizes and manifests their gender.
- C. Gender Fluid: Denoting or relating to a person who does not identify themselves as having a fixed gender.
- D. Gender Identity: An individual's knowledge of being male, female, or otherwise on a continuum of gender.
- E. Gender Non-Conformity: Behaviors and interests that fit outside of stereotypical behaviors and interests for an individual's assigned sex.
- F. Nonbinary Gender: Umbrella term to describe any gender identity that does not fit into the gender binary of male and female
- G. Transgender: An individual whose gender identity or gender expression is different from the gender stereotype for that person's assigned gender.

IV. BULLYING, HARASSMENT, AND DISCRIMINATION PROHIBITION

Bullying, harassment, and discrimination on the basis of gender identity or expression are prohibited. Stonebridge World School will take any such incident seriously, give the incident immediate attention, and handle the incident in the same manner as the school handles other bullying, harassment and discrimination. The school and all employees are responsible for ensuring that every student, including transgender and gender nonconforming students, has a safe and supportive school environment.

V. GENDER TRANSITION AT SCHOOL

Students who transition socially at school have a right to a safe and supportive environment. School administration and staff shall work with any such students and their parents/guardians to identify which steps will create the necessary conditions to make the transition experience as positive as possible.

VI. NAMES AND PRONOUNS USAGE

Students have the right to be addressed by a preferred name and by a pronoun corresponding to their gender identity. A court-ordered name or gender change is not required, and a student need not change official records in order to have this right honored by all members of the school community. Every effort to accommodate gender non-conforming identities will be made by school officials, including expanding the options for gender selection on school forms.

Official records must identify a student with their legal name and assigned gender, unless the student has legally changed their name.

VII. DRESS CODE

Students have the right to dress in accordance with their gender identity, within the constraints of the dress code specified in the Stonebridge World School Parent Handbook. School staff will not enforce the school's dress code more strictly toward transgender and gender nonconforming students than other students. Stonebridge World School will not require gender stereotypical fashion or dress, and seek gender parity in its dress codes. Stonebridge World School will avoid the use of gender pronouns when describing dress in its dress code.

VIII. GENDER-SEGREGATED ACTIVITIES, RULES, POLICIES AND PRACTICES

Stonebridge World School will continually evaluate all gender-based activities, curricula, rules, policies, and practices and maintain only those that have a clear and sound pedagogical purpose.

All students, regardless of their gender identity, have the right to participate fully in activities. In all cases, the school has an obligation to maintain the privacy of all students and cannot disclose or require the disclosure of the student's gender status to the other students or the parents/guardians of other students.

IX. PHYSICAL EDUCATION CLASSES AND INTRAMURAL AND INTERSCHOLASTIC ATHLETICS

All students have the right to participate in physical education classes, intramural sports, and interscholastic athletics in a manner that aligns with their gender identity. This choice shall not infringe on their right to full participation.

X. ACCESS TO FACILITIES

Each student shall be granted access to facilities such as restrooms that align with the student's gender identity. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided access to a reasonable alternative, such as a gender neutral facility, but no student shall be required to use such a facility.

XI. PRIVACY

All students have a right to privacy. A student's transgender or gender nonconforming status is private information. The fact that a student chooses to disclose their gender status to staff or other students does not authorize school staff to disclose other private information about the student.

XII. IMPLEMENTATION

To ensure uniform implementation of this policy across the district, Administration will provide the necessary education and training to staff and students and will create supportive materials for students and staff.

Legal Reference:

Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)

Minn. Stat. § 363A (Minnesota Human Rights Act)

20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)

34 C.F.R. Part 106 (Implementing Regulations of Title IX)

Montgomery v. ISD No. 709, 109 F.Supp. 2d 1081, 1093 (D. Minn. 2000).

Bostock v. Clayton County, 140 S. Ct. 1731, 590 U.S. ____ (2020)

Cross References:

Policy 101 (Equal Educational Opportunity)
Policy 520 (Bullying Prohibition Policy)
Policy 513 (Protection and Privacy of Student Records)
Policy 507 (Student Sex Nondiscrimination)
Policy 519 (Hazing Prohibition)

Based off of the April 27, 2021 version of the Hopkin Schools 552: Gender Inclusion Policy

Adopted: Spring 2021

Revised: