

*Disclaimer: The Green Mountain School District Board of Directors adopted this Policy 3211 (Gender-Inclusive Schools) as required by the provisions of Senate Bill 5689 (2019) which requires districts adopt "policies and procedures that, at a minimum, incorporate all the elements of the model transgender student policy and procedure described" in the legislation. This policy and the accompanying procedure, as adopted, reflects the model policy and procedure as provided to districts by the Washington State School Directors Association. Failure for the Board to adopt this policy would leave the district out of compliance with state law. At the time of adoption, it was the understanding of the Board that modifications of this policy and procedure were not permitted under the restrictions imposed by that legislation.*

## **Gender-Inclusive Schools**

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, or discrimination.

**Classification: Essential**

**Adopted by the Board of Directors: 06/30/2020**

**Revised by the Board of Directors: TBD**