

ARLINGTON PUBLIC SCHOOLS
Policy Implementation Procedure J-2 PIP-2
Transgender Students in Schools

It is the responsibility of each Arlington Public Schools (APS) staff member to ensure all students, including transgender students, have safe, supportive, and inclusive school environments. School-based procedures provide APS staff with guidance to ensure compliance with the School Board Policy J-2 Student Equal Educational Opportunities-Nondiscrimination. These procedures are detailed in this document and will be disseminated to staff through administrative processes.

All Arlington Public Schools staff shall be continuously trained on topics relating to transgender students. School staff members are responsible for taking prompt and effective steps to prevent and respond to harassment of any kind, including that which is based on gender identity and, as appropriate, remedy its effects.

Definitions

“Gender identity” is one’s sense of self as male, female, or an alternative gender that may or may not correspond to a person’s sex assigned at birth (American Psychological Association, 2015). Gender identity shall not be asserted for any improper purpose or in any way that violates School Board policies.

“Transgender” is an umbrella term used to describe individuals whose gender identity, expression, or behavior does not conform with that typically associated with the sex to which they were assigned at birth (National School Boards Association, 2017).

Bathrooms and Locker Rooms

Access to facilities that correspond to a student’s gender identity will be available to all students. Students cannot be required to use a particular facility inconsistent with their gender identity, including single user bathroom facilities. Single user, gender neutral facilities will be made available to all users who seek privacy.

Co-curricular and Extra-curricular Activities and Athletic Team Student Participation

Students may participate in any co-curricular or extra-curricular activity consistent with their gender identity. Athletic participation regulated by the Virginia High School League (VHSL) and the Virginia Scholastic Rowing Association (VASRA) must be in compliance with rules outlined by that organization. Any uniform required for participation in a co-curricular or extra-curricular activity, including athletics, shall include options that are gender neutral. Awards designated by Arlington Public Schools for participation in any such activity will also be gender neutral.

Dress Code

All students must dress according to the constraints of the dress code as outlined within the school handbook. Information regarding appropriate attire for school day and school related activities shall be non-gender specific and enforced impartially regardless of a student’s gender identity or gender expression.

Extended Instructional Field Trips or Athletic Events

APS is committed to providing a safe, welcoming school environment where students are engaged in learning because they feel accepted and valued. Additionally, APS respects the privacy rights of its students and parents and will maintain confidentiality of nonpublic information about students, releasing this information to third parties only when authorized by a

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parent or student as required by law. As part of this commitment to inclusion and equity, when an instructional or extra-curricular or athletic event requires students to be accommodated overnight, students may be assigned to a room consistent with the student's gender identity.

Any student uncomfortable sharing a sleeping area, shower, bathroom, or any sex-segregated facility, shall, upon request, be provided with a designated safe, non-stigmatizing alternative. Arlington Public Schools staff shall not require a student to stay in a single-occupancy accommodation when such accommodations are not required of other students participating in the same event.

Names, Pronouns, and Classroom Records

Every student has the right to be addressed by names and pronouns that correspond to the student's gender identity. Regardless of whether a transgender student has legally changed their name or gender, schools will allow students to use a chosen name and gender pronouns that reflect their identity.

To ensure consistency, staff will update student classroom records (class rosters for substitutes, etc.) with the student's chosen name and, where applicable, appropriate gender markers.

Privacy and Educational Records

Information about a students' transgender status, legal name, or gender assigned at birth constitutes confidential personally identifiable and medical information. Disclosing this information to others by an Arlington Public Schools staff member may violate privacy laws, such as the Federal Family Educational Rights and Privacy Act (FERPA), as well as constitutional privacy protections. School staff shall not disclose any information that may reveal a student's transgender or gender non-conforming status to others, including parents or guardians and other school staff, unless legally required to do so, unless the student has authorized such disclosure, or unless there is a situation in which it is suspected that the student may cause harm to themselves or someone else.

Permanent records for students, including a student's gender, may only be changed with the submission of a legal document such as a birth certificate, passport, or court order. The process for changing any element of a student's permanent record including a student's name and gender must follow the process outlined in School Board Policy J-5.3.30 Admissions and Placement and School Board Policy J-15.30 Privacy Rights and Regulations. APS graduates may change their permanent records under the same requirements as current APS students. Appeals to a decision made regarding a change to a student's permanent record must be made in writing to the Assistant Superintendent of Teaching and Learning.

References

Policy J-5.3.30 Admissions and Placement

Policy J-15.30 Privacy Rights and Regulations

Policy J-6.8.1 Student Safety - Bullying Harassment Prevention

Virginia High School League Student Eligibility Requirements

National Center for Transgender Equality Model School District Policy on Transgender and Gender Nonconforming Students, 2018

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National School Boards Association Transgender Students in Schools, 2016 (Updated, 2017)
Family Educational Rights and Privacy Act
Education Amendments Act of 1972, 20 U.S.C. §§1681 – 1688 (Title IX)

Policy Implementation Procedure Adoption and Revision History

Adopted xxxxxxxx

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