**Operating Policy No. 3211**

**Students**

**GENDER-INCLUSIVE SCHOOLS**

Puget Sound Educational Service District (PSESD) believe in fostering an educational environment that is safe and free of discrimination for all students, regardless of gender, sexual orientation, gender identity or gender expression.

To that end, staff 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. PSESD’s policy and its procedure will support that effort by facilitating compliance with local, state and federal laws concerning harassment, intimidation, bullying and discrimination.

This policy is a component of the ESD’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.

The Human Resources Administrator/Title IX Compliance Officer will serve as 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 to staff and students. The PSESD compliance officer will participate in at least one mandatory training opportunity offered by OSPI.

Adopted: January 2014

Revised: May 2019

Revised: February 2020

Relevant Board Governance Policies: EL 3: Transformational Relationships

 EL 4: Treatment of Staff

Cross References: Operating Policy No.1000 Nondiscrimination

Operating Policy No. 3205 Sexual Harassment of Students Prohibited

Operating Policy No. 3207 Prohibition of Harassment, Intimidation or Bullying

Legal References: Chapter 28A.642, RCW Discrimination prohibition

 Chapter 49.60, RCW Washington Law Against Discrimination

 20 U.S.C. §1232g, 34 C.F.R., Family Education Rights and Privacy Part 99 Act

 [Prohibiting Discrimination in Washington Public Schools – OSPI Guidelines for school districts to implement Chapters 28A.640 and 28A.642 RCW and 392-190 WAC (February 2012)](http://www.k12.wa.us/equity/pubdocs/ProhibitingDiscriminationInPublicSchools.pdf)