

Gender Diverse Working Group

Recommended topics to include in possible written Clark County School District (CCSD) policy/regulation/guidance document

*Descriptions are only for information, and are not proposed language to include in written guidance

Categories for Possible CCSD Gender Diverse Policy/Regulation/Guidance Document

Purpose statement: Statement regarding the purpose, scope, and direction of the Policy/Regulation/Guidance Document.

Desired Outcomes: Goals and/or objectives describing what is to be achieved by implementing a final CCSD Policy/Regulation/Guidance Document.

Communication from the Superintendent and Board of School Trustees: Statement acknowledging need and support for policy and training regarding gender diverse students in support of safe schools for all students could be included in a final CCSD Policy/Regulation/Guidance Document.

Definitions and Terminology: Understanding the terminology associated with gender diversity is important to provide a safe, respectful, supportive, and inclusive learning environment for all students. This could be included in a final CCSD Policy/Regulation/Guidance Document.

Overview of Federal and State Law: An overview of the Federal and State discrimination laws and other laws that mandate safe schools for all students inclusive of gender diverse students. These types of laws and examples could be included in a final CCSD Policy/Regulation/Guidance Document.

Rights and Protection: Details regarding specific rights and protections for students outlined in the *Overview of Federal and State Law* could be included in the final CCSD Policy/Regulation/Guidance Document.

Privacy and Disclosure: In accordance to the Family Education Rights and Privacy Act (FERPA), all persons, including students, have a right to privacy as outlined in the *Overview of Federal and State Law*. This could be included in a final CCSD Policy/Regulation/Guidance Document.

Information on Student Records and Student Information Systems that could be included in a final written document:

- **Unofficial Records** (including CCSD Student Information System) - The District has a process that will allow a student to use their preferred name and gender on unofficial records. The unofficial records may include, but are not limited to: identification badges, classroom and homeroom rosters, certificates, programs, announcements, office summons, communications, team and academic rosters, newspapers, newsletters, yearbooks and other site-generated unofficial records.
- **Official Records** (including Permanent Records) - The District is required to maintain in perpetuity mandatory permanent pupil records (such as transcripts), which 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/permits. The District will change a student's name and gender on official records when the name of the student is changed by the appropriate court action.

Special Education Considerations for Gender Diverse Students with Disabilities: Gender identity and gender expression are not defined as a disability category under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act (Section 504).

Athletics and School Activities: CCSD complies with NIAA Regulations related to gender diverse students. Students cannot be required to provide medical or other documentation that is not required of all students to participate, according to 2016 Title IX guidance. This could be included in the final CCSD Policy/Regulation/Guidance Document.

Restrooms Accessibility: NRS 651.070 requires that students have access to the restrooms of the gender they identify with. These statutes and laws could be included in the final CCSD Policy/Regulation/Guidance Document.

Professional Development: SB 225 requires that CCSD personnel undergo training concerning the needs of persons with diverse gender identities or expressions. CCSD Policy/Regulation/Guidance Document could include:

- **Internal Resources**
 - Connect professionals to CCSD resources who are knowledgeable and experienced in supporting the needs of all students, inclusive of gender diverse students, and in creating safe and respectful learning environments.
- **External Resources**
 - Connect professionals to community resources who are knowledgeable and experienced in supporting healthy growth and development of sex/gender diverse students, families and caregivers.

Names and Pronouns: A final CCSD Policy/Regulation/Guidance Document could specify that students have the right to be addressed by the names and pronouns that correspond to their gender identity.

Locker Rooms or Other Facilities: Procedures regarding access to locker rooms and other facilities could be addressed in the final CCSD Policy/Regulation/Guidance Document

Overnight Field Trips: Overnight field trips shall be appropriate for and supportive of all students, including students with gender diverse identities or expressions. Procedures regarding overnight field trips could be included in the final CCSD Policy/Regulation/Guidance Document.

Homecoming, Prom, and Other School Traditions: Homecoming, prom, and other school traditions shall be inclusive of all students including gender diverse students. This could be included in the final CCSD Policy/Regulation/Guidance Document.

Dress Code: CCSD could update its dress code policy or include language in the Policy/Regulation/Guidance Document.

Inclusive Academic Classroom Environment: A final CCSD Policy/Regulation/Guidance Document could specify that the academic classroom environment shall be appropriate for and supportive of ALL students, including students who have diverse gender identities or expressions, and shall not discriminate or segregate according to gender identity or expression.

Best Practices for the Community: CCSD Policy/Regulation/Guidance Document could include methods to enhance a welcoming school climate and supportive learning environment, including: establishing and maintaining healthy school-to-home and home-to-school communication, providing families information related to gender diverse child development, and increasing knowledge and skills regarding gender diversity in support of extending their child's learning at home and in the community.

Supporting Students, Parents, Foster Parents, Caregivers, and Families in Transition: CCSD Policy/Regulation/Guidance Document could include methods to support appropriate engagement of students, parents, foster parents, caregivers, and families in transition such as creating a welcoming school climate, establishing and maintaining healthy communication, increasing knowledge and skills, and connecting persons to resources.

Review and Reporting: Regular review of existing policy, regulation, and guidance documents to address requirements of changing statutes or regulations and to implement changing best practices in supporting the needs of gender diverse students and in creating safe and respectful learning environments for all students. Report these changes via internal avenues of communication, and on CCSD website.