Supporting LGBTQ Students
Why is This Important?

- FCPS is taking proactive steps to create a culture where all students feel safe, supported and fully included. (Aspirational Goal 5)

- The Maryland Youth Risk Behavior Survey was discussed at the June 2016 Board of Education Meeting.
  - The survey was given during the 2014-2015 school year to middle and high school students.
  - Approximately 3,000 students took the survey.
  - Concerns regarding LGBTQ students self-report about injury, violence, and suicide were shared.
  - Note - Transgender students were not provided the option of self-identification on the survey.
Injury and Violence

High School Students

<table>
<thead>
<tr>
<th></th>
<th>FCPS</th>
<th>Students</th>
<th>Maryland</th>
<th>FCPS LGB</th>
<th>MD LGB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Missed School b/c Safety Concerns</td>
<td>5</td>
<td>8</td>
<td>6</td>
<td>16</td>
<td>14</td>
</tr>
<tr>
<td>Involved in Fight at School</td>
<td>8</td>
<td>12</td>
<td>20</td>
<td>23</td>
<td></td>
</tr>
</tbody>
</table>

Percentage
Suicide

Students who seriously thought about killing themselves

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FCPS Middle</td>
<td>16</td>
</tr>
<tr>
<td>MD Middle</td>
<td>18</td>
</tr>
<tr>
<td>FCPS High</td>
<td>17</td>
</tr>
<tr>
<td>MD High</td>
<td>16</td>
</tr>
<tr>
<td>FCPS LGB+</td>
<td>52</td>
</tr>
<tr>
<td>MD LGB+</td>
<td>38</td>
</tr>
</tbody>
</table>
Suicide

Students who made a plan about how they would attempt suicide

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FCPS High</td>
<td>13</td>
</tr>
<tr>
<td>MD High</td>
<td>13</td>
</tr>
<tr>
<td>FCPS Males</td>
<td>10</td>
</tr>
<tr>
<td>FCPS Females</td>
<td>17</td>
</tr>
<tr>
<td>FCPS LGB</td>
<td>42</td>
</tr>
<tr>
<td>MD LGB</td>
<td>32</td>
</tr>
</tbody>
</table>
Understanding LGBTQ Terms
Vocabulary Activity

Checking your LGBTQ knowledge
The Genderbread Person

Gender Identity
- Woman
- Genderqueer
- Man

Identity

Gender Expression
- Feminine
- Androgynous
- Masculine

Orientation

Biological Sex
- Female
- Intersex
- Male

Sex

Sexual Orientation
- Heterosexual
- Bisexual
- Homosexual

How you think about yourself.

How you demonstrate your gender.

Your reproductive organs, hormones, and chromosomes.

Who you are physically, spiritually and emotionally attracted to based on their gender.
Understanding Title IX

True or False?
Title IX was originally created to equalize female athletics and now prohibits harassment based on sex and gender stereotyping.
Lawsuits have been filed against school systems that have failed to protect LGBTQ students.
Sexual harassment and sexual violence are not considered forms of sexual discrimination and bullying under Title IX.
Supporting Transgender Students
What does this look like in school?

- School counselors and Administration will evaluate each situation on a **case-by-case basis**.
- Decisions/accommodations will be made after conversations with the student and parent (when applicable).
- All transgender students may not want or need the same accommodations.
  - Some may want to use the bathroom or locker room matching their identity.
  - Some may want to use the health room bathroom.
  - Some may want to use a faculty bathroom.
  - Some may want to use a stall in the locker room matching their birth gender.

*With student consent, counselors and/or administrators will inform staff of any decisions that are reached.*
Transgender Students and Athletics

- Students have the right to participate in any athletic event or activity according to their gender identity. (i.e. field day, track meets, PE, etc.)
- Decisions about a transgender student participating in athletics should be evaluated in accordance with MPSSAA guidelines.
- Questions should be directed to Kevin Kendro, Supervisor, Athletics & Extracurricular Activities, at 301-696-6844.
- Unless precluded by state interscholastic association policies, all students are permitted to participate in interscholastic activities consistent with their gender identity.
Student Records

Transgender and Gender Non-Conforming Students
### Addressing Students With Respect

<table>
<thead>
<tr>
<th>Student Name</th>
<th>Preferred Pronouns</th>
</tr>
</thead>
<tbody>
<tr>
<td>The student’s legal name is mandatory in eSchool; however, the nickname field in eSchool may be used to indicate the preferred name.</td>
<td>School counselors will communicate the student’s wishes to use a different name or pronoun preference to staff/teachers.</td>
</tr>
</tbody>
</table>
Class Lists and Substitutes

- As of March, 2017, eSchool Plus reports can now print class lists that include preferred name and pronouns.
- Teachers are now expected to provide substitutes with class lists that reflect any students’ preferred names.
- Substitutes can ensure accuracy by asking front office staff or counseling department if the class lists include preferred names and pronouns and are the most up to date.
Confidentiality for LGBTQ Students
Best Practices

● Avoid making assumptions.
● Be creative when grouping students. Avoid gender grouping.
● Address any bullying or harassment immediately with administration and with discretion (respect student confidentiality).
  ○ Regulation 400-48
FCPS Guidance

Jamie Cannon, Chief of Staff and Legal Counsel, has provided guidance to all FCPS staff.

Creating a Safe and Supportive School Environment for Transgender and Gender Nonconforming Students.

Last update occurred on March 3, 2017
Questions or Concerns?