

Supporting LGBTQ Students



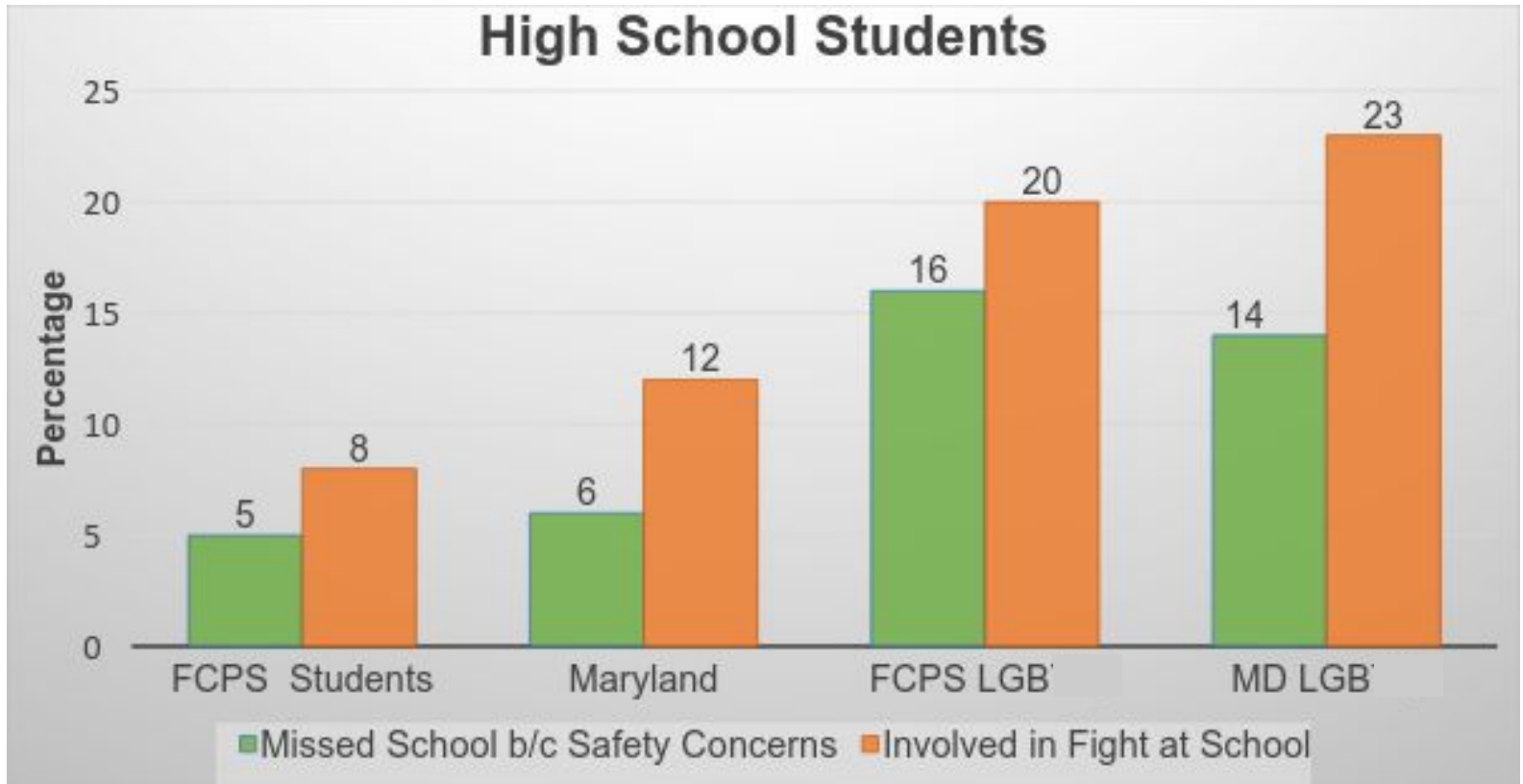
Presentation by:

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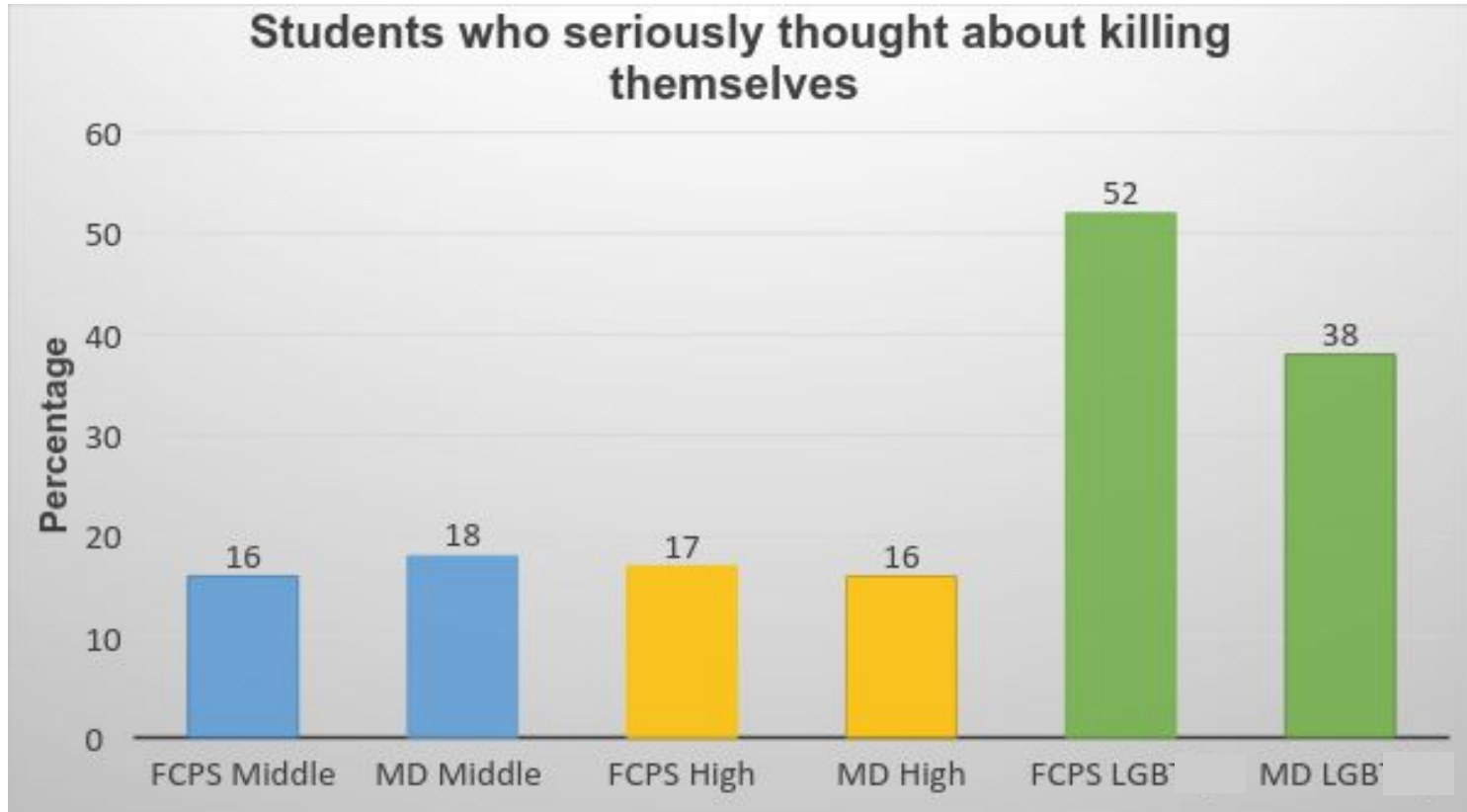
Why is This Important?

- 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.

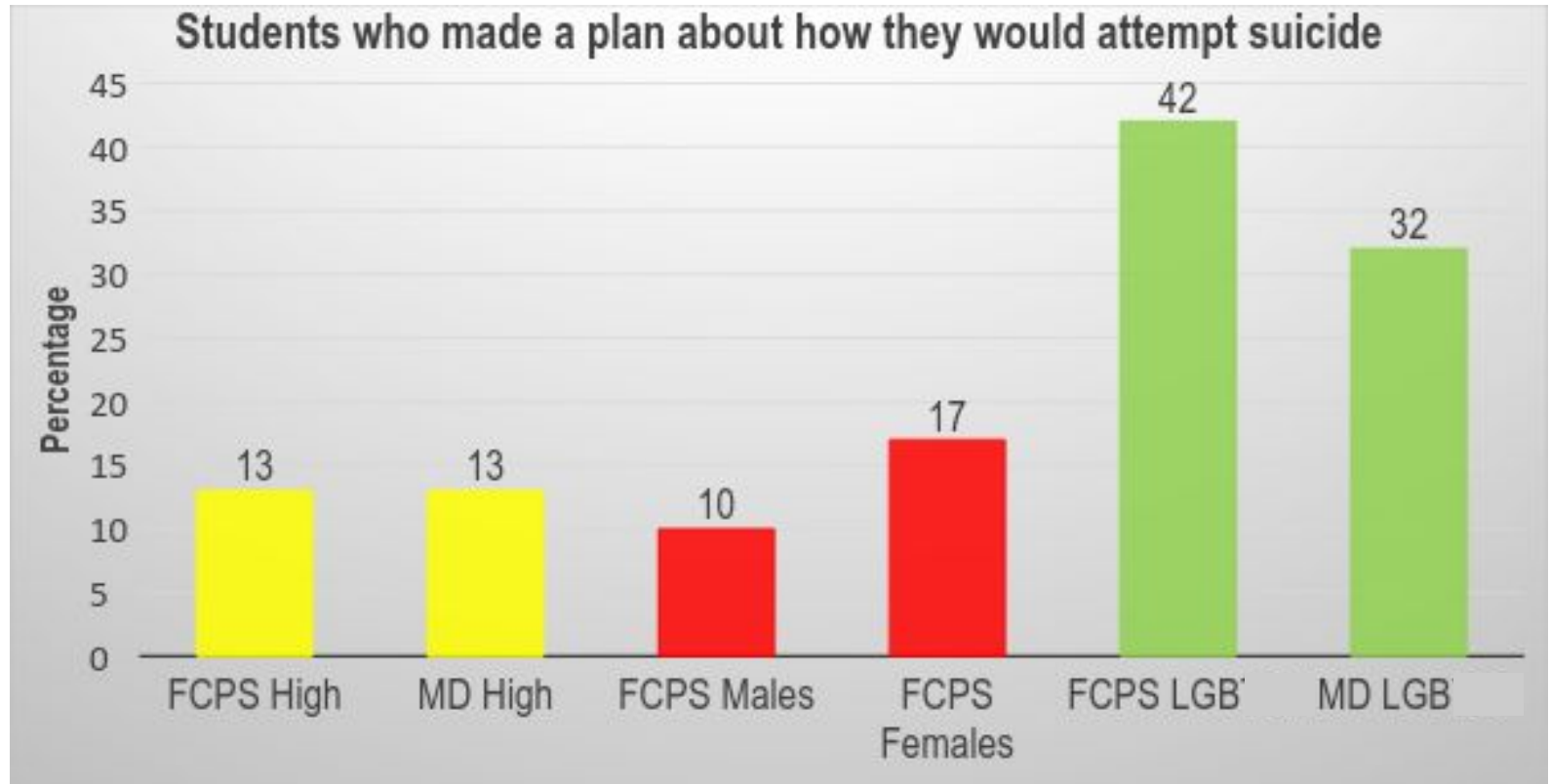
Injury and Violence



Suicide



Suicide

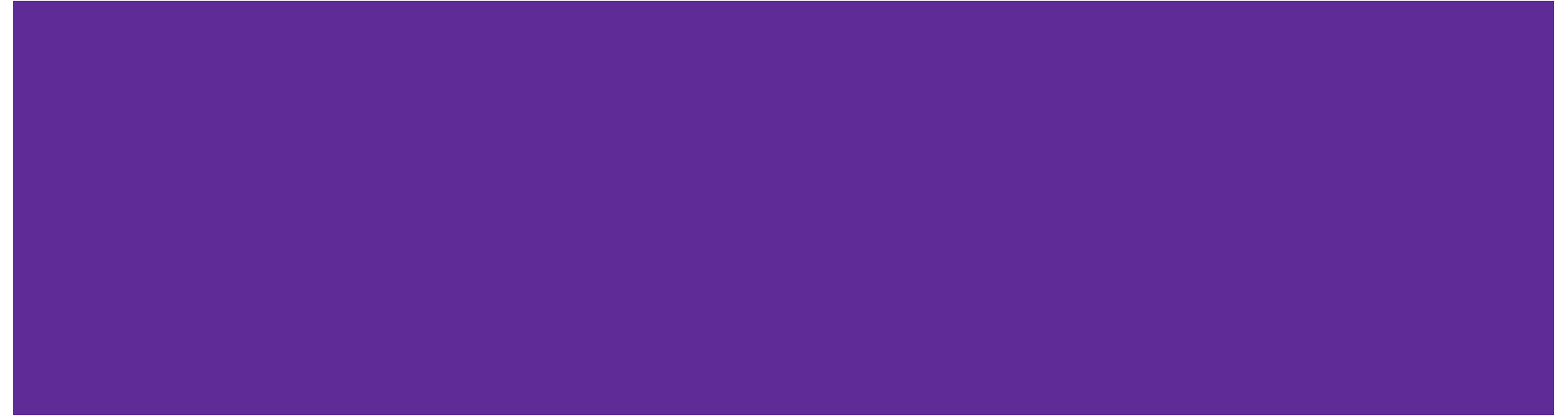


Understanding LGBTQ Terms



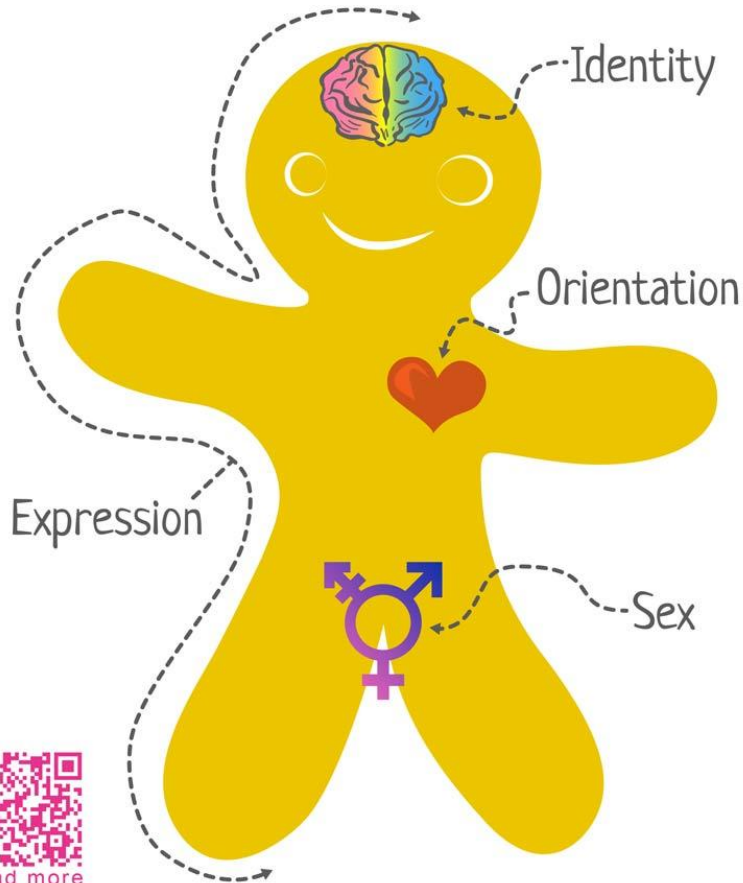
Vocabulary Activity

Checking your LGBTQ knowledge



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

← Woman Genderqueer Man →

How you think about yourself.



Gender Expression

← Feminine Androgynous Masculine →

How you demonstrate your gender.



Biological Sex

← Female Intersex Male →

Your reproductive organs, hormones, and chromosomes.



Sexual Orientation

← Heterosexual Bisexual Homosexual →

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.**

TRUE

**Lawsuits have been filed
against school systems
that have failed to protect
LGBTQ students.**

TRUE

Sexual harassment and sexual violence are not considered forms of sexual discrimination and bullying under Title IX.

FALSE

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

Student Name

The student's legal name is mandatory in eSchool; however, the nickname field in eSchool may be used to indicate the preferred name.

Preferred Pronouns

School counselors will communicate the student's wishes to use a different name or pronoun preference to staff/teachers.

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?**