

## Gender-Inclusive Schools

The board believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of gender expression, gender identity, or sex. To that end, the board 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.

This policy is a component of the district'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. Specific training requirements are included in the accompanying procedure. The superintendent will appoint 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 throughout the district. The district compliance officer will participate in at least one mandatory training opportunity offered by OSPI

This policy and its procedure will support that effort by facilitating district compliance with local, state and federal laws concerning harassment, intimidation, bullying, and discrimination.

Cross References:                   2145 - Suicide Prevention  
  3207 - Prohibition of Harassment, Intimidation, or Bullying  
  3210 - Nondiscrimination  
  3231 - Student Records

Legal References:                 RCW 28A.642 Discrimination Prohibition  
  20 U.S.C. 1232g, 34 C.F.R., Part 99 - Family Education  
  Rights and Privacy Act

Management Resources:       2019 – July Issue  
  2014 - December Issue  
  2013 - December Issue  
  Prohibiting Discrimination in Washington Public Schools -  
  OSPI Guidelines for school districts to implement Chapters  
  28A.640 and 28A.642 RCW and Chapter 392-190 WAC  
  (February 2012)

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Cosmopolis School District  
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