



GENDER-EXPANSIVE AND TRANSGENDER STUDENTS

BEGIN

Learning Outcomes For Supporting Gender Expansive and Transgender Students:

- Increase awareness of laws, policies, and regulations that safeguard the rights of transgender and gender expansive students.
- Understand your role in upholding Regulation 2603.

Click
NEXT to
continue

FCPS and Regulation 2603

The screenshot shows a web browser window with the address bar displaying "https://www.fcps.edu/news/model-policy-update". The page header includes the FCPS logo, a weather widget showing "93°F Clear sky", and a navigation menu with links: "FULL MENU", "ABOUT FCPS", "ACADEMICS", "SCHOOLS", "SCHOOL BOARD", and "SUPERINTENDENT". A search bar is located on the right side of the header. The main content area features a paragraph stating: "All students have a right to privacy in FCPS facilities or while participating in FCPS-sponsored events. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided with reasonable, non-stigmatizing accommodations." Below this, a highlighted box contains three bullet points: "• Will continue to be addressed by their chosen names and pronouns, as provided by FCPS Regulation 2603 (V)² and federal law.", "• Will continue to be provided with access to facilities, activities, and/or trips consistent with their gender identity, as provided by Regulation 2603 (IX)² and federal law.", and "• Will continue to have their privacy respected regarding gender expansive or transgender status, legal name, or sex assigned at birth, as provided by FCPS Regulation 2603² and federal law." At the bottom of the page, a paragraph states: "As a school division our policies, procedures, and values should reflect our community. We will continue to consider feedback from everyone on Team FCPS - our students, staff, families, and community, in order to best support our students and staff while working with parents and caregivers. We will continue to make every effort to encourage and support communication between students and parents/caregivers." The xCounty SCHOOLS logo is visible in the bottom right corner.

Model Policy Update | Fairfax County Public Schools

https://www.fcps.edu/news/model-policy-update

ALERTS Español 한국어 中文 Tiếng Việt العربية Language: English

FCPS 93°F Clear sky

FULL MENU ABOUT FCPS ACADEMICS SCHOOLS SCHOOL BOARD SUPERINTENDENT

CONTACT US

All students have a right to privacy in FCPS facilities or while participating in FCPS-sponsored events. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided with reasonable, non-stigmatizing accommodations.

Our existing policies still stand. This means that at FCPS schools, in accordance with our existing policies, our gender expansive and transgender students:

- Will continue to be addressed by their chosen names and pronouns, as provided by FCPS Regulation 2603 (V)² and federal law.
- Will continue to be provided with access to facilities, activities, and/or trips consistent with their gender identity, as provided by Regulation 2603 (IX)² and federal law.
- Will continue to have their privacy respected regarding gender expansive or transgender status, legal name, or sex assigned at birth, as provided by FCPS Regulation 2603² and federal law.

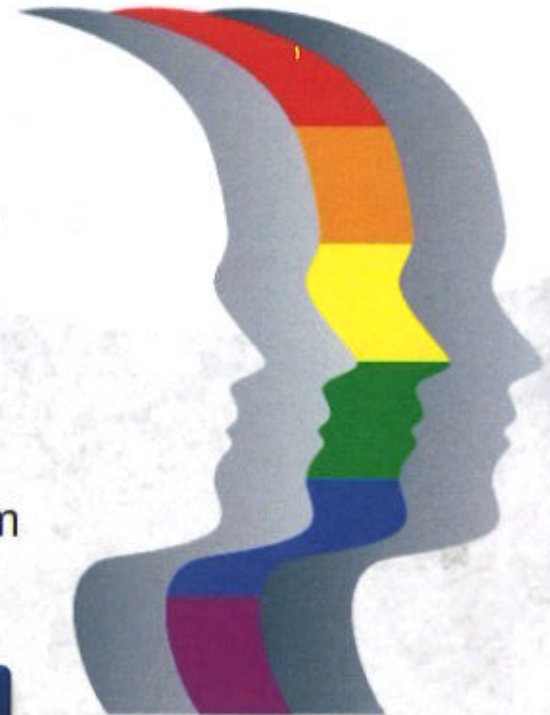
As a school division our policies, procedures, and values should reflect our community. We will continue to consider feedback from everyone on Team FCPS - our students, staff, families, and community, in order to best support our students and staff while working with parents and caregivers. We will continue to make every effort to encourage and support communication between students and parents/caregivers.

xCounty SCHOOLS

FCPS Non-discrimination Policy

“No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, genetic information, pregnancy status, childbirth or related medical conditions, marital status, veteran status or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law.”

FCPS Nondiscrimination Policy



Protections in Schools



Federal law prohibits discrimination on the basis of sex, including sex stereotypes, sexual orientation, **and gender identity or transgender status.**

If you observe or receive a report of a youth or coworker being bullied and/or harassed based on their gender identity or transgender status, report this to your supervisor immediately.

Regulation 2601 - Student Rights and Responsibilities

FCPS Students have the right to:

- a school and classroom environment that affirms the identity of all students and is responsive, caring, and inclusive.
- access restroom and locker room facilities and other non-stigmatizing accommodations that are consistent with the student's gender identity, faith, and for any other reasons as identified in Regulation 2603;
- non-disclosure of gender identity and/or sexual orientation;

FCPS Regulation 2601

Regulation 2601 - Student Rights and Responsibilities

FCPS Students have the right to:

- be called by chosen names and pronouns
- internally generated and shared school lists of students (e.g., honor roll, graduation programs, yearbooks, school newspapers) that identify students by their chosen names and genders
- receive support to ensure the safe and equitable access to all school and school division facilities and activities.

FCPS Regulation 2601

Bullying Prevention and Intervention

When bullying or harassment is targeted at transgender individuals, it is considered a violation of federal anti-discrimination laws enforced by the Office of Civil Rights.

To prevent bullying and harassment, and to properly address it when it occurs, school staff will:

- Create inclusive classrooms that promote a caring culture.
 - Address bullying or harassment immediately by stopping the behavior
 - Use the teachable moment to educate students about language and behaviors that are acceptable and those that are not.
 - Report the bullying or harassment per FCPS procedures
 - Support the targeted student
-

Questions to Consider:

- What would you do if you heard a student making fun of another student based on their religion or race?
How would you respond?
- What would you do if you heard a student maliciously deadnaming a classmate?
How would you respond?

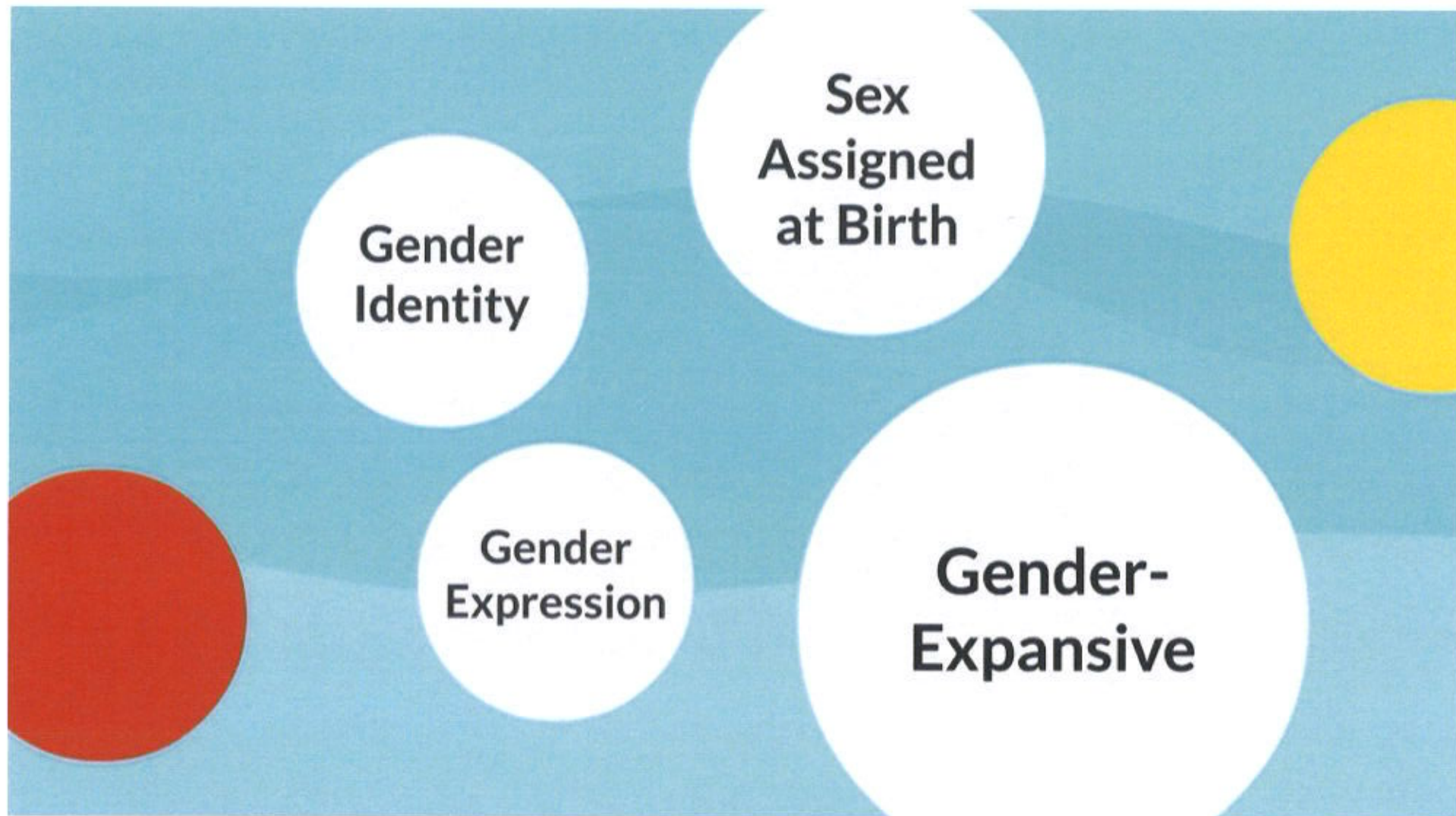


You would stop this behavior just like you would for any form of discriminatory harassment.

Foundational Knowledge

LGBTQIA+

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer or Questioning
- Intersex
- Asexual/Aromantic



Gender Identity:

Gender identity is a person's sense of their own identity as a boy or man, girl or woman, or something in between or outside the male-female binary.



Sex Assigned at Birth:

a label, generally male or female, that is typically assigned at birth and recorded on the birth certificate.



Gender Expression:

This is the manner in which a person represents or expresses their gender identity or gender roles to others, often through their appearance, clothing, behavior, activities, speech, or mannerisms.



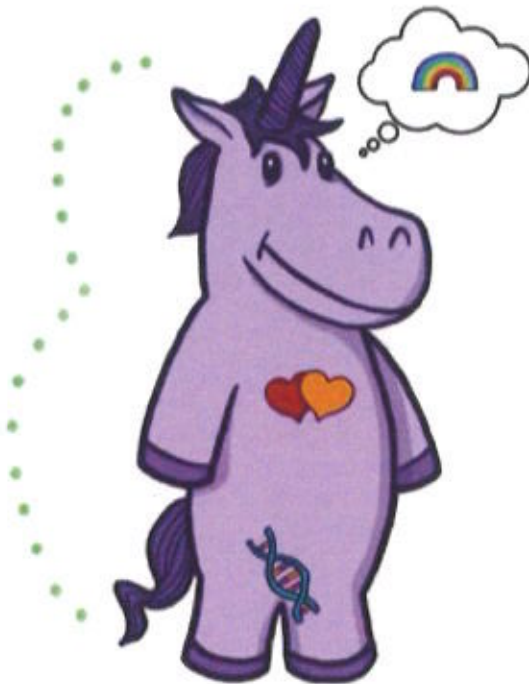
Gender Expansive:

Reflects a wider and more flexible range of gender identity and expression, beyond the commonly held idea of two discrete and opposite categories of male and female.



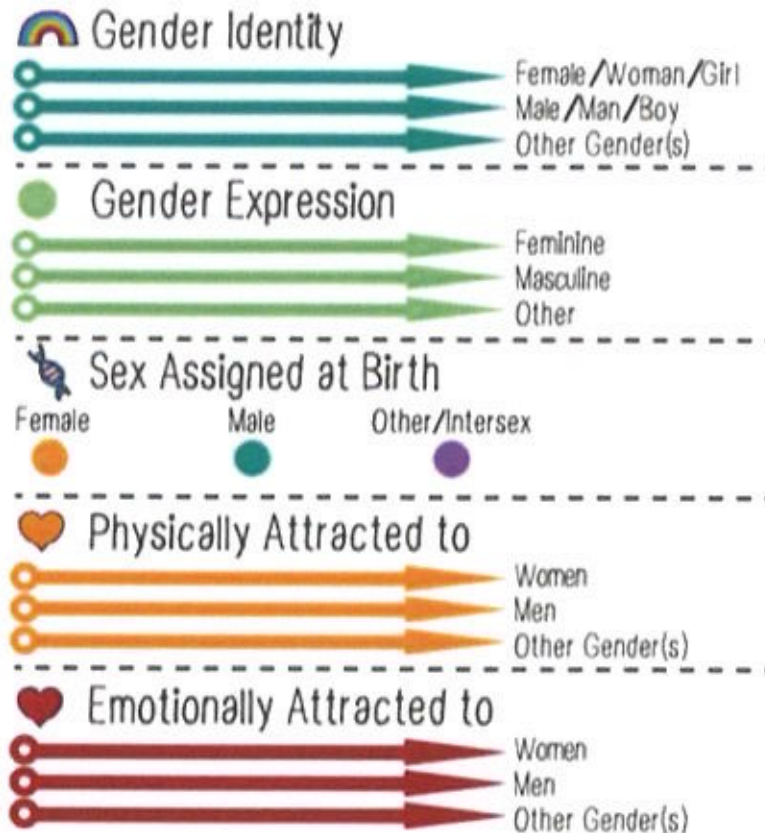
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



- Chosen Name
- Legal Name
- Deadnaming



Regulation 2603



Regulation 2603.2
Special Services
Office of Intervention and
Prevention Services
School Counseling Services
Effective 04/21/22

SPECIAL SERVICES

Health and Welfare

Gender-expansive and Transgender Students

This regulation supersedes Regulation 2603.1

I. PURPOSE

To establish procedures and guidelines for schools to ensure that all students, including gender-expansive and transgender students experience a safe, supportive, and inclusive school environment.

All students have a right to privacy in Fairfax County Public School (FCPS) facilities or while participating in FCPS sponsored events. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided with reasonable, non-stigmatizing accommodations. Students shall not disclose private information about another student's reason for seeking privacy. Additionally, school personnel should not disclose information about a student's gender-expansive or transgender status, legal name, or sex assigned at birth, including to other school personnel who do not have a need to know, unless the student has authorized such disclosure, or unless legally required to do so as further outlined below.

II. DEFINITIONS

... awarded credit. Documents

Regulation 2603.2
Page 2

UNDER STUDENTS

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FCPS Regulation 2603

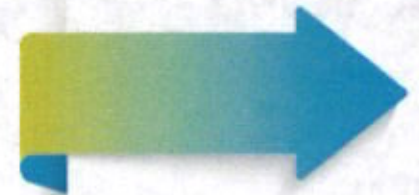
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The Role of School Staff

If a student shares that they are transgender or gender expansive (e.g., nonbinary), all staff members play a role in supporting the student.

Staff should share with the student that they:

- Have protections through the FCPS Nondiscrimination policy.
- Have rights outlined in the Student Rights and Responsibilities Handbook.
- Have the right to access a student specific plan, if desired, that will provide the student with safe and equitable access to all school and division facilities and activities.



**FCPS
Regulation
2603**

The Role of ALL FCPS Staff

Please remember, staff members are required to report the following situations to administration:

- Bullying and harassment
- Threats of harm to self or others
- Suspected abuse or neglect



**FCPS
Regulation
2603**

Student Transitions

Click each button for more information.

**STUDENT
SUPPORT TEAM**

**STUDENT
SUPPORT PLAN**

The Student Support Team is multidisciplinary and is facilitated by a Student Services team member, typically the school counselor. The student and, whenever possible, their parent/guardian should have input into the composition of the team, and may invite any representatives of their choosing to include physical and mental health professionals or advocates.

Student Transitions

Click each button for more information.

**STUDENT
SUPPORT TEAM**

**STUDENT
SUPPORT PLAN**

The Student Support Team will develop a Student Support Plan that is reviewed each year. The plan must provide the student with safe and equitable access to all school facilities and activities. The plan will be different for each student depending on the needs of the student. Some of the things a plan may include are:

- Use of chosen names and pronouns
- Regular check-in meetings with the school counselor, school psychologist, school social worker, or administrator as needed

DO:



- Model sharing pronouns
- Honor using someone's chosen name and pronouns
- Allow facility use consistent with gender identity
- Integrate books and materials that are inclusive of all individuals
- Report concerns of bullying or harassment, immediately

AVOID:



- Disclosure of student information
- Asking unprompted questions
- Purposely misgendering
- Generalizing what boys and girls like
- Grouping students based on gender
- Deciding how to support a student without the involvement of the Student Support Team

Creating a

Supportive School Environment



School Facilities/Activities

Click each button for more information.

Bathrooms

**Health and P.E./
Locker Rooms**

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

Having safe access to restroom facilities is important to the health and wellbeing of all people, including those who identify as transgender and gender expansive. All students are allowed to use the same bathrooms as their peers, unless they request alternate accommodations. This means that transgender and gender-expansive students are entitled to use the bathroom that matches their gender identity. Any student, transgender or otherwise, who has a need or desire for increased privacy, regardless of the underlying reasons, also has the right to access a single-user restroom, such as a staff bathroom or the bathroom in the health room. To promote an inclusive environment for all, the single-user bathroom may not be given as the only option for transgender or gender-expansive students.

School Facilities/Activities

Click each button for more information.

Bathrooms

All students must be permitted to participate in physical education classes in a manner consistent with their gender identity.

**Health and P.E./
Locker Rooms**

Schools may maintain separate locker room facilities for male and female students. However, all students must have access to the locker room facility that corresponds to their gender identity. If there is a request for increased privacy, any student, regardless of the underlying reason, should be offered access to reasonable accommodations such as a separate changing schedule, using a private area in the facility, using a nearby private area, and having their locker assigned near a staff office or a supportive peer group. Any alternative arrangement should be provided in a way that protects the ability of students to keep their gender-expansive or transgender identity confidential.

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

School Facilities/Activities

Click each button for more information.

Bathrooms

**Health and P.E./
Locker Rooms**

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

In no case shall a gender-expansive or transgender student be required to use a locker room or restroom that conflicts with their gender identity, or be limited to using only a private area or single-use facility.

Ultimately, if a student expresses discomfort to any member of the school staff, that staff member should ask the student's permission to talk to their identified trusted adult or a member of the Student Services team.

School Facilities/Activities

Click each button for more information.

Bathrooms

**Health and P.E./
Locker Rooms**

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

Student participation in school-sponsored clubs, activities, and sports (other than those sponsored by VHSL) shall allow gender-expansive and transgender students to participate in accordance with the student's gender identity.

School Facilities/Activities

Click each button for more information.

Bathrooms

When an instructional, extra-curricular, or athletic event requires students to be accommodated overnight, students may be assigned to a room consistent with their gender identity.

**Health and P.E./
Locker Rooms**

Any student who is uncomfortable sharing a sleeping area, shower, bathroom, or any sex-segregated facility, shall, upon request, be provided with a designated safe, non-stigmatizing alternative. Fairfax County Public Schools staff shall not require a student to stay in a single-occupancy accommodation when such accommodations are not required of other students participating in the same event.

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

School Facilities/Activities

Click each button for more information.

Bathrooms

**Health and P.E./
Locker Rooms**

**Intramurals/
Clubs**

Field Trips

**Student Performance
and Project Exhibits**

Student support teams are available to discuss questions you may have around events, performances, and displays.



Restroom and Facility Use

Regulation 2603 states...

"All students have a right to privacy in Fairfax County Public School (FCPS) facilities or while participating in FCPS sponsored events. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided with reasonable, non-stigmatizing accommodations."

Consider...

”

Strong communities are
born out of individuals
being their best selves.

Leanne Betasamosake Simpson

I acknowledge that I watched or read the content provided to me in its entirety and understand the materials. I understand that it is my responsibility to abide by FCPS policies and regulations, in accordance with this training. If I have questions about the training, I understand it is my responsibility to seek clarification by contacting the sponsor of this training

☐ Yes

☐ No