

# **The GLOBE Academy Gender Inclusion Policy**

## **Purpose**

This policy is meant to advise GLOBE staff and administration regarding transgender and gender non-conforming student concerns in order to create a safe and supportive learning environment for all students and to ensure that every student has equal access to all components of their educational program.

## **Policy**

GLOBE staff ensures inclusive access to programming and facilities. In accordance with procedure, the school will:

1. Respect all students' gender identity and gender expression by honoring the right of students to be identified and addressed by their preferred pronoun and to dress according to their gender identity.
2. Within academic programming, prohibit the separation of students and/or curricular materials based upon gender unless it serves a compelling pedagogical tool.
3. Provide all students the opportunity to participate in co-curricular and extracurricular activities, in a manner consistent with their gender identity, including but not limited to intramural and interscholastic athletics.
4. Provide all students with access to facilities (including bathrooms and locker rooms) that best align with a student's gender identity, except in circumstances where the proposed gender alignment for that student would negatively impact the safety and privacy of that student or other students, in which case the Board will identify a reasonable alternative to accommodate that student. Where available, a single-stall bathroom may be used by any student who desires increased privacy, regardless of the underlying reason.

This policy does not anticipate every situation that might occur with respect to transgender students. The needs of each transgender student are unique. This policy should be interpreted consistent with the goals of reducing stigmatization and ensuring the integration of transgender students in educational programs and activities.

## **Legal References:**

20 U.S.C. § 1681 et seq. (Title IX)

20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)