



ADMINISTRATIVE POLICY

Transgender, Nonbinary, and Gender Nonconforming Student INS-A040

Policies are periodically revised. For the most recent version, please visit <https://salkeiz.sharepoint.com/qam/SitePages/Home.aspx>

1. The Salem-Keizer School District is committed to the overall safety, wellbeing, education, and success of two-spirit, transgender, nonbinary, and gender nonconforming students¹
2. This commitment means that the safety, wellbeing, education, and success of Salem-Keizer's trans students will not be inhibited by their gender identity.
3. To change the outcome for our trans students, the District must apply an equity lens to all relevant policies, programs, and practices so that all trans students in our district are receiving the same degree of comprehensive care and education of other Salem-Keizer students. To that end, the District believes the following:
 - 3.1. When we accept the authentic expressions of trans students our community becomes more accepting and generally a safer place for every student. The efforts of creating gender affirming spaces allows students to flourish in their mental wellbeing and succeed academically.
 - 3.2. Educators have tremendous opportunity and responsibility to positively change the course of students' lives.
 - 3.3. The District must provide leadership on the issues of equity within our community.
4. To realize our beliefs, the Salem-Keizer School District will:
 - 4.1. Utilize this and related policies and procedures to make an equitable shift at all school levels, including but not limited to:
 - 4.1.1. Provide students with equitable access to experienced teachers, high quality curriculum and instruction, extracurricular activities, and support services.
 - 4.1.2. Inform district practices on student transition, curriculum, activities, physical accommodations, and professional development.
 - 4.1.3. Create a district-wide environment that supports and includes gender diversity.
 - 4.1.4. Ensure district facilities provide equitable access to restrooms and locker rooms for people of all gender identities.
 - 4.2. Work continuously to create and uphold a culture that is inclusive, welcoming, and celebrates the gender diversity found within our community.
 - 4.3. Ensure that staff receive mandatory professional development related to gender equity and culturally responsive practices and monitor implementation of that learning.
 - 4.4. Engage regularly in reflective practices and assessments to monitor the impact of our efforts to ensure equitable outcomes.

¹ Trans is used as an umbrella term to cover the variety of students' unique experiences with gender; including but not limited to: two-spirit, transgender, gender nonconforming, nonbinary, genderfluid, etc. Not all people with these identities will identify with the word trans, but henceforth it will be used to refer to this group of identities.



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Implementing Procedures:

FAC-P022-Accessible Facilities for Students and Staff of all Genders

INS-P038- Protecting Transgender Student Privacy

INS-P039- LGBTQ+ Affirming Education

**INS-P040- Accessible Athletics for Transgender, Nonbinary, and Gender
Nonconforming Students**

Revision History:

Date	Description
2/15/22	New Policy.

Approved By: Superintendent