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## PROCEDURE

### LGBTQ+ Affirming Education

### INS-P039

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Procedures are continually revised and improved. For the most recent version, please visit <https://salkeiz.sharepoint.com/qam/SitePages/Home.aspx>

#### 1.0 SCOPE:

- 1.1 This procedure outlines how district staff and teachers, program associates, and administrators will create an inclusive and encouraging environment for students of all genders and sexualities.

#### 2.0 DEFINITIONS:

- 2.1 **Gender Identity:** An individual's internal sense of their own gender, which can include being a woman, man, another gender, multiple genders, or no gender.
- 2.2 **Assigned Sex:** The sex, female, male, or intersex assigned to infants when they are born.
- 2.3 **Intersex:** an umbrella term for variations in reproductive or sex anatomy from typical definitions of female and male. Variations may appear in a person's chromosomes, genitals, or internal organs; this may be discovered at birth or later in life.
- 2.4 **LGBTQ+:** Lesbian, Gay, Bisexual, Transgender, Queer/Questioning; an initialism for a community whose gender identity, gender expression, sexual identity, romantic identity, and/or sex characteristics are outside the norm as defined by the dominant culture. A "+" added on the end indicates the many other identities and experiences in the community.
- 2.5 **Transgender:** An adjective describing a person whose gender identity does not correspond to the sex they were assigned at birth, which for the purposes of this document includes two-spirit, nonbinary, and other gender nonconforming identities

#### 3.0 PROCEDURE:

- 3.1 Education of gender identity and sexual orientations will be provided to students of all grade levels in alignment with the Oregon state health standards.
- 3.2 In order to adhere to ODE Health Education (2018) Standard 4.5 Communicating respectfully with and about people of all gender identities, gender expressions and sexual orientations, educators will implement the following:
  - 3.2.1 When discussing assigned sex and human biology, trans and intersex people will not be excluded or erased. Accurate information about the scientific realities of sex and gender will be used.
  - 3.2.2 All educators will use trans-and intersex-inclusive terminology in relation to sex and human biology.
- 3.3 Ongoing efforts to support gender and sexuality diversity will be made throughout the district.
  - 3.3.1 When increasing gender and sexuality diversity in the curriculum, people of color's perspectives, stories, and understandings of sexuality and gender, particularly of Black and Indigenous people, will be emphasized.
  - 3.3.2 K-12 curriculum will work to include gender and sexuality diversity in ways relevant to the subjects taught through means such as including LGBTQ+ figures, LGBTQ+ narratives, and creating more inclusive and diverse word problems.
  - 3.3.3 All school libraries will house books and/or resources on gender identity and sexuality, including informational books and inclusive narratives from a wide variety of authors from diverse and intersectional backgrounds. This includes but is not limited to people of color and disabled people.
    - 3.3.3.1 These resources will be readily available to all students.



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3.3.3.2 Books or resources with anti-LGBTQ+, racist, ableist, and/or other harmful narratives or agendas will not be assigned to students.

3.4 K-12 physical education courses will not deny transgender students access to a class or class activity based on their assigned sex, nor will they separate gender inclusive physical education class activities by gender.

**4.0 ASSOCIATED DOCUMENTS:**

4.1 INS-A040-Transgender, Nonbinary, and Gender Nonconforming Student

4.2 Oregon State Health Standards

**5.0 REVISION HISTORY:**

Date	Description
2/15/22	New Procedure

**6.0 APPROVAL AUTHORITY:**

6.1 Superintendent

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Signature

\_\_\_\_\_  
Date