

Gender Diverse Student Policy

- I. Purpose: Doral Academy of Nevada is committed to fostering a safe and respectful learning environment for all students enrolled, including those with diverse gender identities or expressions, in every classroom, hallway, locker room, cafeteria, restroom, gymnasium, playground, athletic field, school bus, parking lot, and other areas on the premises of the school. This policy will contain the requirements and methods for addressing the rights and needs of persons with diverse gender identities or expressions. [NRS 388.132 and NRS 388.133(2)(b)].
- II. Definitions:
 - a. These definitions are not provided for the purpose of labeling students, but to assist in understanding this policy.
 - i. Classroom Activities: Activities that provide education or instruction for all students, other than field trips. Nothing in this definition requires adoption of a specific curriculum [NAC 388.880(6)].
 - ii. Gender Expression: How a person expresses their gender through outward presentation and behavior. This may include, but is not limited to, a person's name, clothing, hair style, body language and mannerisms.
 - iii. Gender Identity: A person's understanding/outlook/feelings/sense of being male, female, both or neither, regardless of the person's biological sex. All people have a gender identity.
 - iv. Gender Support Team: A group consisting of the student; the student's parent(s); the school personnel and/or administrator or designee of the administrator, including a counselor; and any representative(s) of community-based groups (including faith groups), as requested by the parent(s). The Gender Support Team will be led or coordinated by the school administrator or the administrator's designee.
 - v. Parent: For the purpose of this policy, a parent is defined as:
 1. A biological or adoptive parent;
 2. A legal guardian;
 3. A person acting in the place of a parent with whom the child lives;
 4. A person who is legally responsible for the child's welfare; or
 5. An emancipated student.
- III. Gender Support Plan: In order to address the rights and needs of students with diverse gender identities or expressions, a Gender Support Plan will be created for each student by the Gender Support Team.

- a. The Gender Support Plan will be consistent with this policy and must include the following components [NAC 388.880(3)]:
 - i. Methods to ensure protection of the privacy of the student;
 - ii. Methods to support the appropriate engagement of the parent(s) of the student;
 - iii. Compliance with the Nevada Interscholastic Activities Association (NIAA), if interscholastic activities are considered;
 - iv. Consideration of the rights and needs of the student for which the plan is developed, as well as the capacity of the school (for example, but not limited to, the layout or age of the school), and the rights and needs of the student body at large, including individual requests for privacy; and,
 - v. Measures to ensure that each person governed by the plan, including, without limitation, each employee, volunteer and student, uses only the names and pronouns to refer to the student for whom the plan is developed that have been designated by the parent or guardian of the student, as recorded through the student information system of the school, in reference to or in any verbal or written communication with the student.

- b. The Gender Support Plan will include measures to ensure access to academic courses and services that are appropriate for and supportive with diverse gender identities or expressions, including, without limitation [NAC 388.880(3)(c)(4)]:
 - i. Classroom activities that are relevant and meaningful to and appropriate for the student and do not discriminate or segregate according to gender identity or expression;
 - ii. Physical education, assemblies, dances, ceremonies, intramural activities and other school activities that are appropriate for the student and do not discriminate or segregate according to gender identity or expression; and,
 - iii. Intramural and interscholastic activities, in accordance with the regulations and policies of the NIAA.

- c. The Gender Support Plan will include measures to ensure that students with diverse gender identities or expressions will have access to appropriate and supportive clubs and support groups for the family of the student in accordance with the schools policy governing school clubs and groups and the use of the school's facility by such clubs and groups. [NAC 388.880(3)(c)(5)].

- d. The Gender Support Plan will include measures necessary to ensure that the student for whom the plan is developed is able to dress and act in an appropriate manner in accordance with his or her gender expression or identity, including, without limitation [NAC 388.880(3)(c)(6)]:
 - i. Any accommodation necessary to ensure that the student is able to comply with the uniform policy in a manner that is physically and emotionally comfortable for the student;
 - ii. Any accommodation necessary to ensure the student is able to choose clothing that aligns with their gender identity or expression with regards to yearbook or school photographs, and, if applicable, the school will allow for a yearbook photograph that is not gender-specific; and,
 - iii. Authorization for the student to select a cap and gown combination for graduation that aligns with the gender identity or expression of the student.
- e. The Gender Support Plan will include a requirement that the name of the student that has been designated by the parent or guardian of the student, as recorded through the registration and enrollment process or the student information system of the school, be read during ceremonies and other events, including, without limitation, graduation ceremonies [NAC 388.880(3)(c)(7)].
- f. Any of the requirements in section III of this policy, regarding the requirements of a Gender Support Plan, may be omitted if the parent or guardian of the student for whom the plan is developed chooses to do so.

IV. Privacy

- a. School employees shall not disclose information that may reveal a student's gender identity or expression status:
 - i. To other students;
 - ii. To the parents of other students;
 - iii. To staff members unless there is a specific need to know;
 - iv. Unless legally required to do so (e.g. court order, subpoena); or
 - v. Unless the parent has authorized, in writing, such disclosure.

V. Names/Pronouns

- a. Students have the right to be addressed by the name and pronoun that correspond to their gender identity or expression. The requested name shall be included in the school's student information system in order to inform faculty and staff of the name and pronoun to use when addressing the student.

b. Records

- i. Unofficial Records (including the school's student information system): As part of the student's Gender Support Plan, the school has a process that will allow a student to use their preferred name and gender on unofficial records. Unofficial records include, but are not limited to: identification badges, classroom and homeroom rosters, certificates, programs, announcements, office summons, communications, team and academic rosters, newspapers, newsletters, yearbooks, and other site-generated unofficial records. Changes will be made in the school's student information system once said changes have been requested in writing by the parent or guardian of the student and the Gender Support Team has added the changes to the student's Gender Support Plan.
- ii. Official Records (including Permanent Records): The school is required to maintain in perpetuity mandatory permanent student records (such as transcripts), which include the legal name of the student and the student's gender as indicated on official government issued documents such as birth certificates, passports, and identification cards/permits. The school will change a student's name and gender on official records when the name of the student is changed by court order.

VI. Access to restrooms, locker rooms, dressing rooms, overnight field trips.

- a. Restroom access for students with diverse gender identities or expressions will be determined on a case-by-case basis through the Gender Support Plan process with input from the student, the student's parent(s), and other members of the Gender Support Team, subject to any individual requests for privacy.
- b. Access to locker rooms or dressing rooms will be determined on a case-by-case basis through the Gender Support Plan process with input from the student, the student's parent(s), and other members of the Gender Support Team, subject to any individual requests for privacy.
- c. Students with diverse gender identities or expressions have the right to participate in overnight field trips, as determined on a case-by-case basis through the Gender Support Plan process with input from the student, the student's parent(s), and other members of the Gender Support Team, subject to any individual requests for privacy.

VII. Professional Development and Training (NRS 388.133, NRS 388.134 and NAC 388.875)

- a. The school will provide professional development and training concerning the rights and needs of students with diverse gender identities or expressions, on an annual basis, for the Board of Directors, administrators, principals, teachers, and other personnel. All newly elected members of the Board of Directors and newly hired employees shall receive

such training and professional development within 180 days of being elected to the Board of Directors or being employed by the school.

- b. The training and professional development shall include, without limitation, the following:
 - i. Any training materials developed by the Nevada Department of Education regarding providing a safe and respectful learning environment for students with diverse gender identities or expressions;
 - ii. Each member of the Board of Directors, school employee, and parent/guardian of each student enrolled in the school will receive a copy of NAC 388.875 to 388.920 and a copy of this policy on a yearly basis;
 - iii. Training regarding the needs of persons with diverse gender identities or expressions as it pertains to the prevention of discrimination, harassment, bullying, and cyberbullying; and,
 - iv. Training regarding current state laws and regulations governing the rights and needs of students with diverse gender identities or expressions.

VIII. Complaint Procedures

- a. Persons (employees, students, parents, members of the public) who believe they have been discriminated against or believe they witnessed discrimination against a student because of the student's gender identity or expression should follow the school's grievance policy as provided on the school website.

IX. Discipline

- a. School employees, volunteers, and students may be disciplined for the use of a name or pronoun, selected in the Gender Support Plan only if the action(s) meet the definition of bullying or cyberbullying as prescribed in the school's discipline policy.

- X. This policy must be reviewed and, if necessary, updated on an annual basis by the school's Board of Directors. [NRS 388.134(5)]