



# LGBTQ+ District Guidelines

*These guidelines are intended to assist faculty, staff, and students in fostering positive self-image, establishing safe and inclusive schools, and promoting academic success for students who are, or are perceived to be, Lesbian, Gay, Bisexual, Transgender, or Questioning (LGBTQ).*

## Gender Expression

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.


## Gender Identity

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.


## Sexual Orientation

One's emotional, romantic, or sexual attraction to others.

## District Anti-Bullying Hot-Line

 941-751-6550 ext. 2270

## 24-Hour Information & Crisis Hotline

 1-866-488-7386

 Text START to 678678

 [thetrevorproject.org](mailto:thetrevorproject.org)

## District Questions or Support

Contact the student Services LGBTQ+ Committee Co-Chairs, Noelle Delacruz, Karina Li or Supervisor of student Services Michele Messina.

[Delacruzn@manateeschools.net](mailto:Delacruzn@manateeschools.net)

[lik@manateeschools.net](mailto:lik@manateeschools.net)

[Messinam@manateeschools.net](mailto:Messinam@manateeschools.net)

## Action 1: Dress Code



All students may dress and act in ways that are consistent with their gender identity and expression, while still following the Manatee School District's Code of Conduct, including at any school sponsored events and functions. This includes field trips, dances, graduation, JROTC, etc.

## Action 2: Identity



Consistent with ethical and legal standards regarding student confidentiality, all LGBTQ+ students must give permission to school staff regarding when and to whom they can share their gender identity, gender expression, and sexual orientation. Liaisons and qualified school mental health providers are encouraged to support students in determining how and when to share this information with members of the school community and their family.

## Action 3: Names and Pronouns



All students are to be referred to by the gender pronoun and name that is consistent with their self-identified gender identity in all unofficial written and oral communication. Without a legal name change, official documents cannot be revised. Official documents include registration, report cards, diploma, standardized tests, student cumulative file, IEPs/S504 Plans, before/after school program forms

## Action 4: Restrooms/Locker Rooms



A student will not be required to use a restroom or locker room that is incongruent with their gender identity. Alternative and non-stigmatizing options will be made available to students. Any student who has a desire for increased privacy has the right to access a single-user restroom.

## Action 5: Interscholastic Athletics



All eligible students should have the opportunity to participate in interscholastic athletics in a manner that is consistent with their gender identity and expression, irrespective of the gender listed on a student's birth certificate and/or records. Should a situation arise regarding a student's request to participate in a gender-segregated athletic event consistent with his/her gender identity and expression, such participation will be determined by FHSAA and district policies.

## Action 6: School Functions



All students may bring same-gender dates to any school sponsored event or function. This includes dances, graduation, JROTC, etc

## Action 7: Clubs



All students have the right to form and participate in a GSA (Gay-Straight Alliance) or any LGTBQ+ related club.

## Action 8: Pride



All faculty, staff, and students should feel empowered to be open about their sexual orientation, gender identity, or gender expression at school

## Distict Non-Discrimination Policy

### 2260 - NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationships, and/or personal sense of self-worth. As such, the School Board will not discriminate nor tolerate harassment in its educational programs or activities on the basis of race, color, national origin, sex (including sexual orientation, transgender status, or gender identity), disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information, which are classes protected by State and/or Federal law (collectively "protected classes").