



## Bend-La Pine Schools Administrative Expectation

### Gender Diverse Student & Staff Support

Bend-La Pine Schools strives to foster a safe and welcoming environment for our students, staff, and families, free of transphobia and homophobia. This document is meant to identify procedures and provide guidance to district staff so that transgender, nonbinary and gender diverse students are fully included in our learning community and have the necessary supports to actively participate in an educational experience free of discrimination, harassment, or bullying.

When creating a plan of action or making decisions around how best to support a student, within the parameters of this directive, every effort should be made to include the student(s) and families themselves.

This guidance furthers Bend-La Pine Schools' commitment to equal opportunity in all of its education and employment activities. The district prohibits discrimination, harassment, bullying and retaliation based on a person's protected class as stated in [AC-AP: Non-Discrimination](#) and [ACB-BP: Every Student Belongs](#).

#### DEFINITIONS

The definitions below adopt commonly accepted terminology for important concepts relating to gender expression and identity. As definitions evolve over time, this policy will be updated accordingly.

- "LGBTQ2SIA+" is a term that encompasses multiple gender identities and sexual orientations including Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit, Intersex, and Asexual. The plus sign "+" recognizes that there are myriad ways to describe gender identities and sexual orientations. It is also important to recognize that the challenges and barriers for students who identify as lesbian, gay, bisexual, queer can be different from the challenges and barriers faced by students with diverse and/or expansive gender identities and expressions.
- "Asexual" is a person who does not experience sexual attraction, but could still experience other forms of attraction (e.g., emotional, intellectual).
- "Agender" is a person who does not identify with a specific gender or feels neutral when it comes to their gender identity.
- "Bisexual" is a person who is attracted to more than one gender.
- "Cisgender" is a person who feels their gender identity and expression align with the sex they were assigned at birth or by society.
- "Gay" is a person who is attracted to a person of the same gender.
- "Gender diverse" describes people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.
- "Gender expression" is the way a person expresses their gender in ways that make them feel more comfortable and aligned to who they are. Some forms of expression could be clothing, voice, cosmetics, or mannerisms.
- "Gender fluid" refers to a person whose gender expression and/or identity changes over time across or between different genders or presentations.
- "Gender identity" is a person's deeply held knowledge of their own gender, which can include being female, male, another gender, or no gender. Gender identity is an innate and largely

inflexible part of a person's identity. One's gender identity can be the same or different than the gender assigned at birth. The responsibility for determining an individual's gender identity rests with the individual.

- "Gender nonconforming" is a person who does not identify with a specific set of traits (behavioral, cultural, community roles) on the male to female spectrum.
- "Gender transitioning" is the process of changing one's gender expression, physical body, and/or legal documentation to align with their gender identity.
- "Intersex" is an umbrella term for unique variations in reproductive or sex anatomy. Variations may appear in a person's chromosomes, genitals, or internal organs like testes or ovaries. Some intersex traits are identified at birth, while others may not be discovered until puberty or later in life.
- "Lesbian" is a female-identified person who is attracted to women.
- "Misgender" occurs when a person wrongly assumes a student's gender and uses the wrong pronouns and/or inaccurate gendered language such as "ladies, miss, boys, Mr., etc." while referring to a student or group.
- "Non-binary/genderqueer" are terms are often used to describe people whose gender is not exclusively male or female, including those who identify Administrative Directive 4.30.061-AD Transgender, Nonbinary and Gender Diverse Students with a gender other than male or female, as more than one gender, or as no gender.
- "Pronouns" or set of pronouns that a person identifies with and would like to be called when their proper name is not being used. Examples include "she/her/hers," "he/him/his," "ze/hir/hirs," and "they/them/theirs." Some people prefer no pronouns at all, or some combination such as "she/they."
- "Queer" is a person who does not subscribe to dominant social norms to define their sexual orientation, gender identity, or gender expression. While it is used as a neutral, or even a positive term among many LGBTQ2SIA+ people today, historically "queer" has been used as a derogatory slur. It is sometimes still used as a slur by those who do not identify as part of the community.
- "Sex assigned at birth" The assignment and classification of people as male, female, intersex, assigned at birth often based on physical anatomy at birth and/or karyotyping.
- "Sexual orientation" is a person's romantic and/or physical attraction to people of the same and/or another gender, such as being straight, gay, bisexual, or asexual. Transgender and gender nonconforming people may have any sexual orientation.
- "Transgender" or "Trans" describes any person whose gender identity does not correspond with the sex assigned at birth. "Trans" also often is used as an umbrella term for those who do not identify as cisgender, and can include nonbinary people.
- "Two-Spirit" is used within some Indigenous communities, encompassing cultural, spiritual, sexual and gender identity. The term reflects complex Indigenous understandings of gender roles, spirituality, and the long history of sexual and gender diversity in Indigenous cultures. Individual terms and roles for Two-Spirit people are specific to each nation.

## PROCEDURES

When a student enrolls at a Bend-La Pine Schools' school and:

- the student or their family indicates they are transgender, nonbinary, or transitioning; **and**
- the **student** is willing and interested in a team meeting with the family and key staff members, **then:**

- the Gender Support Team Protocol will be initiated. If the student *declines* a team meeting, the Rights and Considerations under Part B of the protocol still apply.

The complete Gender Support Protocol can be accessed [here](#).

The Gender Support Team will include:

- Student
- Counselor
- Building administrator
- Office of Diversity, Equity & Inclusion district representative
- Parent / Guardian, and other family members invited at student / family discretion
- Relevant teachers, coaches, staff invited at student / family discretion

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