



**Supporting
Our
Transgender
Students**

VA Model Policy

- The **Model Policies for the Treatment of Transgender Students in Public Elementary and Secondary Schools** document was developed in response to House Bill 145 and Senate Bill 161, enacted by the 2020 Virginia General Assembly
- The development of these model policies is a result of consultation and collaboration with multiple stakeholders throughout the Commonwealth with a variety of backgrounds and expertise.

Model Policies for the
Treatment of Transgender Students
in Virginia's Public Schools



Guiding Principles



01

All children have the right to learn free from discrimination and harrassment

02

Minimize stigmatization for transgender students

03

Maximize opportunities for social integration for transgender students

04

Create a safe, supportive, and inclusive school environment

- “Students should be focusing on their education, and they can’t if they feel unsafe!!”
- “Kids need to feel safe and cared for! Some families are unsafe and toxic if kids come out.”
- “Because LGBTQ+ youth deserve the same rights afforded to everyone else.”
- “In order to decrease youth suicide rates, schools need to be inclusive.”

HCPS Best Practice in Action

HCPS has already put into action many of the suggestions made by the model policy

- Plans for additional training for all staff which will take place this year
- New practices regarding use of preferred names and pronouns established, as well as steps for documenting name changes
- Students will be offered non-stigmatizing accommodations to provide equal access to all academic and social school activities
- Student Support Team developed protocol for supporting transgender students

Practices to Immediately Implement

High Risk

This is a high risk population that should be monitored for mental health concerns and issues related to bullying or harassment

Educate Yourself

Transgender and nonbinary students may use different terms to describe their lives and gender experiences. If you are not familiar with these terms take some time to learn! Don't hesitate to reach out for support.

Assess Classroom Practices

- Avoid grouping by gender
- Utilize inclusive teaching approaches
- Ask preferred names and pronouns
- Respect privacy and confidentiality

Practices Regarding Preferred Names



If a student shares a preferred name or pronoun different from your documentation on day #1

- **Always** utilize a student's preferred name and pronouns
- Respect the student's choice and privacy
- Share this information confidentially with the student's assigned school counselor- trust your team!

Parent Communication

A student's gender transition should be considered **confidential**. It is highly detrimental to out a student to another school staff, peers, or a student's family. All communication should be *in collaboration with the student*.

If you are unaware of whether the student's parent/guardian is in support of the name or pronoun change, connect with the student's **school counselor**.

If a student has not shared their gender identity or preferred name with their parent/guardian, it is **not appropriate** to take the lead on sharing this information or to contact the parent/guardian to ask permission to utilize the preferred name

If the parent/guardian is **NOT** aware, you should utilize the student's preferred name at school but not in any communication with the parent/guardian

Bathroom Policy

In a recent study 80% of transgender students said they'd avoided bathrooms because they felt unsafe or uncomfortable. (lgbtmap.org)

Students may use the bathroom that matches their gender identity or their biological assigned gender

Any student may use a private gender neutral bathroom for any reason

HCPS will not tolerate discrimination related to bathroom usage

Students are encouraged to talk with their school counselor or trusted adult if they would like support in deciding on bathroom use for any reason.

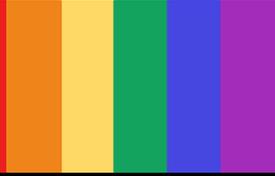
DO YOU HAVE ANY QUESTIONS?

Don't hesitate to reach out to your
Administration or anyone on the Student
Support Team

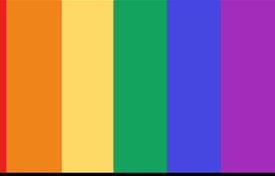
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WORLD PRIDE DAY ICON PACK



ALTERNATIVE RESOURCES



HAPPY
PRIDE



PROUD

LOVE
is  LOVE

LGBTQ+



LOVE
WINS

