

Provo City School District Policy Series 3000: Students



3300 P1

Gender-inclusive Schools

Key Definitions and Terms:

- **Assigned Sex/Gender:** This is the sex/gender designated at the time of birth.
- **Gender Expression:** means the external cues or indications used to communicate gender to others, such as behavior, clothing, hairstyles, activities, voice, mannerisms, or body characteristics.
- **Gender identity:** This is the individual's internal sense of gender, and "identified gender" refers to the gender that matches this internal sense. Gender identity can be shown by information including but not limited to medical history, care or treatment of the gender identity, consistent and uniform assertion of the gender identity, or other evidence that the gender identity is sincerely held, part of a person's core identity, and not being asserted for an improper purpose.
- **Gender Nonconforming:** A term for people whose gender expression differs from stereotypical expectations. This may include people who identify outside traditional gender categories or who identify as both genders.
- **Gender Transition:** The process in which an individual may change social and/or physical aspects of themselves (e.g. appearance, name, pronouns, and/or physical changes to their body) to be more congruent with the gender they know themselves to be or which is also known as their affirmed gender.
- **Sexual Orientation:** An enduring pattern of romantic, emotional, or sexual attraction (or a combination of these and/or a lack thereof) to persons of the opposite or same sex, or to more than one sex.
- **Transgender:** Means that an individual's assigned gender differs from the individual's gender identity.
- **Transgender Male:** Is an individual whose assigned gender is female but whose gender identity is male.
- **Transgender Female:** Is an individual whose assigned gender is male but whose gender identity is female.
- **Transitioning:** The process in which a person goes from living and identifying as one gender to living and identifying as another.

In accordance with Utah Antidiscrimination Act Title 34, "Except as provided elsewhere in this part, no person shall, on the basis of sex, be excluded from participation in, be denied the bene-

fits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by a recipient which receives Federal financial assistance.”

All students shall be afforded the same rights with regards to use of names and pronouns, dress codes, physical education participation, confidentiality of school and health records, or communications, without fear of discrimination, harassment, and disclosure of confidential information. With regards to sports participation, locker room and restroom use, Provo City School District will follow the guidelines of the USHAA or other organizations/entities that have been tasked to guide these issues according to state code and law. All students shall be afforded equal opportunity for learning and participating in educational and other school activities.

Local, state, and federal laws shall be followed and enforced with regards to gender-inclusivity, and with regards to the prohibition of harassment, discrimination, hazing, and bullying. Provo City School District maintains a firm policy prohibiting all forms of discrimination and/or harassment based on race, color, religion, age, national origin, sexual orientation, gender expression or identity, disability, or any other classification protected by law. All persons are to be treated with respect and dignity. Forms of discrimination and/or sexual harassment by any person, male or female, which creates an intimidating, hostile, or offensive environment will not be tolerated under any circumstances. Such incidences may result in school discipline, including and up to suspension and/or expulsion. Any employee engaging in such inappropriate actions may face administrative discipline, up to and including termination.

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