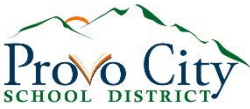


**Provo City School District
Policy Series 3000: Students**



Policy No. 3300

Gender-inclusive Schools

The Board of Education values diversity amongst its students and employees. As such, the board recognizes a need to adopt a gender-inclusive policy that will address the rights of all individuals, regardless of sex, sexual orientation, and gender identity, to equal treatment under the law with regard to learning and/or work environments. The board directs the superintendent to develop policies and procedures to address gender inclusivity within Provo City schools and afford the rights of all persons a respectful school and work environment. Discrimination because of gender identity, or because of transgender status, including sexual orientation, is discrimination based on sex and violates Title VII of the Civil Rights Act of 1964, as well as Title IX of the Education Amendments of 1972.

This policy is developed in conjunction with existing policies that address the prohibition of harassment, discrimination, hazing, and bullying. It is expected, regardless of gender, gender identity, gender expression, or sex, that the district create and maintain safe, civil, and inclusive learning communities. Therefore, employees of the district will be required to monitor and maintain safe learning environments and ensure all students are treated fairly and are respected as individuals within the overall learning community. Employee awareness training will be included within the procedure implementation to ensure school environments are gender-inclusive and safe for all students.

Policy Cross Reference: Provo Board Policy: 3210	Synopsis: Compliance with FERPA
Provo Board Policy: 3214	Non-discrimination and Sexual Harassment
Provo Board Policy: 3224	Student Dress and Grooming
Provo Board Policy: 3310	Safe Schools
Provo Board Policy: 3320	Prohibition of Bullying, Harassment, Hazing, and Retaliation
UHSA Policy: 1.1.4	Transgender Participation in High School Athletics
Legal References: 42 U.S.C. §2000(e)	Synopsis: Title VII of the Civil Rights Act of 1964
Utah Code § 34A-5-102	Transgender Students: Definitions

Utah Code § 26-2-11	Transgender Students: Records - Name and/or Gender Change
Utah Code § 42-1-1	Transgender Students: Records - Name Change
20 U.S.C. § 1232g; 34 CFR Part 99	Federal FERPA
Title 34 - Subtitle B- Chapter 1 §106.31	Utah Antidiscrimination Act: Education programs or activities
Title IX of the Education Amendments of 1972	Sex Discrimination

Approved by the Board of Education:

December 8, 2020