

Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

Policy: ACBA
Adopted:

EVERY STUDENT POLICY

Every student is welcome. Every student is valued. Every student matters.

Three Rivers School District believes in providing a safe, equitable education experience for all students. This means that student success will not be predicated nor predetermined by race, ethnicity, language of origin, family economics, marital status, gender, sexual orientation, gender identity, ability, disability or religion.

The principle of equity goes beyond formal equality where all people are treated the same. Instead, equity fosters an inclusive and barrier-free environment in which everyone will fully benefit. The district is committed to applying this principle of equity to all policies, programs, operations, practices and resource allocations. All students will have access and opportunity to a high-quality education free from judgement, discrimination, barriers and disparities.

With the *Every Student* policy, Three Rivers School District is committed to the following:

1. Every student can learn with adequate support at the highest levels when ALL staff provide equitable access and opportunity for learning, and holds every student to high expectations;
2. Maximizing the academic achievement of every child requires allocating resources equitably, not necessarily equally;
3. Everyone in the district will act to eliminate disparities to prepare every student for college, career and life;
4. Each school will foster an inclusive and welcoming environment for ALL;
5. Affirm the identity of each student by acknowledging and welcoming differences;
6. Incorporate the voice, culture and perspectives of students, staff, families and communities that reflect student demographics to support and enhance student access;
7. Identify and counteract bias practices;
8. Provide multiple and varied opportunities for a diverse student body;
9. Actively recruit, hire, and retain staff that reflect student demographics at all organizational levels and support employees to engage in culturally responsive practices and delivery of quality instruction;
10. Ensure that the TRSD Strategic Plan embraces the principle of equity as a key feature and presents measurable outcomes to prepare all students for college, career and life;
11. School board leaders will ensure staff are educated in implicit bias, gender diversity, anti-transphobia, culturally responsive practices, restorative justice, equitable access to education, and student advocacy.

Three Rivers School District is also committed to upholding the legal and legislative rules when it comes to the basis of discrimination.

- OAR 581-021-0045/0046: Discrimination Prohibited in Schools/ORS 326.051 & ORS 659.850 explicitly states: Discrimination means any act that unreasonably differentiates treatment, intended or unintended, or any act that is fair in form but discriminatory in operation, either of which is based on age, disability, national origin, race, color, marital status, religion, sex or sexual orientation.
- The Oregon Equality Act of 2007 also amended many statutes to prohibit discrimination on the basis of sexual orientation.
- ORS 174.100 defines sexual orientation as an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

- Title IX is a federal civil rights law that prohibits sex discrimination in schools, including sexual harassment and gender-based harassment.
- Three Rivers School District Policy ACB/ACB-AR, *All Students Belong*

GUIDING PRINCIPLES

To realize the commitments of the *Every Student* policy, the Three Rivers School District will:

SAFE (Supportive Ally For Everyone) Adults

Each Three Rivers School District location is committed to providing students and employees with a designated SAFE Adult. SAFE Adults are individuals with explicit training to provide every student the ability to safely share, report bullying, harassment, discrimination, ask questions, or just sit in a safe space. Every school principal is designated a SAFE Adult.

Harassment and Bullying

Harassment and bullying can be forms of discrimination when they are based on a protected class or limit a student's ability to participate in an educational program or activity. **Harassment and bullying will not be tolerated.** When staff and/or students witness, hear or experience harassment or bullying they are encouraged to speak out with a SAFE Adult. Reported instances will be investigated, action will be taken, and the Title IX Coordinator may be involved.

Bias Incidents

A bias incident means a person's hostile expression toward another person, relating to the other person's perceived race, color, religion, gender identity, sexual orientation, disability, national origin or language of origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups. **Bias incidents will not be tolerated.** When staff and/or students witness, hear or experience a bias incident, they are encouraged to speak out with a SAFE Adult. Reported instances will be investigated, action will be taken, and the Title IX Coordinator may be involved.

Symbol of Hate

Symbol of hate means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability, national origin or language of origin including the noose, swastika, or confederate flag, and whose display is reasonably likely to cause a substantial disruption or interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school. **Symbols of hate will not be tolerated.** The District prohibits the use or display of any symbols of hate on district grounds or in any district or school sponsored program, service, school or activity. When staff and/or students witness, hear or experience symbols of hate, they are encouraged to speak out with a SAFE Adult. Reported instances will be investigated, action will be taken, and the Title IX Coordinator may be involved.

Privacy

All students and employees have the right to discuss their gender identity or expression openly, or to keep that information private. The transgender student or transgender employee gets to decide when, with whom, and how to share private information. Information about a student's or employee's transgender status (such as the sex they were assigned at birth) can constitute confidential medical information under privacy laws such as the Health Insurance Portability and Accountability Act (HIPPA). All school employees are also subject to the Family Educational Rights and Privacy Act and are not allowed to share confidential student information. No one shall disclose information that may reveal a student's or employee's transgender status or gender nonconforming presentation to others. Personal or confidential information may only be shared with consent. **Sharing confidential information without consent will not be tolerated.**

Names/Pronouns

Students and employees have the right to be addressed by the name and pronoun that correspond to their gender identity. The intentional or persistent refusal by school staff or students to respect an individual's gender identity (for example, intentionally referring to the individual by a name or pronoun that

does not correspond to their gender identity) is a violation of this policy, Title IX, district sexual harassment policies, and the student code of conduct. **The refusal to use a preferred name or pronoun will not be tolerated.**

Official Records

Three Rivers School District will change a student or employee's records to reflect a change in name or gender upon request. The District will make every attempt to print transcripts, diplomas and other documents with a preferred name, and legal name (when required by law). While parent involvement is encouraged, it is not required. Confidentiality and FERPA will always be held in the highest regard.

Extra-Curricular/Athletics

All students will have access to extracurricular activities and athletics. The District will follow OSAA's Gender Identity Participation Policy which states, "once a transgender student has notified the student's school of their gender identity, the student shall be consistently treated as that gender for purposes of eligibility for athletics and activities..."

Restrooms/Locker Room Accessibility

Students and employees shall have access to restrooms and locker rooms corresponding to their gender identity. Any individual who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided access to a single-stall restroom, when available. This policy is in alignment with ORS 659.

VIOLATION OF THE EVERY STUDENT POLICY

All Three Rivers School District students, employees, volunteers, contractors and others affiliated with will be held to these standards. Three Rivers School District is committed to fostering a safe, supporting and affirming environment for all students and staff. The district will use restorative practices and discipline when these standards are violated. Disciplinary action for students will follow the established discipline matrix. Disciplinary action for staff will follow the agreed upon CBA. Additionally, violations of this policy may be considered discrimination and violate other Oregon or Federal laws.

Please speak up and speak out when you witness, see, or hear bullying, harassment, discrimination or anything that makes you or others uncomfortable.

DEFINITIONS

Sex or Biological Sex is a label a person is assigned at birth, often based on a medical professional's interpretation of the newborn's physical characteristics. Common examples may be "male," "female," or "intersex."

Gender Identity is the deeply held sense or psychological knowledge that individuals have of their gender, regardless of the biological sex they were assigned at birth. Everyone has a gender identity. Common examples include "male/man/boy," "female/woman/girl," "trans/transgender," "gender variant," "gender nonconforming," "agender," or any combination of these terms.

Transgender describes people whose gender identity is different from the biological sex they were assigned at birth.

Gender nonconforming (also known as Gender Expansive, Gender Variant, or Gender Creative) is a term that refers to individuals whose gender expression does not follow social expectations or stereotypes based on their sex assigned at birth.

Gender expression refers to the way a person expresses gender, such as clothing, hairstyles, activities or mannerisms.

Cisgender refers to an individual whose gender identity aligns with their sex assigned at birth.

Preferred Gender Pronouns are the pronoun markers (he/she/they) used to describe a person.

END OF POLICY
