

Supplement to Equal Educational Opportunity Policy #102

Purpose. Independent School District No. 877 (“District”) is committed to providing a learning environment that is welcoming, safe, and conducive to learning for all students. This guidance, which supplements and is incorporated into Policy 102, addresses the rights of transgender and gender non-conforming students across the District.

Names and Pronouns. Transgender students have the right to be addressed by a name and pronouns that align with their gender identity. The District will work with any students who identify as transgender, gender non-conforming, or non-binary, and with any adults the student identifies, to determine how the District can best support that student. This includes, but is not limited to, ensuring that school officials use the proper name and pronouns for the student. The school will ensure any such discussions are private. This paragraph does not require the District to hire or pay any type of fee to work with any adult the student identifies.

Bathrooms. All students may use bathrooms consistent with their gender identity. All students have the option of using gender-neutral or single-stall facilities, if they choose to do so. No student will be singled out and required by the District to use a gender-neutral bathroom.

Locker Rooms. All students may use locker rooms consistent with their gender identity. Private changing spaces will be provided for any students who would prefer not to use a communal locker room. No student will be singled out and required by the District to use a private changing space.

Bullying and Harassment. The District will not tolerate bullying of students or staff on the basis of sexual orientation, gender identity, or gender expression. The law prohibits discrimination, including harassment, on the basis of sexual orientation, gender identity, or gender expression.

Extracurricular Activities. Transgender and gender-nonconforming youth may play on sports teams consistent with their gender identity. Subject to meeting the performance criteria that apply to all students trying out for a team, gender non-conforming youth may choose which team they are most comfortable with. For high school students, the District will abide by the rules for transgender participation adopted by the Minnesota State High School League.