

STUDENTS

3281F

Gender Identity and Sexual Orientation Gender Support Plan

A Gender Support Plan will outline accommodations to provide an environment that is safe and free from discrimination and promote equitable student access to educational opportunities. Jerome School District believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of sexual orientation, gender identity, or gender expression.

This Gender Support Plan is required if a student makes a formal request for accommodations. A written plan will not be a part of a student’s permanent educational record. Careful consideration by the Care Team should be made to maintain student privacy.

\*All state and federal reporting requirements will be followed by Jerome School District. These include, but are not limited to legal name and gender reporting.

School:

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Meeting Attendees:

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Student Legal Name:

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Student Preferred Name:

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Legal Information	Accommodations / Support
A student’s legal name is located on the student’s birth certificate. The student’s birth certificate is a required document for enrollment in any Jerome School District school.	Student can provide staff with a preferred name for school interactions
Gender listed on current birth certificate  <div style="display: flex; justify-content: space-around;"> <span>Male</span> <span>Female</span> </div>	Identified gender:

<p>The student's birth certificate is a required document for enrollment. The student's gender is listed on the birth certificate. This legal document must match the information in the student information system.</p>	<p>How long has the student identified as this gender?</p> <hr/> <p>Preferred pronoun for in school use?</p> <hr/> <p>How will the student handle situations in which the incorrect pronoun is used?</p> <hr/> <hr/> <hr/>
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**Confidentiality/Privacy**

- How private will information about this student's plan be?

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- What adult staff and teachers will be aware of the students' plan?

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- If the student has asserted a degree of privacy, how does the student want a teacher/staff member to respond to questions about the student's gender from: Other students? Adult staff members, parents/community?

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**Use of Facilities**

<p>Use of Restrooms and/or Locker Rooms: Any student may be provided accommodations or support for privacy and safety while using school facilities.</p>	<p>To ensure the student feels comfortable, they will use the following restrooms on campus:</p> <hr/> <hr/>
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	<p>Student may change clothes in the following locations:</p> <hr/> <hr/> <p>What are the expectations regarding the use of facilities on any class trips?</p> <hr/> <hr/> <p>If student participates in activities that require an overnight trip*, they would feel comfortable with the following room accommodations:</p> <hr/> <hr/> <p>*Club or activities advisors will be notified of a student's Gender Support Plan to create room accommodations.</p>
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<b>Student Safety</b>	<b>Questions to discuss</b>
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Jerome Jt. School District is committed to providing an educational environment that is free from sex and gender-based harassment, discrimination, and retaliation. Accordingly, the District prohibits harassment and discrimination on the basis of sex, sexual orientation, gender, gender identity, and pregnancy, as well as retaliation against individuals who report allegations of sex and gender-based harassment and discrimination.

Hazing, harassment, intimidation, cyber bullying, or bullying by students, or third parties is strictly prohibited and shall not be tolerated in the District. This includes actions on school grounds, school property, school buses, at school bus stops, at school sponsored events and activities, and through the use of electronic technology or electronic communication equipment on school computers, networks, forums, or mailing lists and actions at locations outside of those listed above that can be reasonably expected to materially and substantially interfere with or disrupt the educational environment of the school or impinge on the rights of other students at school. (Jerome Joint School District No. 261, Hazing, Harassment, Intimidation, Bullying, Cyber Bullying Policy 3295).

Who will be the student’s trusted adult on campus to assist with peer conflicts and/or issues?  
 If this person is not available, what should the student do?

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Other Considerations	Are there any other questions, concerns, or issues we need to consider?
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\* The Gender Support Plan will remain in effect throughout continued Jerome School District enrollment barring revision or nullification. The plan will be updated in years when the student transitions to a new building.

Parent/Guardian \_\_\_\_\_

Student \_\_\_\_\_

Administrator \_\_\_\_\_

Counselor/Social Worker \_\_\_\_\_

Cross Reference:     3281     Gender Identity and Sexual Orientation  
                           3281P    Gender Identity and Sexual Orientation Administrative Procedure

Policy History:

Adopted on:     07/19/2022

Gender Identity and Sexual Orientation Administrative Procedures

Gender Inclusion

Jerome School District believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of sexual orientation, gender identity, or gender expression. This policy is designed to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities.

PROCEDURES FOR IMPLEMENTATION

1. A Transgender or Gender non-conforming student or their parent/guardian (s) should contact the building administrator to schedule a meeting to develop a Gender Support Plan to address the students' particular circumstances or needs.
  - a. At the school level, the principal is the individual responsible for setting up the Care Team.
  - b. Upon receipt of a gender specific accommodation or gender plan request, the district employee shall inform the student of the employee's obligation to notify the principal of the request.
    - i. Employee will notify the principal in a timely manner if accommodation is requested.
2. Establishment of a Care Team
  - a. This team shall consist of the following: Building Administrator, Building Counselor, a School Social Worker or Psychologist, a parent or guardian, and other staff to be identified by the Building Administrator.
3. Since individual circumstances, needs, programs, facility use, and resources may differ; administrators and school personnel are expected to consider the needs of the individual on a case-by-case basis.
  - a. A student's expression of gender identity involves more than a casual declaration or expression, but does not require medical documentation.
  - b. The Care Team shall respect the self-determination of each student and shall be guided by the goal of ensuring each student's academic, social, and emotional success.
  - c. Requests for accommodation shall be evaluated by the Care Team to determine the reasonableness of any given situation.
4. In the Gender Support Plan, the student may request accommodations which include, but are not limited to, those described below:
  - a. Preferred Name
  - b. Preferred Gender
  - c. Preferred Pronoun
  - d. Confidentiality / Privacy Considerations
  - e. Facility Use
  - f. Safety Plan
5. The Gender Support Plan will remain in effect throughout continued Jerome School District enrollment barring revision or nullification. The plan will be reevaluated in years when the student transitions to a new building.
  - a. Plans will become null and inactive if a student transfers out of Jerome School District
  - b. In the case of a lapse of enrollment, the student will need to request a new Gender Support Plan.
6. Once the Care Team has reviewed a request for accommodation and made a determination on whether to grant or deny the request, that decision shall be communicated in writing to the person requesting the accommodation.

- a. Once a Gender Support Plan is created, the Care Team will take steps to ensure that accommodations are implemented.
- b. If an accommodation request is denied, the individual requesting the accommodation may appeal to the superintendent or designee.

**GENDER SUPPORT - Student Confidentiality/Privacy**

1. Disclosure of student personal information shall be in accordance with district policies pertaining to privacy.
2. School personnel must take reasonable steps to protect students' privacy related to their gender status, including their birth name or sex assigned at birth. Nonconsensual disclosure of personally identifiable information, such as a student's birth name or sex assigned at birth, could be harmful to or invade the privacy of transgender students and may also violate the Family Educational Rights and Privacy Act ("FERPA") A school may maintain records with this information, but such records should be kept confidential.
3. Depending on the nature of the requested accommodation, the timing of the student's transition, and/or the student's individual circumstances, complete confidentiality of the student's gender status or gender identity may not be possible.
4. To protect the student's privacy, school staff should take care not to inadvertently disclose information that is intended to be kept private or that is legally protected from disclosure.

Cross Reference:      3281                      Gender Identity and Sexual Orientation

**Policy History:**

Adopted on:      07/19/2022  
Revised on:      11/15/2022