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GENDER INCLUSION POLICY

APPROVED:

UPDATED:

I. PURPOSE

Achieve Language Academy (ALA) believes that all students deserve respectful and inclusive learning environments that value students' gender identity and gender expression. ALA ensures that all students have access to programming and facilities in which they feel comfortable and safe. The school district does not unlawfully discriminate for any reason, including on the basis of sex. Students' gender identity is treated the same as sex for purposes of Title IX and other guidelines and policies prohibiting discrimination.

This policy addresses the inequities some students, including intersex, transgender, and gender nonconforming students, confront as they navigate a system designed using a gender binary model.

II. DEFINITIONS

- A. "Gender" refers to the socially constructed roles, behaviors, activities, and attributes that a given society attaches to femininity or masculinity.
- B. "Gender Binary" refers to the social construction of a gender dichotomy between masculinity and femininity. The gender binary often ignores or denigrates alternate gender constructions.
- C. "Gender Expression" refers to the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
- D. "Gender Identity" refers to a person's deeply held sense or knowledge of their own gender.
- E. "Gender Nonconforming" is a term for persons whose gender expression differs from stereotypical expectation. This includes persons who identify outside traditional gender categories or identify as both genders.
- F. "Sex" refers to a person's biology and is generally categorized as male, female, or intersex.
- G. "Intersex" refers to a combination of features that distinguish male and female anatomy.
- H. "Transgender" is an adjective describing persons whose gender identity or expression is different from that traditionally associated with the sex at birth.

III. SCOPE



This policy covers conduct that takes place in the school district, on school district property, at school district- sponsored functions and activities, on school district vans/buses or vehicles and at bus stops. This policy also pertains to the use of electronic technology and electronic communication that occurs in the school district, on school district property, at school-sponsored functions and activities, on school district vans/buses or vehicles and at bus stops, and on school computers, networks, forums, and mailing lists. This policy applies to the entire school district community, including educators, support staff, administrative staff, students, parents, and volunteers.

IV. ENSURING GENDER INCLUSIVENESS

- A. ALA staff and systems ensure inclusive access to programming and facilities. In accordance with procedure, ALA will:
1. Respect all students' gender identity and gender expression by honoring the right of students to be identified and addressed by their preferred name and pronoun.
 2. Within academic programming, prohibit the separation of students and/or curricular materials based upon gender unless it serves as a compelling pedagogical tool.
 3. Provide all students the opportunity to participate in co-curricular and extracurricular activities in a manner consistent with their gender identity, including but not limited to intramural and interscholastic athletics.
 4. Provide all students with access to facilities that best align with students' gender identity.
 5. Ensure that all state and federal privacy laws, as well as all district policies apply to all students regardless of their gender identity or gender expression.
 6. Students will be provided with all of the protections, inclusive access, and programming regardless of parent/guardian consent.

LEGAL REFERENCES:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

Minn. Stat. § 121A.031 (Safe and Supportive Minnesota Schools Act)

Minn. Stat. § 121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)

Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)

20 U.S.C. § 1681 et seq. (Title IX)

20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)