

Policy for Transgender, Non-Binary, and Gender Expansive Students

Rev. 2.20.2020

This policy addresses the needs and concerns of transgender, non-binary, and gender expansive students to ensure a safe, affirming, and healthy school environment where every child can learn. This policy is meant to support transgender, non-binary, and gender expansive students in the school environment, if such support is needed.

This policy cannot and does not anticipate every situation that may occur; every student is different and that includes transgender, non-binary, and gender expansive students. The support and accommodations for each student must be assessed and addressed individually based on the specific requests and needs of each student.

Sleeping

Crossmen Productions will design sleeping arrangements that best support each student's emotional and physical safety. Generally, separating students into groups according to their stated gender identity is most appropriate, but the composition of the group and/or the nature of the trip environment may require another arrangement in which we will supply.

Restrooms, Locker Rooms & Showers

With respect to all restrooms, locker rooms or changing facilities, students should have access to facilities that correspond to their gender identity. Any student who is uncomfortable using a shared gender-segregated facility, regardless of the reason, shall, upon the student's request, be provided with a safe and non-stigmatizing alternative. This may include, for example, addition of a privacy partition or curtain, provision to use a nearby private restroom or office, or a separate changing schedule.

However, requiring a transgender or gender expansive student to use a separate space threatens to publicly identify and stigmatize the student as transgender and should not be done unless requested by a student. Under no circumstances should students be required to use gender segregated facilities that are inconsistent with their gender identity.