

Gender Identity & Students: Ensuring Equity and Nondiscrimination

The Los Angeles Unified School District shall provide students with a safe learning environment.

Youth identifying as lesbian, gay, bisexual, transgender and questioning are more likely to experience bullying, homelessness, and suicide or suicidal ideation.

Best practices relating to recognition of each student's gender identity and expression serve to reduce stigmatization and ensure students and their families have access to key resources.



Educational Equity Compliance Office

333 South Beaudry Avenue, 20th Floor
Los Angeles, CA 90017

Phone: (213) 241-7682

Fax: (213) 241-3312

Email: equitycompliance@lausd.net

Web: eeco.lausd.net

Julie Hall-Panameño, Director
District Title IX & Section 504 Coordinator

GENDER IDENTITY & STUDENTS

Ensuring Equity and Nondiscrimination



ELIMINATION OF BARRIERS FOR STUDENTS TO REACH THEIR FULL POTENTIAL

- Recognize each student's unique needs
- Accept the gender identity and expression students assert
- Customize support to optimize student learning outcomes
- Protect student confidentiality, privacy, and rights to openly discuss and express their gender identity
- Support students in their use of asserted names, pronouns, and attire
- Facilitate access to District resources
- Report incidents of bullying, harassment or intimidation immediately
- Provide reasonable access to restrooms and locker rooms
- Ensure equitable access to and participation in courses, instruction, school activities, programs, and athletics
- Establish a gender neutral dress code and school uniform policy



STATE LAW AND PUPIL RECORDS

Per California law, student enrollment forms allow the educational rights holder to designate their child's gender as male, female or nonbinary.

The District is required to maintain in perpetuity mandatory permanent pupil records with the legal name and sex of students as indicated on official government issued documents.

With educational rights holders authorization or appropriate court action, the District will change a student's name and gender on school records, including pupil records.

Otherwise, the District will change a student's name and gender on school-site generated records when appropriate.

For more information, see District policy, Gender Identity and Students—Ensuring Equity and Nondiscrimination.

NAMES AND PRONOUNS

Generally, students shall be known and addressed by the name and pronoun that corresponds to their gender identity asserted at school without obtaining a court order, changing their pupil records or obtaining the educational rights holder's permission.

In situations where it may be necessary for staff to be informed of the student's legal name and gender, school personnel shall prioritize safety, confidentiality and respect of the student in a manner consistent with policy and law.

When school personnel are unsure how a student wants to be addressed they may privately ask the student how they want to be referred.

Every effort shall be made to use names and pronouns consistent with a student's gender identity.

Intentional and persistent refusal to respect a student's gender identity is a violation of District policy and may constitute discrimination.

