

Fast Facts – Supporting Students who are Transgender

District policies and Colorado law support the rights of transgender students to be free from bullying, discrimination and harassment.

District Policy AC – Nondiscrimination and Equal Opportunity asserts that “the District will provide a safe learning and working environment where all members of the school community are treated with dignity and respect,” regardless of sexual orientation, gender identity, or transgender status.

From a practical perspective, this means that we are required to accommodate students based on the gender with which they identify. We don’t ask questions, or try to “verify” – if a student identifies as female, we will treat her as female in all areas.

Most commonly, this comes up in a few areas:

Pronoun Usage

- Students have an unequivocal right to be addressed using their preferred pronouns. Referring to a student who formerly identified as male but now identifies as female as anything but “she” or “her” is inappropriate and likely unlawful.

Restrooms/Locker Rooms

- Students are permitted to use the restroom/locker room of the gender with which they identify, regardless of the gender assigned at birth or their physical makeup. You may *offer* a private, unisex restroom, but you may not force the student to use any restroom other than the one affiliated with his/her gender identity.

Dress Code

- You may continue to enforce the dress code, but students are permitted to dress according to the gender with which they identify.

Privacy/Infinite Campus

- Students have a right to be protected from the unnecessary disclosure of their private information. Disclosure to other students, staff members who do not otherwise work with the student, or other District employees could violate the student’s right to privacy and, more importantly, put the student at risk of bullying, harassment or discrimination.
- Enter a transgender student’s preferred name and gender into IC. If you are changing a student’s existing name and gender, make sure this is done in the ‘Identities’ tab by creating a new identity. This will ensure that there is record of this change in IC. Also, you must contact your [Data Quality Management Team \(DQMT\)](#) partner when making these changes.

- DQMT will enter the student's legal name and gender in the Protected Identity Information section found in the Identities tab. DQMT is the only group in the district with access to populate or edit these fields. It is important to note that the legal name and gender fields in the Protected Identity Information Section will not read into any rosters, reports, or external applications in order to ensure the student's privacy is intact. DQMT will also ensure the appropriate changes are made at the state level. Changes to legal documents are not required in order for class lists to reflect a student's gender identity. This will prevent inadvertent disclosures of a student's former gender identity.

Additional Support

- For additional support, contact Ellen_Kelty@dpsk12.org within Whole Child Supports