

# **DRAFT**

## **File: XXX - GENDER IDENTITY SUPPORT**

The Natick Public Schools strive to provide a safe, respectful, and supportive learning environment in which all students can thrive and succeed. All students need and deserve a safe and supportive learning environment to progress developmentally and academically.

Natick Public Schools support and respect students' individual differences. For students who identify as gender nonconforming and/or transgender, a supportive strategic plan to address legal and social emotional issues will be developed by a team of school personnel who are familiar with the student. This team will include the school administrator, school counselor, social worker and nurse. The plan will address the student's needs for the entire educational program, including before and after school activities. In all cases, students will be supported to participate in school and all school related activities and facilities as the gender identity they identify as their choice. To this end, support plans will include discussions about the use of facilities, participation in activities including athletics and how the student will be identified and addressed.

A critical component of the student's support plan may include name changes and gender identity markers used in communication with and about the student and in written communication with the family or legal guardian/s. Natick Public Schools will not require legal documentation to change the student's name or gender on the educational record. The family discussion with the support team will suffice.

Natick Public School's administration and staff will follow the referenced procedures for supporting the student and developing the support plan. The plan will be reviewed and revised on an as needed basis.

References: <http://www.doe.mass.edu/sfs/lgbtq/GenderIdentity.html>

An Act Relative to Gender Identity (Chapter 199 of the Acts of 2011) MGL c.4, s5

MGL c. 76, § 5

603 CMR [26.00](#)

603 CMR [1.00](#)

603 CMR [23.00](#)

603 CMR § [23.04](#)

603 CMR §§[23.01](#) and [23.07](#).

The federal Family Educational Rights and Privacy Act, 20 USC 1232g

First reading: September 17, 2018 second reading: XXX

Voted XXX