



## **GENDER DIVERSE IDENTITIES AND EXPRESSIONS POLICY**

Rainbow Dreams Early Learning Academy is committed to providing a safe, inclusive, and respectful learning environment for all students, faculty, and staff. RDELA is actively committed to embracing different identities and individuals, to guard against all discrimination in all our actions, and to promote the value of a diverse society with gender equality, however a person may identify.

### **I. Definitions**

- a. **Classroom activities:** Activities that provide education or instruction for all students, other than field trips. Nothing in this definition requires adoption of a specific curriculum.
- b. **Gender Expression:** The manner in which a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice or mannerisms.
- c. **Gender Identity:** A student's understanding, outlook, feelings, and sense of being masculine, feminine, both or neither, regardless of the students' sex assigned at birth.
- d. **Identity Support Team:** When a child identifies as being gender diverse, a group is convened to address the individual needs of the student. The group will consist of the parent(s); the student; a school administrator or designee, including a counselor.
- e. **Parent:** For the purpose of this policy, a parent is defined as 1) a biological or adoptive parent; 2) legal guardian; 3) a person acting in the place of a parent with whom the child lives; 4) a person who is legally responsible for the child's welfare; or 5) an emancipated student.

### **II. Identity Support Plan to Address the Rights and Needs of community members and scholars with Diverse Gender Identities or Expressions.**

#### **RDELA Promises to:**

1. Promote a learning environment where all students and employees are treated with respect and dignity.
2. Challenge discriminatory behaviors or attitudes wherever they occur.
3. Respond swiftly and sensitively to any incidences of discrimination.
4. Provide any reasonable adjustments for people with disabilities to ensure they have access to our services and employment.
5. Ensure that self-identification and expression related observances are respected and accommodated wherever possible where the expression does not impinge on the legitimate rights of others.
6. Celebrate a diverse campus community in order to ensure fair treatment.
7. Create a gender inclusive academic program.



- A. The Identity Support Plan requirements and components will be consistent with the requirements of this policy. Each Identity Support Plan for students with diverse gender identities or expressions must include the following components:
  - a. Methods to ensure protection of the privacy of the student;
  - b. Methods to support the appropriate engagement of the parent(s) of the student;
  - c. Consideration of the rights and needs of the student for which the plan is developed, as well as the capacity of Rainbow Dreams Early Learning Academy, and the rights and needs of the student body at large, including individual requests for privacy.
- B. RDELA shall take measures to ensure appropriate support of students with diverse gender identities or expressions, including, without limitation:
  - a. Classroom activities shall be relevant, meaningful, and appropriate for students with diverse gender identities or expressions and do not discriminate or segregate according to gender identity or expression;
  - b. Physical education, assemblies, ceremonies, and other school activities shall be appropriate for students with diverse gender identities or expressions and not discriminate or segregate according to gender identity or expression;
  - c. Learning spaces are safe and conducive to learning.

III. Addressing the Rights and Needs of Students with Diverse Gender Identities or Expressions

RDELA shall address the rights and needs of students with diverse gender identities or expressions on an individualized basis as outlined in their Identity Support Plan. RDELA shall consider the student characteristics and unique circumstances of the student.

- A. RDELA shall protect the privacy of each student governed by this policy.
  - a. School employees shall not disclose information that may reveal a student's gender identity or expression status:
    - i. to other students;
    - ii. to the parents of other students;
    - iii. to staff members unless there is a specific need to know;
    - iv. unless legally required to do so; or
    - v. unless the parent has authorized, in writing, such disclosure.
- B. Names/Pronouns: Students have the right to be addressed by the name and pronoun that correspond to their gender identity or expression. The requested name shall be included in the school's Student Information System in order to inform faculty and staff of the name and pronoun to use when addressing the student.
  - a. Records:



- i. Unofficial Records: As part of the student’s Identity Support Plan, RDELA will allow a student to use their preferred name and gender on unofficial records upon receipt of written request. The unofficial records may include, but are not limited to: identification badges, classroom and rosters, certificates, programs, announcements, office summons, communications, and other school-generated unofficial records:
  1. Written Request received by administration: The process is initiated upon written request from a parent.
  2. A meeting is scheduled with a Identity Support Team to address the parent’s written request to support the student’s gender identity or expression.
  3. Outcome of Request is Determined: As a result of the Identity Support Team meeting; if agreed upon, appropriate changes may be made in the School’s Student Information System.
- ii. Official Records (including Permanent Records): RDELA is required to maintain in perpetuity mandatory permanent student records (such as transcripts ), which include the legal name of the student and the student’s gender as indicated on official government issued documents such as birth certificates, passports, and identification cards/permits. The school will change a student’s name and gender on official records when the name of the student is changed by court order.

- C. RDELA shall ensure that dress policies and uniform options are not segregated according to gender identity or expression.
- D. RDELA shall use appropriate definitions and terminology in describing the requirements, needs, and experiences of students with diverse gender identities or expressions.
- E. Rainbow Dreams Early Learning Academy is in compliance with NRS 651.070: “All persons are entitled to equal enjoyment of places of public accommodation. All persons are entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of any place of public accommodation, without discrimination or segregation on the ground of race, color, religion, national origin, disability, sexual orientation, sex, gender identity or expression.”

- a. Restroom Access:
  - i. Restroom access for students with diverse gender identities or expressions may be determined on a case-by-case basis through the Identity Support Plan process, subject to any individual requests for privacy.

#### IV. Professional Development and Training

The School will provide annual professional development and training concerning the rights and needs of RDELA community members with diverse gender identities or expressions.



Training should include:

- a. Awareness of the rights and needs of students with diverse gender identities or expressions;
- b. Training in the appropriate methods of cultural competency to facilitate positive learning environments, social emotional learning skills, and appropriate relations among all students;
- c. Training concerning the needs of persons with diverse gender identities or expressions as it pertains to the prevention of discrimination, harassment, bullying, and cyber bullying;
- d. Training regarding the requirements of state laws and regulations, which require RDELA to develop an Identity Support Plan with a team led by the school administrator or administrator's designee;
- e. Training in methods to support the appropriate engagement of the parents of student with diverse gender identities or expressions; and
- f. Training addressing the definitions and terminology in describing the requirements, needs, and experiences of persons with diverse gender identities or expressions.

#### V. Complaint Procedures

Persons (employees, students, parents, members of the public) who believe they have been discriminated against or believe they witnessed discrimination against a student because of their gender identity or expression may file a complaint with the administration via the Executive Director, Director of Compliance, or directly to the RDA Governing Board.