

GENDER EQUITY AND ACCESS

Gender identity means a gender related identity of a person, regardless of the person's assigned sex at birth. The Vermillion School District has established this policy to both foster an educational environment that is safe and welcoming for all students as well as comply with local, state, and federal law.

Procedure: Communication with the school is key. The District will make arrangements with students regarding dress code, restroom, and participation in activities. These arrangements should be based on the student's or parent's wishes, be minimally burdensome, and be appropriate under the circumstances. The determination of consistently asserted gender may be determined in collaboration of any the following—parent/guardian, counselor, building administrator, and physician. As part of this process, the District may request documentation from the student or parents.

Confidentiality: A student has a right to keep their status as a transgender student private at school. The District shall keep this information confidential and staff shall not disclose this information unless legally required.

Communications and Publications: Pronouns and Name Changes –Pronouns used should be the choice of the student. A legal name change is not required for a student to use the preferred name for class lists, student activities, yearbook publications, etc. However, a student's legal name must be indicated in the student's official records. The District may list the student's preferred name in the official records by listing it next to the student's legal name with asterisks next to it until a legal name change is made.

Restroom: All students should have access to a restroom that is safe, comfortable, and convenient. Absent a compelling, specific, and documented concern for safety, the District shall permit a student to use the restroom for the gender with which they consistently, persistently, and insistentlly identify.

Activities: A student shall be permitted to participate in interscholastic activities for the gender with which that student consistently identifies (assuming the student is eligible otherwise), subject to the policies of the South Dakota High School Athletic Association and any compelling safety concerns.

This policy does not prohibit any facility within the Vermillion School District from maintaining separate toilet facilities, locker rooms, or living facilities for the different sexes so long as comparable facilities are provided.