

## RIGHTS OF TRANSGENDER AND GENDER-EXPANSIVE STUDENTS

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2 Loudoun County Public Schools (LCPS) is committed to providing an equitable,  
3 safe and inclusive learning environment for all students. All students shall be treated  
4 with dignity and respect, regardless of their sex, sexual orientation, transgender status,  
5 or gender identity/expression. LCPS is committed to supporting student privacy and  
6 providing equal educational opportunities including access to LCPS programs, activities,  
7 and facilities.

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9 Pursuant to the Code of Virginia, 22.1-23.3, LCPS endorses policies, procedures,  
10 and practices for an inclusive school environment that are consistent with the Virginia  
11 Department of Education's publication, Model Policies for the Treatment of Transgender  
12 Students in Public Elementary and Secondary Schools issued by the Virginia  
13 Department of Education.

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15 A. Student Identification - Names and Pronouns.

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17 LCPS staff shall allow gender-expansive or transgender students to use their  
18 chosen name and gender pronouns that reflect their gender identity without any  
19 substantiating evidence, regardless of the name and gender recorded in the student's  
20 permanent educational record. School staff shall, at the request of a student or  
21 parent/legal guardian, when using a name or pronoun to address the student, use the  
22 name and pronoun that correspond to their gender identity.

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24 The use of gender-neutral pronouns are appropriate. Inadvertent slips in the use  
25 of names or pronouns may occur; however, staff or students who intentionally and  
26 persistently refuse to respect a student's gender identity by using the wrong name and  
27 gender pronoun are in violation of this policy.

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29 B. Access to Activities.

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31 LCPS Policy 8350, Student Activities, states that interscholastic, co-curricular,  
32 and extra-curricular activities are part of the educational program and are subject to  
33 school supervision and regulation. All students are expected to display good  
34 sportsmanship in competitive activities, whether they are participants or spectators, and  
35 they shall conduct themselves in a manner demonstrating respect for persons and  
36 property. LCPS staff shall allow gender-expansive and transgender students to  
37 participate in such activities in a manner consistent with the student's gender identity.

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39 All students, including transgender and gender-expansive students, participating  
40 in programs sponsored by the Virginia High School League (VHSL) or other  
41 interscholastic organization shall comply with policies and rules outlined by those  
42 organizations.

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C. Access to Facilities.

All students are entitled to have access to restrooms and locker rooms that are sanitary, safe, and adequate, so that they can comfortably and fully engage in their school programs and activities. Students should be allowed to use the facility that corresponds to their gender identity. While some transgender students will want that access, others may want alternatives that afford more privacy. Taking into account existing school facilities, administrators should take steps to designate gender-inclusive or single-user restrooms commensurate with the size of the school.

D. Professional Development and Training.

All school mental health professionals shall complete training on topics relating to LGBTQ+ students, including procedures for preventing and responding to bullying, harassment and discrimination based on gender identity/expression.

All instructional staff will annually acknowledge review of this policy and have access to resources related to the safety and support of LGBTQ+ students.

E. Other Considerations.

The Superintendent is authorized to develop implementing regulations and school procedures to ensure consistency in practices.

Current Policy:

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Leg Refs: Code of Virginia §22.1-23.3, 8.01-217, 32.1-269(E)

Cross Ref: Policy 8250, Bullying Prevention and Education; Policy 8210, Introduction to Student Discipline; Policy 8-6, Sex Discrimination and/or Sexual Harassment (Policy 8030 when adopted); Policy 8610, Student Records; Policy 8640, Disclosure of Personally Identifiable Information; Policy 8270, Student Dress Code; Policy 8350, Student Activities; Policy 8250, Bullying Prevention and Education