

Evanston Township High School District 202 is committed to creating a safe, affirming, and healthy school environment where every child can learn. We recognize that students are inspired to learn and achieve to the best of their ability when they feel visible, welcomed and respected in a supportive environment that embraces all of their identities.

State and federal law and District policy require that all programs, activities, and#

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occurs in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles and at bus stops, and on school comA

This Procedure applies to the entire school community, including educators, school and District staff, students, parents, and volunteers.

This Procedure does not anticipate every situation that might occur with respect to every student and staff member who is transgender or gender nonconforming. The needs of each person are unique. In all cases, the goal of this Procedure is to create a school culture that respects, protects and values all transgender and gender-expansive students and employees, and fosters understanding of gender identity within the school community. This Procedure is aligned with and supports the expectations of State and federal anti-discrimination laws, District 202 Board policies, and the Board's [Equity and Excellence Statement](#) to provide "all students with resources, opportunities, supports and interventions to ensure that they achieve their full potential."

The Principal, Nondiscrimination Coordinator, and/or Complaint Manager, with input from others as appropriate, will implement this procedure. They will work

are not intended to label individuals but rather to assist in understanding this Procedure and the legal obligations of District staff. Individuals might or might not use these terms to describe themselves.

refers to the sex designation, usually "male" or "female," assigned to a person when they are born. This is what is written on the birth certificate.

is a person's deeply held sense or psychological knowledge of their own gender, which can include being female, male, another gender, or no gender. A

## STUDENTS

Discrimination,



Students, in partnership with their parent(s)/guardian(s), have the right to request an official change to a student's name and/or gender listed in the Student Information System to reflect the chosen name and/or gender that a student consistently identifies.

1. Students' self-identified name and/or pronoun that reflects their gender identity will be honored. Students may communicate their self-identified name and/or gender preference and/or gender identity to the school.

With respect to restrooms, locker rooms or changing facilities, students shall have access to facilities that correspond to their gender identity as defined below. Any student who is uncomfortable using a shared facility, regardless of the reason, shall, upon the student's request, be provided with an alternative option. This may include, for example, use of a privacy partition or curtain, provision to use a nearby all-gender or secure-access restroom, and/or all-gender locker room.

1. Evanston Township High School may maintain separate restroom facilities for female and male students with privacy partitions and will also maintain secure-access "All Gender" restrooms that are either single-use or with privacy partitions. Students shall have access to restrooms that correspond to their gender identity asserted at school.

Student desires increase in privacy partitions in restrooms. The Board of Education shall provide the list of restrooms that are available for use.

All students shall be permitted to participate in physical education and wellness education classes and intramural sports in a manner consistent with their gender identity. All students shall be permitted to participate in interscholastic athletics in a manner consistent with their gender identity, under the

Students shall have the right to dress in accordance with their gense

- e. Board policies, District administrative procedures and guidelines, and *The Pilot: Student &*

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2:260, *Uniform Complaint Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to make a complaint. The District Complaint Manager shall address the complaint promptly and equitably.

6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.

7:10, *Equal Educational Opportunity*, requires that equal educational and extracurricular opportunities be available to all students with uniformity among other protected statuses, sex, sexual orientation, and gender identity. Requires that students shall be treated in a nondiscriminatory manner that respects their gender w

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