



Florida School for the Deaf & the Blind

Do More. Be More. Achieve More.

Transgender Students

Operational Policy & Procedure 10.49

I. Policy Purpose/Scope

It is the policy of the Florida School for the Deaf and the Blind (FSDB) that all students who identify as transgender shall have an educational and boarding setting that is safe, accommodating, and respectful of their identity. Parents have a right to be fully informed of the education and the educational services being provided to their students. Actions prohibited under *FSDB OPP 10.29 – Bullying and Harassment* are expressly prohibited toward transgender students regarding their gender identity. This policy applies to all individuals on the FSDB campus and includes FSDB sponsored travel and off-campus events.

This policy discusses transgender students in relation to A. names, pronouns and student records, B. restrooms, locker rooms, dormitories, and spaces segregated by biological sex at birth, and C. athletics, D. dress code, E. confidentiality of personal information, and F. bullying/harassment, and G. training.

II. Definitions

Gender: a set of the behavioral, cultural, or psychological traits, norms, and roles that are typically associated with persons of one sex. According to Dr. Diane Ehrensaft, clinical psychologist specializing in transgender youth (*Adams v. School Board of St. Johns County, Florida*), a person's gender is determined by numerous components or "markers." Historically, external genitalia have been used to assign gender (male or female) at birth because it is the most physically obvious marker. In most people, all or most of these components, including external genitalia, lead to a singular conclusion that an individual is either male or female. Sometimes, these markers are not consistent; some may indicate male while others in the same individual indicate female. Neurological sex and related gender identity are the most important and determinative factors.

Gender identity: the gender an individual identifies as.

Gender expression: the gender an individual presents themselves as through behavioral, cultural, or psychological traits, norms, and roles.

Transgender person: an individual who consistently, persistently, and insistentlly identifies as a gender different than the sex they were assigned at birth. A transgender woman is a person who was identified male at birth and now identifies as female; a transgender man is a person who was identified female at birth and now identifies as male. Gender identity is distinct from and does not predict sexual orientation.

Misgendering: deliberately and continuously using names or pronouns that do not match a person's gender to invalidate that person's gender identity.

III. Detailed Policy Statement



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A. Names, Pronouns and Student Records

Parents have the fundamental right to make decisions regarding their child. With knowledge of the parent, students may request to be addressed by the name and pronouns consistent with their gender identity. If a student preferred name and pronouns are different from their legal name and pronouns, FSDB may use the student's chosen name and pronouns where a legal name is not required to be used by law. Principals may request the gender identity and preferred name fields to be updated in Skyward by the Technology Services department.

B. Restrooms, Locker Rooms, Dormitories and Other Spaces Segregated by Biological Sex

FSDB provides restrooms, locker rooms, and dormitories separated by biological sex at birth. On a case-by-case basis, the school and family will determine and provide a student with available accommodations that best meet the needs and privacy concerns of the student. Students shall not be made to use facilities that do not match their gender identity. Transgender and non-transgender students who desire additional privacy for any reason can ask FSDB for alternatives, including, but not limited to, single-user restrooms.

Should the decision be made for a student to use a facility that does not match their biological sex at birth, the school shall provide parental notification in compliance with Rule 6A-10.086, Florida Administrative Code.

C. Athletics

FSDB shall refer to policies set forth by the Florida High School Athletic Association (FHSAA) and in alignment with Florida Statute 1006.205.

D. Dress Code

Students have the right to dress in a way that matches their gender identity so long as their attire falls within the constraints of the FSDB dress code. The dress code must be adhered to equally by all students and enforced equally for all students; transgender students cannot be held to a stricter standard than their non-transgender peers.

E. Confidentiality of Personal Information

Information including a student's transgender status, birth name, sex assigned at birth, and medical history is subject to The Family Education Rights and Privacy Act (FERPA), and is not to be shared with classmates, teachers, or others unless there is an educationally relevant reason for such disclosure. FSDB will provide parental notification of and involvement in critical decisions affecting their child unless such disclosure would result in abuse, abandonment, or neglect, as those terms are defined in 39.01, F.S.

F. Bullying/Harassment

The Federal Law Title IX and F.S. 1006.147 prohibits bullying and harassment of all students. Transgender students under Title IX shall be treated according to the gender with which they identify by students, staff members, third-party visitors, vendors, and all other stakeholders having business with FSDB. Deliberately misgendering a student constitutes bullying and harassment as defined in FSDB OPP 10.29 and is prohibited.

G. Training

FSDB shall provide training after any updates to this policy are made.

IV. Getting Help

If you need assistance with...	Contact...
Interpreting this policy	Executive Director of Parent Services
Training	Executive Director of Training and Quality Assurance

V. References

Adams v. School Board of St. John's County, Florida

FSDB OPP 10.29 Bullying and Harassment

FSDB Website Parent's Rights

Parent-Student Handbook

U.S. Department of Education Title IX

VI. Applicability/Approval

This policy on *Transgender Students* applies to all FSDB staff members. The Executive Director of Parent Services is the campus authority for this policy.

Approved by



Tracie C. Snow, President

12/8/22

Date

VII. Authority/History

Authority

Florida Statutes: 1002.36

Laws Implemented

Florida Statutes: 1001.42(8)(c), 1002.36, 1002.20

State Board of Education Rule 6A-10.086

History

New: 11/17/2020, 12/08/2022