

## **USE OF BATHROOM AND LOCKER ROOM FACILITIES**

The Board of Education is committed to providing appropriate bathroom and changing facilities (locker rooms) for students and staff during school and at school sanctioned programs and activities.

Locker rooms, and bathrooms which can be accessed by multiple users simultaneously, shall be designated for use by males or by females. Single-user bathrooms may be used by either males or females.

Private, single-user bathrooms and alternative changing facilities shall be made available, to the extent practicable, recognizing that this is for special and unique circumstances and not general application; to any student or staff member who has a particular need for privacy or other features of those facilities. In granting access, building administrators, in collaboration with the superintendent or designee, will take into consideration the student's or staff member's physical, safety and other needs.

A student or staff member shall not be required to use a locker room or bathroom that conflicts with the student's or staff member's gender identity exclusively and consistently asserted at school/work. A private, single-user bathroom and/or alternative changing facility shall be made available to any student in need of additional privacy. The use of bathrooms and locker rooms based on the gender identity exclusively and consistently asserted at school/work requires schools to carefully consider numerous factors, including, but not limited to:

- the gender identity of the student or staff member;
- satisfactory documentation of gender status/identity;
- in the case of students, the age/grade level and maturity of the students;
- the protection of privacy for all students and staff members;
- the intent to maximize social integration;
- the intent to minimize stigmatization;
- the intent to ensure equal opportunity to participate; and
- the necessity to protect the safety and dignity of all the students and staff involved.

The decision to make such facilities available shall be consistent with the regulations promulgated to implement this policy. Requests by individual students or staff for use of facilities shall be assessed by the superintendent or designee, in collaboration with the respective building administrator/ supervisor, upon the district's receipt of satisfactory documentation of the student/staff's gender status/identity. Satisfactory documentation may include, but is not limited to, documentation of specific medical treatment, counseling, or therapy, as well as change in name and gender identity on an official birth certificate.

## USE OF BATHROOM AND LOCKER ROOM FACILITIES

The Board of Education is committed to providing appropriate bathroom and changing facilities (locker rooms) for students and staff during school and at school-sanctioned programs and activities. Separate bathroom facilities for male and female employees shall be designated.

Any student and/or staff member who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a private, single user bathroom or changing area to the extent practicable and available, recognizing that this is for special and unique circumstances and not general application.

The use of bathrooms and locker rooms based on the gender identity exclusively and consistently asserted at school/work requires schools to carefully consider numerous factors, including, but not limited to:

- the gender identity of the student or staff member;
- satisfactory documentation of gender status/identity;
- in the case of students, the age/grade level and maturity of the students;
- the protection of privacy for all students and staff members;
- the intent to maximize social integration;
- the intent to minimize stigmatization;
- the intent to ensure equal opportunity to participate; and
- the necessity to protect the safety and dignity of all the students and staff involved.

Requests by individual students or staff for use of facilities shall be assessed by the superintendent or designee, in collaboration with the applicable building level administrator/supervisor, upon proof satisfactory to the District. Said proof may include, but is not limited to, documentation of specific medical treatment, counseling, or therapy, as well as change in name and gender identity on an official birth certificate.

If the party is not satisfied with this resolution, he/she may appeal the decision to the Board of Education by filing a written notice of appeal with the District Clerk within ten (10) working days following receipt of the Superintendent's decision. The Board of Education will consider the appeal and issue a written decision within thirty (30) calendar days of receipt of the appeal.

### **Bathroom and Locker Room Accessibility - School Personnel**

In no instance shall an adult who is not of the same biological sex be permitted to use bathroom facilities that are being used by students at the same time. While the supervision of locker room use is expected, in no instance shall an adult use the locker rooms for changing purposes with a student present.

**Bathroom Accessibility – Students - Elementary and Middle Levels**

At the elementary and middle level, single-user bathrooms are available in most classrooms and shall be used accordingly. Students shall use the bathroom and/or locker room facilities as designated for male and female, based on their biological sex. Upon request of an elementary or middle school student to use the bathroom facilities that corresponds to the gender identity that the student exclusively and consistently asserts at school, the building principal (in conjunction with the superintendent or designee) will work with the student and his/her family to provide a solution that is reasonable and safe for all students.

A student of any age or grade level should not be required to use a locker room or bathroom that conflicts with the gender identity that the student exclusively and consistently asserts at school. Similarly, a student shall not be required to use a locker room or bathroom facility utilized by someone not of their own biological sex. A student may be provided access to a single-user bathroom and/or alternative changing facility.

**Bathroom Accessibility – Students - High School Level**

Considering the cognitive development and maturity level of high school students (grade 9- 12), any student may request access to a bathroom facility that corresponds to the gender identity that the student exclusively and consistently asserts at school and is supported by satisfactory documentation. Requests by individual students for use of facilities shall be assessed by the superintendent or designee, in collaboration with the applicable building level administrator. A major determinant in the decision shall be the assurance that the available accommodation best meets the needs and privacy concerns of all students involved, including the availability of private stalls which may be utilized by any student.

In cases necessitating alternative bathroom facilities, the building principal, in conjunction with the superintendent or designee, will work with the student and his/her family to provide reasonable and safe accommodations when supported by satisfactory documentation. This may include access to a single-user bathroom, or access to an office bathroom (i.e., nurse or coach).

As a proactive measure, administrators shall identify private, gender-neutral single-user bathrooms in the building and will take steps to de-stigmatize the use of such private options. Establishing and communicating clear guidelines and expectations with regards to the physical privacy, dignity and boundaries of all students is also expected.

**Locker Room Accessibility- Students - High School Level**

Schools maintain private, separate stalls within locker room facilities for male and female students for changing clothes. Students shall use the locker room facility that

corresponds with their biological sex. Students may request to use the locker room corresponding to their gender identity exclusively and consistently asserted at school and is supported by satisfactory documentation. Requests by individual students for use of facilities shall be assessed by the superintendent or designee, in collaboration with the applicable building level administrator.

A major determinant in the decision shall be the assurance that the available accommodation best meets the needs and privacy concerns of all students involved, including the availability of private changing areas which may be utilized by any students.

In cases necessitating alternative locker room facilities, the building principal, in conjunction with the superintendent or designee, will work with the student and his/her family to provide reasonable and safe accommodations when supported by satisfactory documentation. This may include access to a single-user bathroom, access to an office bathroom (i.e., nurse or coach), use of a private area within the locker room, or provision of a separate changing schedule.

If the party is not satisfied with this resolution, he/she may appeal the decision to the Board of Education by filing a written notice of appeal with the District Clerk within ten (10) working days following receipt of the Superintendent's decision. The Board of Education will consider the appeal and issue a written decision within thirty (30) calendar days of receipt of the appeal.

This policy and shall be periodically reviewed by the Board of Education to ensure compliance with applicable rules, laws, or regulations.

*NOTE:*

*Refer to Policy: 3410- Code of Conduct on School Property, 5300-70- Anti-Harassment in the School District, 0110- Sexual Harassment of District Personnel, 5020.1- Student Due Process, 5311.1*

Approved by Board of Education: January 6, 2015