

Board Adopted: May 28, 2024 [NEW]
Board Information: April 22, 2024

Contact Person: Executive Director of Human Resources

POLICY 440 STAFF-GENDER INCLUSION

I. PURPOSE

To facilitate compliance with applicable laws and organizational guidelines as well as to foster an educational environment that is safe, supportive and inclusive for all staff.

II. GENERAL STATEMENT OF POLICY

The Bloomington Public School Board recognizes schools must be safe, supportive and inclusive for all staff. Bullying, harassment and discrimination on the basis of gender identity or expression are prohibited, as referenced in Policy 413: Harassment and Violence and Policy 457: Respectful and Professional Workplace.

III. DEFINITIONS

The following definitions are provided to assist in understanding this policy.

- A. Gender - The socially constructed roles, activities, behaviors and attributes that a given society attaches to femininity and masculinity.
- B. Assigned Gender – An individual’s gender assigned at birth, which correlates to the biological, genetic, and anatomical makeup of a body.
- C. Gender Expression – The manner in which an individual realizes and manifests their gender.
- D. Gender Identity – An individual’s sense of being male, female, or otherwise on a continuum of gender.
- E. Gender Nonconformity – Behaviors and interests that fit outside of stereotypical behaviors and interests for an individual’s assigned sex.
- F. Transgender – An individual whose gender is different from the gender assigned to them at birth.

IV. NAMES & PRONOUN USAGE

All staff have the right to be referred to by their identified name and/or pronoun. Members of the school community should address staff by the name and pronoun corresponding to the gender identity that is consistently asserted at work. To the extent possible, and consistent with these guidelines, all members of the school community will make efforts to maintain the confidentiality of the staff’s gender identity.

The intentional or persistent refusal to respect a staff's gender identity (for example, intentionally referring to the staff by a name or pronoun that does not correspond to the staff's gender identity) can constitute harassment and is a violation of this policy.

V. OFFICIAL RECORDS

Employees have the right to be addressed by the name and pronoun corresponding to the employee's gender identity. Upon request, email address and district identification cards can be changed to reflect the employee's preferred first name. In the case of district identification, the District will update the photograph to reflect the employee's gender identity and expression. Due to state and financial restrictions, official employment records will be changed to the employee's new name and gender upon receipt of official documentation, including but not limited to, a court order, passport, social security card, and/or driver's license.

Requests mentioned above should be directed to the district's human resources department.

VI. DRESS CODES

The District does not have dress codes that restrict employees' clothing or appearance on the basis of gender.

VII. ACCESS TO RESTROOMS

Employees shall have access to the restroom corresponding to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, will be provided with access to a reasonable alternative. No employee, however, will be required to use such a restroom.

INDEPENDENT SCHOOL DISTRICT 271
Bloomington, MN