

Subject: Resolution No.

**In Support that the San Francisco Unified School District (SFUSD)
Strengthen and Advance Gender-Inclusive Policies and Education**

- Commissioner Matt Haney

WHEREAS: Every student deserves to participate fully and succeed in school. But in many cases, students who are transgender and gender non-conforming are unable to participate because they do not feel safe to access the educational facilities or included in school activities required to be safe, healthy, and ready to learn; and

WHEREAS: The 2013-14 Youth Risk Behavior Survey reports that transgender high school students in SFUSD are roughly 4 times more likely to report being harassed at school and 3 times more likely to report being bullied at school; and

WHEREAS: Transgender high school students in SFUSD are roughly 7 times more likely to have skipped school due to feeling unsafe at school or on the way to or from school in the past 30 days; and

WHEREAS: National research suggests that gender non-conforming youth (i.e youth who do not conform to the gender binary) are at greater risk for school victimization, including frequent misgendering, and harassment from peers and adults, that increases their risk for poor psychological health, risky behavior, higher absenteeism, lower grade-point average and less connectedness to school (Toomey, McGuire, & Russell, 2012); and

WHEREAS: Gender-specific dress codes and activities, including those set for yearbook pictures, graduation and prom ceremonies, can further isolate and stigmatize gender non-conforming students; and

WHEREAS: Transgender and gender-nonconforming people frequently experience harassment in toilet facilities, and required use of gender-specific toilet facilities can create unnecessary anxiety and risks that lead to transgender and gender-nonconforming people being denied access, verbally harassed, or physically assaulted in these facilities; and

WHEREAS: The creation of more all gender toilet facilities allows all people to have greater access to toilet facilities consistent with their gender identity; and

WHEREAS: The City and County of San Francisco recently adopted an ordinance, which mandates that businesses and places of public accommodation designate single user toilet facilities that are available to the public or employees as all gender and accessible to persons of any gender identity; and

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WHEREAS: Board of Education Administrative **Regulation No: R5163a** states “Restroom Accessibility: Students shall have access to the restroom that corresponds to their gender identity as expressed by the student and asserted at school. Where available, a single stall bathroom may be used by any student who desires increased privacy, regardless of the underlying reason. The use of such a single stall bathroom shall be a matter of choice for a student, and no student shall be compelled to use such bathroom.”

WHEREAS: SFUSD Board regulation R5163a is intended to advise school site staff and administration regarding transgender and gender non-conforming student access to facilities and activities to create a safer learning environment for all students, and to ensure that every student has equal access to all components of their educational program; and

WHEREAS: In the last three years, SFUSD students and staff have successfully advocated for and created “all gender” restrooms for students in elementary, middle and high schools, including Miraloma Elementary School, Independence High, Wallenberg High, Lowell High, Lincoln High, and Balboa High among others.

THEREFORE BE IT RESOLVED: SFUSD will require that single stall “all gender” restrooms be made available to any student who desires increased privacy, regardless of the underlying reason, and designate at least one bathroom for this purpose at every school; and

FURTHER BE IT RESOLVED: SFUSD will require all single stall restrooms on school campuses and administrative buildings be labeled with appropriate signage as “all gender” restrooms, and

BE IT FURTHER RESOLVED: When schools undergo construction, renovation or modernization, SFUSD will prioritize building single stall and multi-stall all-gender restrooms, where none are currently accessible to students; and

FURTHER BE IT RESOLVED: SFUSD will support and encourage the development of multi-stall, all gender restrooms; and

BE IT FURTHER RESOLVED: All new schools and administrative buildings will include all gender restrooms; and

FURTHER BE IT RESOLVED: SFUSD school dress codes and school uniform policy be gender neutral; and

BE IT FURTHER RESOLVED: SFUSD gender-neutral dress codes apply to regular school days as well as any special events, such as graduation ceremonies and prom; and

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FURTHER BE IT RESOLVED: SFUSD students and staff are not required to obtain a court ordered name and/or gender change or to change their official records as a prerequisite to being addressed by the name and pronoun that corresponds to their gender identity; and

BE IT FURTHER RESOLVED: SFUSD students and staff shall have the right to include the name and gender that corresponds to their gender identity in the District's electronic database in addition to the legal name, in order to inform staff of the name to use when addressing the student or staff; and

FURTHER BE IT RESOLVED: That, in alignment with the state-wide education efforts of *Transform California*, an educational outreach plan be prepared for students and parents/guardians/caregivers to increase awareness, understanding and support of transgender and gender non-conforming people.

5/24/16