

WHAT MAKES UP A GENDER INCLUSION POLICY?

Purpose

Gender inclusion policies are much needed in taking the steps toward this positive change. This one pager will help you make change in your own school with the hopes of ensuring that all students have access to programming and facilities, and other procedures they need in order to feel comfortable and safe.

Who We Are

We as OutFront MN interns and as queer and allied youth, hope to provide you with the resources you need to create a more equitable and inclusive school environment. Students deserve respectful and welcoming learning environments that value students' gender identity and gender expression. Make sure to include a "Who We Are" in your own gender inclusion policy.

Other Sources to Learn From

<https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp>

<https://mps.municipalcodeonline.com/book?type=policies#name=Regulation 4000C: Preferred Name>

https://www.spps.org/site/handlers/filedownload.ashx?moduleinstanceid=3520&dataid=2292&FileName=gender_inclusion_policy_final_v3_17_15.pdf

<https://policy.umn.edu/operations/genderequity#:~:text=University%20members%20may%20access%20gender,and%20activities%2C%20and%20camp%20programs>

http://www.p12.nysed.gov/dignityact/documents/Transg_GNCGuidanceFINAL.pdf

<https://www.genderinclusiveschools.org/gender-inclusive-policy-builder-transgender>

Legal References

When we looked at other gender inclusion policies, policy writers referenced laws and other legal statutes that are in relation to their policy. This creates credibility for the policy, given that it is backed up with legal evidence.

Examples

- Minn. Stat. ch. 363A (Minnesota Human Rights Act)
- Minn. Stat. § 121A.031 (Safe and Supportive Minnesota Schools Act)
- Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
- 20 U.S.C. § 1681 et seq. (Title IX)
- 20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)

Definitions

Including definitions in a gender inclusion policy ensures that everyone is on the same page when it comes to what words mean. This can be very educational to a reader, and provide clarity for confusion. Examples of words that can be defined within a gender inclusion policy include but are not limited to transgender, nonbinary, gender identity, gender expression, assigned sex, and gender non-conformity.

REFERENCES TO OTHER POLICIES

In this section, policy writers might reference other policies that may overlap with the specific policy in creation. This is helpful because it ties in other approved policies relating to the policy topic. In the Saint Paul Public School District's Gender Inclusion Policy, they cite the following policies in their district:

- 102.00 Equal Opportunity/Non-Discrimination
- 415.00 Harassment, Violence and Other Offensive Behavior
- 505.00 Bullying Prohibition