

Adopted: February 11, 2016

Revised: February 12, 2024

Community of Peace Academy POLICY No. 5.4.7 GENDER INCLUSION

I. PURPOSE

The purpose of this policy is to ensure a safe and inclusive learning environment for all students, regardless of the student's gender identity, gender expression, gender transition, or gender nonconformity

II. POLICY STATEMENT

A. It shall be the policy of Community of Peace Academy to ensure inclusive access to programming and facilities. Therefore, Community of Peace Academy will:

1. Respect all students' gender identity and gender expression by honoring the right of students to be identified and addressed by their preferred name and pronoun.
2. Within academic programming, prohibit the separation of students and/or curricular materials based upon gender unless it serves a compelling pedagogical tool.
3. Provide all students the opportunity to participate in co-curricular and extra-curricular activities in a manner consistent with their gender identity, including but not limited to intramural and interscholastic athletics.
4. Provide all students access to facilities that best align with students' gender identity.

III. DEFINITIONS

- A. Gender. "Gender" refers to the socially constructed roles, behaviors, activities, and attributes that a given society attaches to femininity or masculinity.
- B. Gender Expression. "Gender Expression" refers to the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
- C. Gender Identity. "Gender Identity" refers to a person's deeply held sense or knowledge of their own gender.

- D. Gender Nonconforming. “Gender Nonconforming” is a term for persons whose gender expression differs from stereotypical expectations. This includes persons who identify outside traditional gender categories or identify as both genders.
- E. Transgender. “Transgender” is an adjective describing persons whose gender identity or expression is different from that traditionally associated with assigned sex at birth.
- F. Transitioning. “Transitioning” refers to the process in which a person changes their gender expression to better reflect their gender identity.

Legal References: Minn. Stat. §363A et. seq. (Minnesota Human Rights Act)
Minn. Stat. §121A.031 (Safe and Supportive Minnesota Schools Act)
Minn. Stat. §121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)
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)

Cross References to District Policies

- 5.4.1 Prohibition Against Unfair Discriminatory Practices in Education and Grievance Procedures
- 5.4.2 Student Bullying Prohibition