

Guide to 14.2

Gender-Inclusive Schools

Legal Background

The LEA has a gender-inclusive schools (or transgender students) policy and procedure that, at a minimum, incorporates all the elements of the WSSDA model Gender-Inclusive Schools policy and procedure (3211 and 3211P) and is consistent with the requirements in state law (chapter 392-190 WAC, revised December 2014) and guidelines (revised 2012).

Key Resources:

WSSDA Model Gender-Inclusive Schools [Policy](#) | [Procedure](#)

[Required Training for Coordinators](#)

[Encouraged Training for Coordinators](#)

The LEA has a primary contact regarding the gender-inclusive schools policy (Gender-Inclusive School Coordinator). The primary contact has attended at least one OSPI training regarding harassment, intimidation, and bullying (HIB), and gender-inclusive schools.

The LEA shares this policy and procedure with students, parents, volunteers, and employees.

Legal authority: Title IX, [34 C.F.R. Sec.106](#); RCW [28A.642.020](#) and [28A.642.080](#).

Gender-Inclusive Schools Policy and Procedure (14.2.A)

Evidence to Provide

- A. LEA's gender-inclusive schools policy and procedure (WSSDA's [3211](#) and [3211P](#), or equivalents).

Tips for Program Review

- The most straightforward approach to meeting this requirement is to **adopt WSSDA's model policy and procedure** for Gender-Inclusive Schools. However, [state law](#) allows flexibility for LEAs to **alternatively amend existing policies** to include all the elements of the WSSDA model policy and procedure. For example, the Gender-Inclusive Schools policy and procedure could be incorporated into an LEA's existing Nondiscrimination policy (3210) and procedure (3210P). If your LEA has amended one or more existing policies and procedures to meet this requirement, please provide OSPI each of the relevant policies and procedures with an explanation of how they include all the elements of the WSSDA model policy and procedure.



Gender-Inclusive Schools Coordinator (14.2.B & C)

Evidence to Provide

- B. Name and job title of the Gender-Inclusive Schools Coordinator.
- C. Evidence that the Gender-Inclusive Schools Coordinator has attended (in person or online) at least one OSPI training on harassment, intimidation, and bullying, and gender-inclusive schools. Evidence should include a certificate or attestation showing attendance of OSPI training on HIB and gender-inclusive schools, including the date of training.

Tips for Program Review

- While [state law](#) requires the Gender-Inclusive Schools Coordinator to attend OSPI's HIB training (which as of 2021, includes information about gender-inclusive schools), **coordinators are also strongly encouraged to attend or review OSPI's Gender-Inclusive Schools training** ([Webinar Recording](#) & [Handout](#)). This training provides significantly more details on a schools' obligations to prevent discrimination based on gender identity and create gender-inclusive school environments.
- OSPI's School Safety Center is hosting **HIB trainings** on Zoom throughout the 2023–24 school year. The current **calendar and registration** are available on [PDEnroller](#). Please contact the [School Safety Center](#) for more information.

Notifications to School Community (14.2.D)

Evidence to Provide

- D. Evidence that the LEA shares its gender-inclusive schools policy and procedure with students, parents, volunteers, and employees (e.g., published in student and employee handbooks).

Tips for Program Review

- LEAs must share the Gender-Inclusive Schools policy and procedure with parents or guardians, students, volunteers, and school employees in accordance with rules adopted by OSPI. To do so, OSPI recommends school districts **use the same method used to provide annual notice of the district's discrimination complaint procedure**, as outlined in WAC [392-190-060\(2\)](#).
- If the LEA does not publish a student or employee handbook, it must share the policy and procedure using an **alternative method** that is reasonably calculated to notify students, parents, volunteers, and employees, such as included in a newsletter.
- While OSPI recommends the LEA's policy and procedure be available on its website, **online posting of the policy and procedure alone is not an adequate notice** to students, parents, volunteers, and employees. Instead, the LEA must actively notify the school community of the policy and procedure.

Learn More About Gender-Inclusive Schools

[Gender-Inclusive Schools | OSPI \(www.k12.wa.us\)](http://www.k12.wa.us)