



No.
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Title: Transgender and Gender
Nonconforming Staff Policy
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Renaissance Academy Charter School Board of Trustees Transgender and Gender Nonconforming Staff Policy

The Board of Trustees (“Board”) of the Renaissance Academy Charter School (“Charter School”) is committed to ensuring the safety and equality for all its staff regardless of gender identity or gender expression so that they can reach their fullest human and intellectual potential and be protected from discrimination, bullying, and harassment.

Purpose

State and federal law and Charter School policy require that all employment practices are free from discrimination based on sex, sexual orientation, gender identity, and gender expression. This Policy is issued in keeping with these mandates to create a safe working environment for all staff. This Policy establishes a protocol for Charter School staff to address the needs of any Charter School employee who is transgender and/or gender nonconforming and clarify how law and policy should be implemented in situations where questions may arise about how to protect the legal rights or safety of such individuals.

This Policy does not anticipate every situation that might occur with respect to staff that is transgender or gender nonconforming, and the needs of each staff member must be assessed on a case-by-case basis. In all cases, the goal is to ensure a safe and supportive working environment.

Definitions

The definitions provided here are not intended to label individuals but rather to assist in understanding the Policy and the Charter School’s legal obligations. Individuals might or might not use these terms to describe themselves.

- **“Gender identity”** is a person’s internal deeply-held sense or psychological knowledge of their own gender, regardless of the biological sex they were assigned at birth. Everyone has a gender identity and the responsibility for determining an individual’s gender identity rests with the individual.

- **“Transgender”** describes a person whose gender identity is different from their biological sex assigned at birth.
- **“Gender expression”** refers to the way a person expresses gender, such as clothing, hairstyles, activities, or mannerisms. Individuals who adopt a presentation that varies from conventional gender expectations sometimes may describe themselves as gender non-conforming, gender expansive, genderqueer, agender, gender-free, gender creative, or gender fluid.
- **“Gender nonconforming”** describes a person whose gender identity or expression differs from conventional or prevailing social expectations, such as “feminine” men, “masculine” women, and those who are perceived as androgynous. Gender nonconforming is not synonymous with transgender; not all gender-nonconforming people identify as transgender.

Policy

Names/Pronouns

- The Academy recognizes and respects that employees have the right to be addressed by the name and pronoun that correspond to the employee’s gender identity, upon request.
- A staff member has a right to be addressed by a name and pronoun that corresponds to the staff member’s gender identity. A court-ordered name change or gender change is not required, and official records need not be changed for this purpose. However, Charter School communications with governmental entities will be based on official records.
- The intentional or persistent refusal to respect a staff member’s gender identity (for example, intentionally referring to a staff member by name or pronoun that does not correspond to the staff member’s gender identity) may be deemed as harassment and is a violation of these guidelines.
- To the extent possible, the Charter School shall use gender-neutral language in written communication regardless of the staff member’s gender identity. This includes employing “they” (singular) instead of “he/she.

Restroom Accessibility

- Staff shall have access to the restroom that corresponds to their gender identity consistently asserted in the workplace. Any staff member who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single-stall restroom, but no staff member is required to use such a restroom.
- Taking into account existing Charter School facilities, the CEO or designee will take steps to designate single-stall and/or all-gender restrooms on campus. Where facility constraints make this impracticable, the CEO or designee will identify an all-gender restroom available for staff seeking increased privacy.

Discrimination/Harassment

It is the responsibility of the Charter School to ensure that staff who are transgender and gender-nonconforming have a safe work environment. This includes ensuring that any incident of

discrimination, harassment, or violence is given immediate attention, including investigating the incident, taking appropriate corrective action, and providing staff with appropriate resources. Complaints alleging discrimination or harassment based on a person's actual or perceived transgender status or gender nonconformity are to be handled in the same manner as other discrimination or harassment complaints.

To the extent that anything in this policy could be construed to conflict with the school's charter or applicable state and/or federal laws, the applicable state and/or federal laws and/or charter control.

Adopted this 18th day of March, 2021

President – Dan Rufo

Secretary – Monica Reynolds