

Frequently Asked Questions Regarding Policy JAA – Equal Educational Opportunities

1. Why did the District adopt this policy?

The Equal Educational Opportunities policy affirms the District's commitment to support all students' access to District programming. Similar policies have previously been implemented in other nearby school districts without incident.

2. What constitutes the "official school record?"

The official school record is comprised of student demographic information including, but not limited to: name, birthdate, gender, parent/guardian names, address, and enrollment dates. Once a gender non-conforming student's record is modified to be consistent with the student's preferred gender identity, this record becomes the official student record maintained in the District's student information system.

3. How does the District know a student's legal name and gender assigned at birth?

Per Board Policy JEC – School Admissions, all students must provide a birth certificate to the school upon enrollment. The student's legal name and gender, as displayed on the birth certificate, are maintained in the student's complete record. However, upon notification from the parent/guardian and student that the student is gender non-conforming, the preferred gender establishes the student's gender within the official student record.

4. Are students able to change the gender listed on a birth certificate?

Effective on January 1, 2018, [Public Act 100-0360](#), established procedures for Gender Reassignment on a birth certificate. Under these procedures, an individual born in Illinois, with an existing Illinois birth certificate, may submit an [Affidavit and Certificate of Correction Request form](#) along with a [Declaration of Gender Transition/Intersex Condition form](#) to the Illinois Department of Public Health requesting to have the gender changed on his or her own birth certificate. The applicant must be of legal age (or the parent/guardian if not of legal age) to complete the form.

The Declaration of Gender Transition or Intersex Condition form must be completed by either a licensed health care professional or a licensed mental health professional. This provider must stipulate, under penalty of perjury, that the person seeking a new certificate of birth has either undergone clinically appropriate treatment for gender transition or has an intersex condition. The original birth certificate and all documents submitted are placed in a sealed and impounded file which cannot be opened except upon order of the circuit clerk or by request of the person.

5. Can a student independently decide to use a restroom or locker room that does not align with the student's gender as reflected in the official student record?

No. Students have access to restrooms and locker rooms aligned with their gender as listed in the official school record and consistent with the supports articulated in the gender support plan. Restrooms are monitored regularly throughout the school day, and adult supervision is present in locker rooms at the start and end of each class period.

6. How many transgender students attend D211 schools?

The District does not directly track the number of transgender students. Students are not required to identify as transgender upon enrolling in school.

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Nationally, research estimates that about 0.6% of adults identify as transgender. Applying that estimate to District 211, we would expect that approximately 70 students in our schools identify as transgender. Presently, only about a dozen students have identified themselves as transgender and have sought a formal support plan.

7. How does the District become aware of a transgender student?

Typically, transitioning genders is a private matter; however, some students may request school-based resources and services during their transition. In such cases, students commonly communicate with their school counselor, a school social worker, or a school psychologist in order to receive supports as articulated in a gender support plan.

8. What actions will the school take if a student asks for gender-related supports, but the student's parent/guardian is unaware or unsupportive of the request?

Students often discuss private matters with school counselors, social workers, and/or psychologists. These staff members help the student develop action plans to bring their parent/guardian into the conversation as appropriate. Formal school-based supports will not be initiated unless the student's parents/guardians are involved, or the student is over the age of 18.

9. What supports does the school make available to transgender students?

A student support team, facilitated by a school administrator, will meet with the transgender student and the parent/guardian to discuss various aspects of the student's transition process. In addition to the school administrator, the student support team typically includes the student's school counselor, a social worker, and/or a psychologist. The team may also include a student's private counselor, therapist, and/or physician. All supports are determined on a case-by-case basis and are documented in a Gender Support Plan.

10. What is a Gender Support Plan?

A Gender Support Plan is a written record that creates shared understandings about the transgender student's individualized circumstances and identifies appropriate school-based resources to support the student's educational, social, and emotional needs.

11. How is a transgender student's name and/or gender accounted for by the school?

Transgender students and their parent/guardian, or transgender students over 18 years of age, may request a change to the student's name and/or gender listed in the official student record to correspond with the student's gender identity. A student's Gender Support Plan will reflect these requests and the official school record will be modified to be consistent with the student's preferred gender. All classroom rosters, school reports, student identification cards, and other school-related documents will display the student's name and gender maintained in the official school record as agreed upon with the student and the student's parent/guardian.

The transgender student's legal name and assigned gender as stated on the birth certificate will be maintained in a confidential controlled-access area of the District's student information system.

12. Can a minor student initiate name and/or gender changes to the official school record?

No. While school personnel will meet with the minor student to understand and support the student's expressed gender nonconformity, the parent/guardian of the minor student must be

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involved in the request and must give approval of changing the student's name in the official school record.

13. How is it determined which restroom and locker room a transgender student will use at school?

When developing a Gender Support Plan, the student support team will examine input from parents/guardians, the student's comfort level, input from private therapists and/or physicians working with the student and the extent of the student's transition. Each of these factors will be considered by the team in determining supports within the Gender Support Plan and the most appropriate solutions for restroom and locker room spaces.

14. Do all transgender students use the restroom and locker room aligned with their gender identify?

No. Some transgender students prefer more privacy than a typical restroom or locker room provides and choose to use alternate or other private facilities. This is true for some cisgender students as well. Based on this information, the Student Support Team will consider and determine the best options to support the student.

15. What if a cisgender student is uncomfortable using a gender-specific restroom knowing a transgender student may be present in that rest room?

Any student who has a desire for increased privacy, regardless of the underlying reason, may use a separate restroom. Each school has multiple single-stall restrooms available. Students should consult with their school counselor to identify the best option to meet a student's request.

16. Are students required to change clothes in order to participate in a physical education/wellness class?

Students are expected to wear clothing appropriate for the physical activity associated with a physical education/wellness class. In most cases, students change clothes in the locker room at the beginning and end of their daily physical education/wellness class period.

17. Do students fully disrobe when changing clothes for physical education/wellness classes?

Most students are extremely modest when changing clothes for physical education/wellness classes and do so with little or no exposure of their bodies. It is uncommon and rare for students to be fully nude while in the locker room.

18. Do students shower after participating in physical education/wellness classes?

Although showers are available in the locker rooms, our experience is that students do not use them at the end of a physical education/wellness class. While it is rare for students to ever be nude in our locker rooms or to shower, students who use the showers commonly wear some type of clothing when showering. For example, often after participating in swimming instruction in physical education class, students will shower while still wearing their swimsuits.

19. What if a cisgender student is uncomfortable using a gender-specific locker room knowing a transgender student may be present in that locker room?

Our locker rooms are quite large, with hundreds of lockers spaced among many different rows. Any student may request to relocate his or her locker in the locker room.

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All of our locker rooms provide a set of individual changing stations similar to fitting rooms found in retail clothing stores. Any student seeking increased privacy, regardless of the underlying reason, may use these changing stations.

Additionally, any student may request to use an alternate locker room location. These requests should be brought to the student's school counselor who will work with the student to identify the best available option to meet the student's needs.

20. What is the role and function of the Non-discrimination Coordinator?

The Non-discrimination Coordinator for matters surrounding policy JAA is responsible for overseeing and monitoring the implementation of the gender support plans. Presently, this role will be served by our Associate Superintendent for Student Services.

The Non-discrimination Coordinator specifically investigates claims of discrimination filed pursuant to Board Policy GAC/JA/KAA – Uniform Grievance Policy.

21. What athletic teams can a transgender student participate on?

District 211 supports transgender students participating on the gender-specific athletic team associated with the student's gender as specified in the official school record. Participants on competitive athletic teams must adhere to eligibility rules as established by the Illinois High School Association (IHSA). The school's athletic director will assist transgender students and parents/guardians with the IHSA's determination of eligibility. The IHSA procedures require providing the IHSA with the specific sport(s) the student wants to participate in, student's gender assigned at birth, the student's gender identity, any medical documentation associated with the student's gender identity (such as hormone treatment, gender reassignment surgery, and/or counseling supports), and information about any gender-related advantages the IHSA might consider when reviewing the student's request for participation. All requests are reviewed on a case-by-case basis by the IHSA and the IHSA makes the final determination.