

# Kittery Adopts a Transgender and Gender Expansive Policy

## Use The Kittery Policy to Make Your School's Policy Inclusive!

Kittery is the most recent school system to approve of a Transgender and Gender Expansive Policy that will make Kittery schools safer and more respectful for all students. Both Portland and South Portland also passed policies last November.

The Policy provides clear guidelines for respecting the privacy of transgender and gender expansive students, using expressed names and pronouns when requested in writing, and ensuring inclusive academic and extracurricular programs so all enjoy educational opportunities. The Policy recognizes the school's obligation to create a safe and inclusive learning environment by supporting the student's gender identity while at school.

These policies are good models for schools across the state. Having a policy means addressing these issues in communities and translating the legal obligations under state law into local policy and school handbooks. **Want to follow in the footsteps of these school districts and work to make your school's policy trans and gender expansive inclusive? Why not use these policies to make changes in your school too!**

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Below are some key points of the Policy that you can use as a guide to make your school a safer and more affirming place for all youth.

### Kittery's Transgender and Gender Expansive Policy:

- The school district will accept a student's assertion of their gender identity without requiring any medical or mental health records
- The school district will use the student's preferred name and pronouns on all documents (i.e., school identification, classroom rosters, certificates, diplomas, yearbooks) excluding the student's official record which must bear their legal name unless changed by a court order
- Students are permitted to use restrooms, locker rooms and changing facilities corresponding with their gender identity
- Students and their parents or guardians may contact school personnel to make an additional support plan for the student
- The school district will abide by the wishes of the student while at school in the event that the student and their parent do not agree on the student's gender identity or expression to provide learning environment without discrimination
- On an annual basis, the superintendent or school principal will institute in-service training on this policy and distribute educational materials about transgender and gender expansive issues to school staff

Under Maine law, all schools are prohibited from discriminating based on sexual orientation—which includes gender identity and expression—in any academic, extracurricular, athletic, research, or any other program or activity. Inclusive school policies, like the one Kittery recently adopted, provide clear guidelines for students, parents,

*To learn more about your rights at school, contact GLAD Answers, our legal info line, at [www.GLADAnswers.org](http://www.GLADAnswers.org) or 800-455-GLAD.*

\*The Kittery Policy is drawn from the Maine Human Rights Commission Guidance\*



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