

Parent Notification

Any staff member who is informed by a student of the request of changing names, pronouns, or gender will communicate this request to both a campus counselor.

The counselor will meet with the student to determine the nature of the request and ensure the safety of the student.

The campus counselor initiates a dialogue with the student's family to understand their needs and concerns.

- Including what information will be shared about the situation, as well as who should be included in the communication.

Support Procedures

The Campus Counselor is responsible, in collaboration with the campus principal, for communicating, parent approved, information to staff members.

- Communication can include sharing information with teachers, campus/district administrators, nurses, or other staff that would need to be made aware.

The Campus Counselor plans communication with other students, if the parent of student approves. The campus Principal and counselor, in conjunction with the district Communications Department, will develop a letter to be sent home to parents.

- Prior to any information being shared with other students, the parents of those students would receive the communication allowing them to have their child be in another location (library, different classroom, etc.) during that time.

Ongoing Supports

- Counselors will follow up with the student and parents to check in and determine if other supports are needed or recommended.
- Campus administrators and counselors will follow up with other students in the class to provide any support, if necessary.
- Counselors will follow up with staff members or families to provide any support, if necessary.

**Open and Respectful
Communication**

The Campus Counselor initiates a dialogue with the student's family to understand any needs and concerns.

- Ensure the privacy and confidentiality of students' gender identity.
- Parents have the ultimate authority to determine nicknames and pronoun usage for their child.
 - May use the student's chosen name and pronouns (with parental request) when communicating with the family.
 - **Note:** The District cannot and will not compel District employees or other students to address or refer to students in any manner that would violate the speaker's First Amendment rights.
- Campus Counselor will say:
 - We care for all our students and want to ensure that we create an environment that is safe for your student. Please tell us your concerns and wants for your child.
 - Here are ways that we can support your child and here are some things that would not be available (if applicable)
 - From the information that you shared, what would you like to share with the school community? How would you like the information shared?
 - Please know that we will be checking in on your child to ensure that they feel safe and to ensure that they are learning at the highest levels.
- Including what information will be shared about the situation, as well as who should be included in the communication.
- Campus Counselor is responsible, in collaboration with the campus principal, for communicating, parent approved, information to staff members.
 - Communication can include sharing information with teachers, campus/district administrators, nurses, or other staff that would need to be made aware.
 - Staff members or students **may** refer to the student by last name or other neutral means with a focus on respecting the dignity of students and rights of their parents.

- Information about Board Policy FFI (Legal) and FFI (Local) will also be shared with the family, the student, as well as campus staff, to ensure that all students are free from bullying.
- Campus Counselor will be made available to provide guidance and training for staff members, if requested by principal.
- Confidentiality and Privacy:
 - Maintain strict confidentiality regarding the student's gender identity and transition process unless the student/family has provided consent to share specific information.
 - Ensure that any school records or documents accurately reflect the student's legal name and birth gender, unless changed legally.

Provide Resources

The counselor will offer families resources, literature, and educational materials about transgender issues and the transition process if requested.

The counselor will connect families with local support groups, organizations, and professionals who specialize in transgender healthcare and advocacy if requested.

Support Policies and Procedures

The principal and/or counselor will explain school procedures related to transgender students, including restroom and changing facilities, dress code, and bullying policies (FA (Local), FFI (Legal) & FFI (Local)).

- Restrooms – Work with the student/family
- Utilize private restroom, for example:
 - Nurse's Office
 - Front Office Area
- Locker Rooms
 - Utilize private areas for changing clothes.

Dress Code – All students will follow the dress code found in the Student Code of Conduct section in the Lamar CISD Student Handbook.

Include the family in discussions about accommodations and support for their child's transition.

Respect Parental Consent:

- Respect the student's autonomy and their right to decide when and how to disclose their gender identity to their family.
- Counselor seek parental consent and involvement in the student's transition process.

**Educate and Train
School Staff**

The counselor may offer optional training and resources to school staff to ensure they understand the importance of supporting transitioning students and their families. The counselor may address any concerns or misconceptions that may arise among staff members.

- Sessions could include:
 - Practices to keep all students safe and free from bullying.
 - Expectations for pronouns or preferred names (see above).
 - Discussions of concerns from staff members.
 - Sharing resources on how to help students be good friends.
 - Other topics that staff deem are important.

**Provide Emotional
Support**

- Offer emotional support to the family as they navigate the challenges of their child's transition.
- Connect the family with counselors or therapists who specialize in gender identity and family support.

Regular Check-Ins

Counselor(s) maintain regular communication with the family to provide updates on their child's progress and well-being (at a minimum of twice a semester).

Administrators and counselors are available to address any concerns or questions that may arise throughout the school year.

Stay Informed and Evolve:

- Individual support for the student is always open to feedback from the family and student. Campus is willing to adapt school practices as needed, allowed by Board policy.

Encourage transgender students to participate in extracurricular activities of student's gender assigned at birth.

**Extracurricular
Involvement**

Texas Education Code prohibits an interscholastic athletic team sponsored or authorized by a school district or open-enrollment charter school from allowing a student to compete in an athletic competition that is designated for the biological sex opposite to the sex as correctly stated on the student's official birth certificate, or other government record if the birth certificate is unobtainable. The only exception is that, consistent with Title IX regulations, schools may continue to allow female students to compete in UIL competitions designated for male students if a corresponding activity for female students is not offered or available.