

Creating a Safe and Supportive Environment for LGBTQ+ Students



Name/Pronouns:



Students are to be addressed by the name and pronouns that correspond to their gender identity.

Confidentiality/Privacy:



Information about a student's gender identity, sex assigned at birth, or sexual orientation is confidential under FERPA. *All Pasco County Schools' employees should respect the dignity and rights of all individuals by adhering to their professional standards, the Principles of Professional Conduct for the Education Profession in Florida, and school board policy when addressing confidentiality concerns.*

Dress Code:



Students have the right to dress in clothing that is consistent with their gender identity and expression, as long as it meets the rules of appearance as set forth in the *Pasco County Schools' Code of Conduct*.

School Facilities:



Students are allowed to access the bathrooms and locker rooms consistent with their gender identity. If students prefer increased privacy, options may include offering the student or other students a separate changing schedule, use of a nearby single-user restroom, or a private area within the locker room (such as an area separated by a curtain).

Creating Safe Spaces:



- School staff can demonstrate their support of safe and welcoming environments by displaying *Safe Space* symbols, having LGBTQ-inclusive materials readily accessible, and utilizing inclusive language.
- Additionally, students have the right to form and participate in inclusive clubs at their school.

Athletics & School Functions:



- Per the FHSAA, all eligible students shall have the opportunity to participate in athletics in a manner that is consistent with their gender identity and expression, subject to FHSAA requirements.
- Students are permitted to wear the attire of their choosing at school dances, as long as it meets the rules of appearance as set forth in the *Pasco County Schools' Code of Conduct*. Rules regarding proximity when dancing and PDA must be applied fairly to ALL couples.

Trauma-Informed Care:



Trauma-informed practices allow **all** youth to feel safe, welcomed, and supported within their learning environments, while increasing their sense of connection to others, and contributing to their overall well-being. Trauma-informed tenets (**safety, voice, choice, transparency, and predictability**) lessen the impact of stress and trauma on students, educators, and families.

Gender Identity

One's internal, deeply held sense of their gender. Gender identity may or may not be congruent with a person's biological sex assigned at birth.

Gender Expression

Ways in which one expresses their gender identity to others, such as through their behavior, clothing, accessories, or hairstyle.

Sexual Orientation

An individual's romantic, emotional and/or physical feelings of attraction to others.

Addressing Anti-LGBTQ Language



1) STOP IT & NAME IT

- Address the behavior immediately & describe what you heard (*"I heard you say the word faggot. That's a derogatory word that is unacceptable in our school."*)

2) CREATE A TEACHABLE MOMENT

- Get clarification and tap into empathy (*"I'm curious what you meant when you said that's so gay? How do you think that might make a gay person feel to know it's being used to mean something is stupid?"*)
- Suggest alternative verbiage (*"Next time, maybe you can try saying that's so strange or that's so weird."*)

Resources



The Trevor Project
1-866-488-7386

Trans Lifeline
1-877-565-8860

Pasco Bullying Reports

GLSEN

GSA Network



Gender Spectrum

PFLAG

Family Acceptance Project