

LEA gender policy matrix

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
<p>Box Elder, Daggett, Juab, North Sanpete, North Summit, Sevier, South Sanpete, Tintic, Tooele</p>	<p>Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name and gender identity of the student.</p>	<p>Student choice: transgender boys shall be referred to using “he” “his” and “him” and transgender girls shall be referred to using “she” and “her.” Transgender status shall not be disclosed without the student’s consent except or as expressly authorized by the Superintendent following such legal consultation as the Superintendent determines is appropriate.</p>	<p>Given consideration when determining facility usage.</p>	<p>School administrator considers desires of the transgender student, parents, and privacy interests of other students. Options provided to allow the transgender student to use the facilities corresponding with the gender identity. Other potential accommodations include the use of single user restrooms or changing spaces or using facilities at a different time than other students. Administrators should consult with the Superintendent and as appropriate with legal counsel.</p>	<p>USHAA guidelines or other unspecified organizations/entities. The school shall not disclose the transgender student’s identity to UHSAA without the consent of the student and the student’s parents.</p>
<p>Davis</p>	<p>Permanent record includes information on birth certificate. These include standardized tests and reports to the USBE. Documentation of court order or altered birth certificate required to alter permanent record. Other records such as yearbooks, school IDs, and daily assignments may reflect the preferred name and gender identity that is entered into the District’s Student System as “preferred” and is consistently asserted at school by the student.</p>	<p>To the extent that the school is not legally required to use a student’s legal name or gender on school records and other documents, the school should use the name and gender, including pronouns, preferred by the student.</p>	<p>School personnel should not disclose information that may reveal a student’s transgender status. Disclosing confidential student information to other employees, students, parents of other students, or other third parties may violate privacy laws, including but not limited to FERPA. Transgender students have the ability, as do all students, to discuss and express their gender identity and expression openly and decide when, with whom, and how much of their private information to share with others. Families can be involved in devising an appropriate plan regarding the confidentiality of the student’s transgender status that works for both the student and the school.</p>	<p>A transgender student who expresses a need or desire for increased privacy should be provided with reasonable alternative arrangements. Reasonable alternative arrangements may include the use of a private area, or a separate changing schedule, or use of a single stall restroom or dressing room. Any alternative arrangement should be provided in a way that protects the student’s ability to keep his or her transgender status confidential. A transgender student should not be required to use a locker room or restroom that conflicts with the gender identity consistently asserted at school by the student.</p>	<p>Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student’s gender identity that is consistently asserted at school. For interscholastic sports USHAA guidelines are applied and participation resolved on a case-by-case basis.</p>

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<p>Provo</p>	<p>Unclear from policy</p>	<p>Same rights as other students, but not enumerated</p>	<p>Not referenced</p>	<p>USHAA guidelines or other unspecified organizations/entities.</p>	<p>USHAA guidelines or other unspecified organizations/entities. The school shall not disclose the transgender student's identity to UHSAA without the consent of the student and the student's parents.</p>
<p>Salt Lake</p>	<p>Official records, such as a student's permanent record, diploma, and standardized test scores shall reflect birth certificate or as changed by court order. Unofficial records may reflect the student's preferred name/pronoun (e.g. school yearbooks, ID cards, daily school assignments). The district and individual schools should only collect and maintain information about students' gender when necessary. Documentation for accommodations should not be kept in the student's cumulative file.</p>	<p>Principal's approve accommodation requests. Once an accommodation request is granted, the principal will take steps to ensure that the accommodation is implemented and followed. For example, if a student is granted the reasonable accommodation of being addressed with a different pronoun, the principal shall inform the student's teachers and appropriate district staff of the accommodation to be provided. Accommodation requests are dependent on age of the child.</p>	<p>The age of the student will impact the school's involvement of parents, however, parental participation is not required for a student to request an accommodation. Parental involvement addressed on a case-by-case basis. The paramount consideration is the health and safety of the student, while also making sure that the student's gender identity is affirmed in a manner that maintains privacy and confidentiality. Grades K-5: Generally, the parent or guardian will inform the school of an impending transition. However, it would be appropriate to approach the parent of an elementary school student if school personnel believe that a gender identity or expression issue is presenting itself at school and creating difficulty for the student. Grades 6-12: Generally, notification from students' parents about their students' gender identity, gender expression, or transition is unnecessary. School personnel should work closely with the student to assess the degree to which, if any, the parent will be involved in the process, and school personnel must consider the health, wellbeing, and safety of the transitioning student prior to parent notification of the transition process.</p>	<p>A transgender or gender nonconforming student may not be required to use a locker room or restroom that conflicts with the student's gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student's ability to keep their transgender status private. Reasonable alternative arrangements for increased privacy options are listed.</p>	<p>Same requirements as Davis</p>
<p>Mandatory Reporting</p>		<p>All districts maintain that school employees must immediately report to law enforcement or DCFS if they have reason to believe that a child is, or has been, subjected to abuse or neglect. Davis and South Sanpete include reporting when there is reason to believe that a child is, or has been, the subject of incest, molestation, sexual exploitation, sexual abuse, physical abuse, or neglect, or observes a child being subjected to conditions or circumstances which would reasonably result in such. Box Elder, Daggett, Juab, North Summit, Tintic, and Tooele state that investigation by school employees prior to submitting a report should not go beyond that necessary to support a reasonable belief that a reportable problem exists. The majority maintain that it is not the responsibility of principals or other school employees to prove that the child has been abused or neglected, or to determine whether the child is in need of protection. The majority maintain that school employees must maintain student anonymity and not contact the child's parents. South Sanpete does not enumerate standard of proof or anonymity. Definition of abuse and neglect Utah Code 80-1-102</p>			