

522.1 GENDER INCLUSION STATEMENT

I. PURPOSE

The students of Perpich Arts High School deserve a respectful and inclusive learning environment that values students' gender identity and gender expression. To ensure gender inclusiveness practices are adopted we've identified four guiding statements.

II. GUIDELINES

Perpich staff and systems will ensure inclusive access to all programming and facilities with regards to gender identity.

In accordance with procedure, Perpich students and staff will:

1. Respect all students' gender identity and gender expression by honoring the right of students to be identified and addressed by their preferred name and pronoun.
2. Within academic programming, prohibit the separation of students and/or curricular materials based upon gender unless it serves as a compelling pedagogical tool.
3. Provide all students the opportunity to participate in co-curricular and extracurricular activities in a manner consistent with their gender identity.
4. Provide students with access to restroom facilities that align with students' gender identity. The Board of Directors will be considering changes to the dorm procedures in the future and will review ongoing requests on a case by case basis.

III. DEFINITIONS

1. Gender refers to the socially constructed roles, behaviors, activities, and attributes that a given society attaches to femininity or masculinity.
2. Gender Binary refers to the social construction of a gender dichotomy between masculinity and femininity. The gender binary often ignores or denigrates alternate gender constructions.

3. Gender Expression refers to the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
4. Gender Identity refers to a person's deeply held sense or knowledge of their own gender.
5. Gender Nonconforming is a term for persons whose gender expression differs from stereotypical expectation. This includes persons who identify outside traditional gender categories or identify as both genders.
6. Sex refers to a person's biology and is generally categorized as male, female, or intersex.
7. Intersex refers to a combination of features that distinguish male and female anatomy.
8. Transgender is an adjective describing persons whose gender identity or expression is different from that traditionally associated with the sex at birth.

Legal References:

- Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
- Minn. Stat. § 121A.031 (Safe and Supportive Minnesota Schools Act)
- Minn. Stat. § 121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)
- Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination) 20 U.S.C. § 1681 et seq. (Title IX) 20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)