

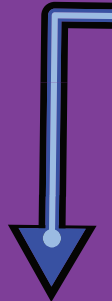
# Illinois Leads In Gender Inclusive Schools

## -Current Trends and Best Practices-

As of September 2016

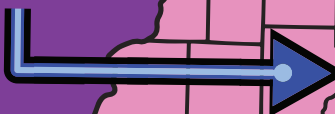
**More than 27%** of students in Illinois Pre-K-12 schools are in a gender inclusive environment with clear policies, procedures, and practices that ensure access to education in accordance with gender identity.

That's **565,642** students across Illinois.

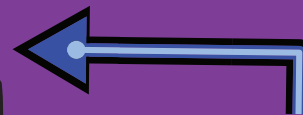


**Harlem D122** is a Pre-K-12 district that has a comprehensive Administrative Procedure approved by their School Board. This AP addresses many student needs around gender transition and includes a clear process for students to change their name and gender in student information management systems.

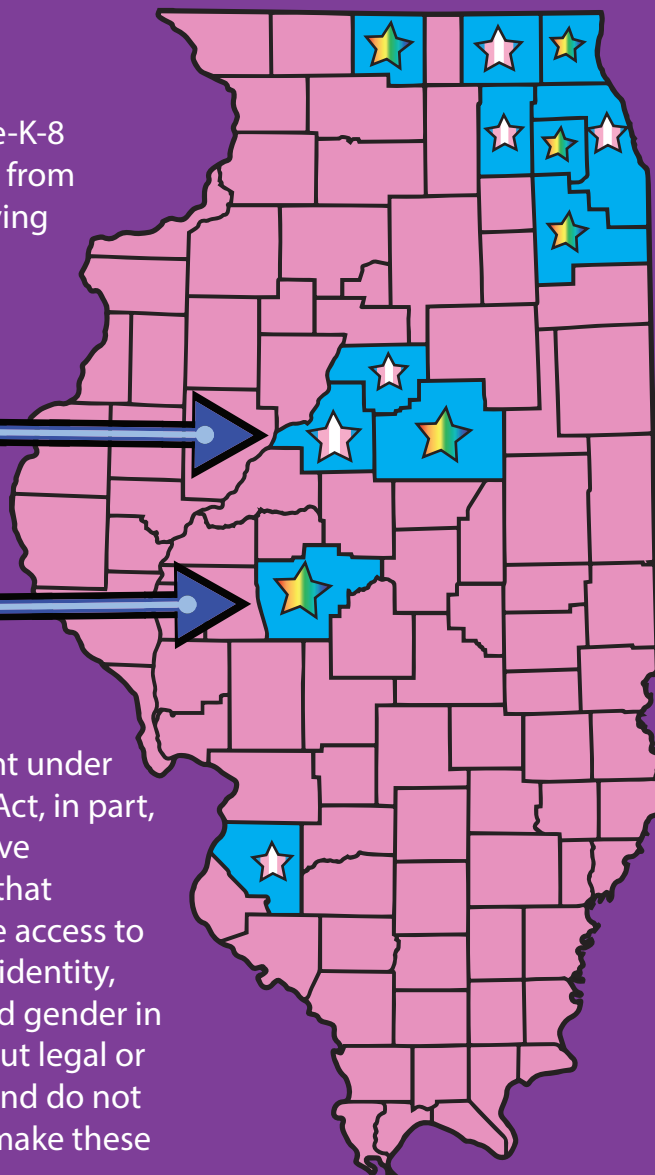
**Washington D51** is a Pre-K-8 district that issued a letter from the Superintendent clarifying compliance with Federal Department of Education Guidance around gender inclusion in schools.



**Williamsville CUSD 15** settled a student complaint under the Illinois Human Rights Act, in part, by passing a comprehensive administrative procedure that clarifies that students have access to restrooms of their gender identity, can change their name and gender in technology systems without legal or medical documentation, and do not need parent's consent to make these requests.



**Berwyn South SD100** is a Pre-K-8 district that has a clear, publicly available, written Administrative Procedure to support students in gender transition that affirms student access to education in accordance with their identity and establishes a district-wide gender support team.



Should your district  
be on this list?

Let us know!

[www.illinoissafeschools.org](http://www.illinoissafeschools.org)

Gender Inclusive Schools Are Located in The Following Counties:  
St. Clair County, Lake County, McHenry County, Cook County, McLean County, Woodford County,  
Sangamon County, Tazewell County, DuPage County, Kane County, Will County, Winnebago County

ILLINOIS  
SAFE  
SCHOOLS 

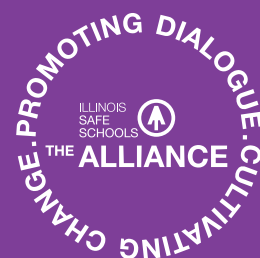
THE **ALLIANCE**

# What steps can your district take to create a gender inclusive environment?

- ④ Ensure your staff receives regular **training** on creating affirming environments for transgender and gender expansive students.
- ④ Communicate a clear process to assure **privacy and confidentiality** of an individual's transgender identity.
- ④ Create space for transgender and gender expansive members of the school community to **self-determine** their needs and make every effort to accommodate those needs in the least restrictive way possible.
- ④ Have plans in place for how to **support** students in gender transition who do not have support systems outside of school (such as family).
- ④ Commit to a culture where students are consistently referred to by the **name and pronouns** that align with their gender identity. This includes updating systems to ensure that students can make name and gender changes in the student information system without requiring the student to provide legal, medical, or psychological documentation.
- ④ Develop course **curriculum** that is LGBTQ inclusive and reflective of an understanding of gender diversity.



- ④ Use **non-punitive violence prevention strategies** to prevent and address instances of harassment, bullying, and discrimination from students and/or staff including awareness of how gender norms function in the school environment.
- ④ **Formalize your practices** through administrative procedure or policy around transgender inclusion so that students, parents, and staff understand what they can ask for and how to be supportive. These written procedures should reference a district's related policies, including it's anti-bullying, equal access, dress code, nondiscrimination, extracurricular and athletic policies, etc.
- ④ Expressly state that students **shall** have **access to restrooms, locker rooms**, changing facilities, overnight field trips, school functions, and other gendered places in accordance with their gender identity. Make sure that single stall accommodations are available for **any** student who desires increased privacy.



To schedule a training or policy consultation contact AJ Jennings at [aj@illinoisafeschools.org](mailto:aj@illinoisafeschools.org) or call 312-533-2624