

## **LIONSGATE ACADEMY**

### **608 GENDER INCLUSION**

*Original Adoption Date: 09/26/2017*

*Revision Date(s): 12/5/2023*

*Review Date(s): 10/13/2020*

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#### **I. PURPOSE**

All students and employees of Lionsgate Academy deserve a respectful and inclusive environment that values individuals' gender identity and gender expression. Lionsgate Academy ensures that all individuals have access to programming and facilities in which they feel comfortable and safe.

#### **II. GENERAL STATEMENT OF POLICY**

- A. Lionsgate Academy will respect all individuals' gender identity and gender expression by honoring their right to be identified and addressed by their chosen name and pronouns.
  - a. The student's name is to remain the legal name in the student information system.
  - b. A student's chosen name does not affect the student's legal name in the student information system.
- B. Lionsgate Academy will provide all individuals with access to facilities that best align with their respective gender identity.
- C. Within academic programming, Lionsgate Academy will prohibit the separation of students and/or materials based on gender unless it serves as a compelling pedagogical tool.
- D. Lionsgate Academy will provide all students the same opportunity to participate in co-curricular and extracurricular activities in a manner consistent with their gender identity.

#### **III. DEFINITIONS**

- A. "Sex" refers to a person's biology and is generally categorized as male, female, or intersex.
- B. "Intersex" refers to a combination of features that distinguish male and female anatomy.
- C. "Gender" refers to socially constructed roles that are culturally-mediated
- D. "Gender Identity" refers to a person's sense or knowledge of their own gender.
- E. "Gender Expression" refers to the manner in which persons represent or express their gender to others.
- F. "Gender Binary" refers to the social construction of a gender dichotomy between masculinity and femininity.
- G. "Gender Nonconforming" is a term for persons who identify outside traditional gender categories or identify as both genders.

- H. “Cisgender” is when a person’s gender identity is consistent with the sex and gender assigned at birth.
- I. “Transgender” is an adjective describing whose gender identity or expression is different from that traditionally associated with 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)*

**CROSS REFERENCES TO DISTRICT POLICIES:**

*Policy 609 Prohibition of Harassment and Violence*

*Policy 901 Enrollment*

*Policy 903 Anti-Bullying*