

DRAFT

[Mountain View-Los Altos Union HSD](#) |

Gender Identity and Access

BP _____

Students

The Mountain View - Los Altos Union High School District is committed to providing a safe, supportive, and inclusive learning environment for all students, including transgender and gender expansive students, and to ensuring that every student has equal educational opportunities and equal access to the District's educational programs and activities. California and federal law ([Cal. Ed. Code § 220](#) and Title IX, 20 U.S.C. § 1681) requires schools to treat transgender and gender expansive students equally and fairly. State and federal law and District policy require that all programs, activities, and employment practices be conducted without discrimination based on, among other things, actual or perceived gender identity, gender expression, and sexual orientation. (Education Code §§ 210.2, 210.7; 5 CCR §4910(k).) [California Education Code § 201](#) further provides that public schools have an affirmative obligation to combat bias, and a responsibility to provide equal educational opportunities to all pupils. Additionally, District policy requires that all schools and all personnel promote mutual respect and acceptance among students and staff. Thus, the District has a legal obligation to ensure that transgender and gender expansive students are safe, supported, and fully included in all school activities, programs, facilities, and educational opportunities. No person shall be subjected to discrimination on the basis of actual or perceived gender identity, gender expression, or sexual orientation. (Cal. Ed. Code § 220, 20 U.S.C. § 1681 (Title IX))

The Board considers harassment, discrimination, intimidation, or bullying based on actual or perceived gender identity, gender expression, and sexual orientation to be a major offense. The District shall investigate all complaints of harassment, discrimination, intimidation, or bullying and take appropriate action against any student or employee who is found to have violated this policy. Harassment, discrimination, intimidation, or bullying of a student by another student in violation of this policy may constitute cause for disciplinary action. Students shall be advised that harassment, discrimination, intimidation, or bullying based on actual or perceived gender identity, gender expression sexual orientation are unacceptable conduct and will not be tolerated. Students shall be informed that they should contact the school principal or designee if they experience such harassment, discrimination, intimidation, or bullying. Harassment, discrimination, intimidation, or bullying by an employee in violation of this policy constitutes cause for disciplinary action, up to and including dismissal. The Superintendent or designee shall adopt, and may periodically revise, administrative regulations necessary to implement and enforce this policy. The regulations shall provide an adequate description of this policy to parents, students and employees, provide appropriate complaint and resolution procedures, and establish due process for persons accused of harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression.

The Superintendent, or designee, shall ensure that students receive information and education related to student support for gender identity, and gender expression. In addition, the Superintendent or designee shall designate qualified individuals to provide appropriate training and educational programs on the issue of harassment, discrimination, intimidation, or bullying based on actual or perceived gender identity, gender expression, and sexual orientation

Each school must ensure that all students, including LGBTQ students, are provided a safe and supportive learning environment that is free of harassment, discrimination, intimidation and bullying. Administrators, faculty and staff are required to intervene when they witness harassment, discrimination, intimidation and bullying of any student if they can do so safely.

Complaints alleging discrimination, harassment or bullying based on a student's actual or perceived gender identity, gender expression, and sexual orientation, are to be handled in the same manner as other discrimination/harassment/bullying complaints. Consistent with applicable MVLA District complaint procedures, complaints alleging discrimination or harassment based on a student's actual or perceived gender identity, gender expression, and sexual orientation should be given immediate attention; fully and appropriately investigated in a timely manner; and resolved through appropriate corrective action. This policy is intended to supplement, and not replace, state and federal laws prohibiting sexual harassment. Complaints under those laws shall be processed through the procedures established by appropriate state and/or federal agencies.

[BP1312.3](#) and [AR 1312.3](#) - Uniform Complaint Procedures

[BP 5145.7](#) and [AR 5145.7](#) - Sexual Harassment

[BP 5145.3](#) and [AR 5145.3](#) - Nondiscrimination/Harassment

AR 4119.12, 4219.12, 4319.12 - Title IX Sexual Harassment Complaint Procedures (Personnel)

AR 5145.71 - Title IX Sexual Harassment Complaint Procedures (Students)