



## **Protocol: Addressing the needs of transgendered students**

1. When a student/parent wishes to share information and/or seek support from the school to address the needs of a transgendered student, a meeting will be scheduled to plan for the student's particular circumstances.
2. In each case, appropriate school personnel will work collaboratively with the student and his/her parents/guardians to develop a plan that responds to his/her particular needs. The plan will address how to deal with disclosures that the student is transgender.
3. Once established, school staff should take care to follow the student's plan and avoid inadvertently disclosing information intended to be kept private and/or protected from disclosure (e.g., confidential medical information).
4. Schools are required to maintain a permanent record for each student that includes that student's legal name and gender. To the extent that the school is not required to use a student's legal name or gender on school records or other documents, the school will use the name and gender identified in the student's plan.
5. A student who has been identified as transgendered should be addressed by school staff and other students by the name and pronoun corresponding to the gender identified in the student's plan.
6. A student's plan will identify access to restrooms and locker rooms as considered by the student, parent, and school officials and in adherence to the school's policy.
7. The Maine Principals Association (MPA) has a participation policy that addresses interscholastic athletics activities. Questions of participation in Thornton Academy interscholastic athletics will be addressed through the MPA policy.
8. A transgender student may dress in accordance with his/her identified gender, consistent with any applicable requirements in the dress code or school rules.
9. Staff members are expected to comply with any plan developed for a transgender student and to notify the student's guidance counselor or other designated support person for the student if there are concerns about the plan or about the student's safety or welfare.
10. School staff should be sensitive to the fact that transgender or transitioning students may be at higher risk for being bullied or harassed and should immediately notify the Associate Head, the Senior Director of School Administration, or the TAMS principal upon becoming aware of a problem.

**FMI:** Senior Director of School Administration, Carol Taranko (ext 4468)