

Cornerstone Montessori Elementary School

GENDER IDENTITY AND GENDER EXPRESSION POLICY

I. PURPOSE

The purpose of this policy is to ensure that all individuals at CMES, regardless of gender identity or gender expression, feel safe, included, and respected at the school.

II. GENERAL STATEMENT OF POLICY

- A. The school district provides equal educational opportunity for all students, and does not discriminate on the basis of gender identity or expression. No student will be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any educational program or activity operated by the school district on the basis of gender identity or expression.
- B. The school district ensures inclusive access to programming and facilities for all students. The school district will:
 - a. Identify and address all individuals by their preferred name and pronouns.
 - b. Provide all individuals access to restroom and/or locker room facilities that align with their gender identity/expression. A single-stall bathroom is made available for students should they so choose.
 - c. Invite all individuals to dress in a manner consistent with their gender identity and/or gender expression, within the boundaries established by school policy.
 - d. Refrain from separating students based upon gender during curricular or co-curricular activities.
- C. Permanent student files will include students' legal names and genders. The school will change official records to reflect a change in legal name and/or gender if documentation of a legal change is provided.
- D. It is the responsibility of every school district employee to comply with this policy.

III. DEFINITIONS

- A. **Gender.** “Gender” refers to the socially constructed roles, behaviors, activities, and attributes that a society attaches to femininity or masculinity.
- B. **Gender Expression.** “Gender Expression” refers to the manner in which individuals represent or express gender to others, including behavior, clothing, hairstyles, activities, voice, or mannerisms.
- C. **Gender Identity.** “Gender Identity” refers to a person’s deeply held sense or knowledge of their own gender.

IV. DISSEMINATION OF POLICY AND EVALUATION

- A. This policy shall be made available to all students, parents/guardians of students, and staff members.
- B. The school district shall review this policy and the school district’s operation for compliance with state and federal laws on a continuous basis.

Legal References: Minnesota Statute 363A (Human Rights)

Approved: August 13, 2019

Revised: April 18, 2023