



### Purpose:

The purpose of Identity Support Plan (IDSP) is to create a shared understanding about the ways in which a student's authentic gender will be accounted for and supported at school. School staff, caregivers, and the student may work together to complete this document.

- We understand that the student is the expert in their own risk and safety, and therefore, pursuant to state law, education code, and best practices, the interviewer shall defer to the student regarding the completion of the form.
- Student may decide who is involved in the IDSP process. Recommended support includes the student's school counselor, school social worker or LGBTQ Liaison, and familial support person(s). Teacher(s) and/or administrator may also attend, but a smaller group size is preferable.
- Only complete portions of the form with which the student is comfortable. Most importantly, discuss with the student name and gender and/or pronoun changes, circle of support, safety, and resource linkages.
- Remember, this is about developing a working relationship to support the student's safety; it's not about the form.

### CA Education Code 221.5. (aka AB 1266)

- (a) It is the policy of the state that elementary and secondary school classes and courses, including nonacademic and elective classes and courses, be conducted, without regard to the sex of the pupil enrolled in these classes and courses.
- (b) A school district may not prohibit a pupil from enrolling in any class or course on the basis of the sex of the pupil, except a class subject to Chapter 5.6 (commencing with Section 51930) of Part 28 of Division 4 of Title 2.
- (c) A school district may not require a pupil of one sex to enroll in a particular class or course, unless the same class or course is also required of a pupil of the opposite sex.
- (d) A school counselor, teacher, instructor, administrator, or aide may not, on the basis of the sex of a pupil, offer vocational or school program guidance to a pupil of one sex that is different from that offered to a pupil of the opposite sex or, in counseling a pupil, differentiate career, vocational, or higher education opportunities on the basis of the sex of the pupil counseled. Any school personnel acting in a career counseling or course selection capacity to a pupil shall affirmatively explore with the pupil the possibility of careers, or courses leading to careers, that are nontraditional for that pupil's sex.
- (e) Participation in a particular physical education activity or sport, if required of pupils of one sex, shall be available to pupils of each sex.
- (f) A pupil shall be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records.

**Disclosure:** *The right of transgender students to keep their transgender status private, including from their parents, is grounded in California's antidiscrimination laws as well as federal and state privacy rights. Disclosing that a student is transgender without the student's permission may violate California's antidiscrimination law by increasing the student's vulnerability to harassment and may violate the student's right to privacy. Schools are not permitted to disclose private student information to other students or the parents of those students.*

For information on relevant laws, including privacy expectations, please see the CA Dept. of Ed.'s website page "Frequently Asked Questions: School Success and Opportunity Act (Assembly Bill 1266)" <http://www.cde.ca.gov/re/di/eo/faqs.asp> and the Ca Dept of Ed. "How to Support LGBTQ Students" at <https://www.cde.ca.gov/pd/ee/supportlgbtq.asp>.





## DEFINITIONS:

The state of California recognizes three legal genders: male, female, and non-binary. Thus, these three gender options are also recognized in CalPads, as well as AERIES, Synergy, and other school database (SIS) systems.

- **Transgender** - Individuals whose current gender identity differs from the sex they were assigned at birth. (CDC's "[Health Considerations for LGBTQ Youth, Terminology](#)", 2019)
- **Non-binary** - Refers to people who do not identify as either male or female. They might exist between or beyond the man-woman binary. (PFLAG's "[National Glossary of Terms](#)," 2021). Some non-binary people self-identify as transgender, while others do not.
- **Gender Nonconforming** - The state of one's physical appearance or behaviors not aligning with societal expectations of their gender (a feminine boy, a masculine girl, etc.). (CDC's "[Health Considerations for LGBTQ Youth, Terminology](#)", 2019)

## SIS CHANGES - RECOMMENDED STRATEGIES:

- SIS systems, such as AERIES and Synergy, offer ways for student's legal identity to be "hidden" so that a student can update name and gender to support their daily functioning. (This is not the same as adding a student's preferred name as an "alias," which does not protect the student's privacy.) This legal name "show/hide" system may be "turned on" by SIS companies upon request and is necessary to meet current California Ed Code standards.
  - It is important for students to recognize that they may update their name and gender marker in district SIS systems.
  - No legal or medical documentation is required, and parental consent and/or notification is not required.
  - However, any updates to the SIS system can be seen by the student's family through the parent portal (currently SIS systems do not offer a work around for this).
  - Do not change student's SIS without the student's informed consent

## CONFIDENTIALITY – COMPLETED FORMS:

To protect student privacy, it is recommended that completed forms not be kept digitally or emailed. Copies of the completed IDSP form should be given to students and an on-site student advocate, such as the school counselor or school social worker. An LGBTQ Liaison or other District-level advocate may keep a completed copy as well. When student transitions or transfers to new school site, it is recommended that support person request student consent to initiate a "warm hand off" transition with support person at new school site.

**TAKE NOTE:** Your support and dedication make the difference! Research is clear that supporting trans and gender non-conforming students at school saves lives and makes a positive difference for both trans and non-trans students alike. According to West Ed, "Disparities in outcomes are eliminated or greatly reduced when LGBTQ+ students experience the same level of support and safety at school as their non-LGBTQ+ peers" (West Ed "Evidence Based Support for Middle and High School Students," October 2020, Retrieved from: <https://www.wested.org/resources/supporting-lgbtq-middle-and-high-school-students/>)

