



**ISANA  
POLICY FOR EQUAL TREATMENT OF TRANSGENDER AND GENDER  
NONCONFORMING STUDENTS**

**A. Background and Purpose**

ISANA is committed to providing a safe learning environment for all students, including transgender and gender nonconforming students, and ensuring that every student has an equal opportunity to fully participate and succeed in school. In accordance with Education Code section 221.5(f), a pupil shall, therefore, 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 sex listed on the pupil's records. ISANA strives to accommodate each transgender or gender nonconforming student at the schools in a manner that best meets the needs and privacy concerns of all ISANA students.

This policy shall serve as a guide for ISANA staff, students and parents regarding issues related to transgender and gender nonconforming students, with the understanding that a policy cannot anticipate every situation that might arise, and each student's circumstances will be assessed on a case-by-case basis. ISANA shall endeavor to balance the rights and needs of all students at all times.

**B. Policy**

1. Students have a right to privacy with regard to certain personal matters. Students may keep their gender identity private, or may openly discuss and express their gender identity, and may decide when, with whom, and how much private information, to share.
2. At any time, a transgender or gender nonconforming student, or such student's parent, may inform their school's Principal that the student has a consistent gender identity that is different from the student's sex listed on the student's school registration records, and that the student desires the school to accommodate the student's gender identity.
3. Upon notice that a transgender or gender nonconforming student desires accommodation, the school's Principal shall arrange a meeting with the student and/or student's parent(s) to discuss how the school may accommodate the student's gender identity. The Principal shall take into consideration privacy concerns of all students when attempting to reach an accommodation. When the accommodation involves sports, the Principal shall also balance safety and the principle of fair competition.

APPROVED AND ADOPTED by the Board of Directors on October 13, 2017.