

## Definitions

### Gender Expression

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

### Gender Identity

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

### Sexual Orientation

One's emotional, romantic, or sexual attraction to others.

### LGBTQ Student/GSA Support

 Dianne Jones  
 Dianne.Jones@ocps.net  
 (407) 317-3908




### OCPS' Anti-Bullying Hotline

 800-423-TIPS

### 24-Hour Crisis Hotline

 407-886-2856

### LGBTQ Competency Support

 Ian Siljestrom  
 ian@equalityflorida.org  
 321-626-4410



#### Action 1: Dress Code

All students may dress and act in ways that are consistent with their gender identity and expression, while still abiding by the district code of appearance, including at any school sponsored events and functions. This includes dances, graduation, JROTC, etc.



#### Action 2: Pronouns

All students are to be referred to by the gender pronoun and name that is consistent with their gender identity.



#### Action 3: Restrooms/Locker Rooms

All students are allowed to access locker rooms and restrooms that are consistent with their gender identity, or be provided appropriate accommodations. Accommodations are determined in collaboration with district support on a case by case basis.



#### Action 4: Activities

All students are allowed to be involved in school activities that are consistent with their gender identity. Participation in school sports is determined by FHSAA guidelines.



#### Action 5: School Functions

All students may bring same-gender dates to any school sponsored event or function. This includes dances, graduation, JROTC, etc.



#### Action 6: Clubs

All students have the right to form and participate in a GSA (Gay-Straight Alliance) or any LGBTQ related organization.



#### Action 7: Identity

All LGBTQ students must give permission to school staff regarding when and to whom they can share their gender identity, gender expression, and sexual orientation. For administrative and/or educationally related purposes, the information may be shared with appropriate OCPS employees.



#### Action 8: Pride

All faculty, staff, and students should feel empowered to be open about their sexual orientation, gender identity, or gender expression at school.

## OCPS Non-Discrimination Policies

### OCPS EEO Non-Discrimination Statement

The School Board of Orange County, Florida, does not discriminate in admission or access to, or treatment or employment in its programs and activities, on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information, sexual orientation, gender identity or expression, or any other reason prohibited by law. The following individuals at the Ronald Blocker Educational Leadership Center, 445 W. Amelia Street, Orlando, Florida 32801, attend to compliance matters: Equal Employment Opportunity (EEO) Officer/ District Title IX Coordinator: Jared A. Brooks, Esq.; Section 504 Coordinator: Latonia Green; Administrator, ADA Compliance: Michael Graf. (407) 317-3200.