

**LGBTQ Students**

**Protocol for Inclusive and Affirming Schools**

* **LGBTQ Competency Training**: for all staff - classified, certificated and administrators.
* **Visibly Supportive Staff**: stickers or badges for staff who have received competency training and wish to make their support of LGBTQ youth clear.
* **Facilities and programs access**: facilities and programs should accessible to all in alignment with student’s gender identity and CA laws. Gender neutral restrooms should be available and accessible to all students.
* **Name/Gender Marker Changes**: name/gender marker change forms should be aligned with CA laws to protect privacy of students. Forms should be easily used and understood by students and staff.
* **Curriculum Inclusion**: implementation of LGBTQ inclusive curriculum in all grades that adheres to the local/state/federal education laws. (Fair, Accurate, Inclusive and Respectful Act; California Healthy Youth Act)
* **Dedicated Staff**: One district level staff dedicated to being point person for all issues related to LGBTQ students.
* **School Libraries**: will have books that reflect the LGBTQ community, are tagged and catalogued as such so they can easily be searched and found by students and staff.
* **Bullying Policies**: enumerated anti-bullying and non-discrimination policies. Review and update policies to specifically list protections based on sexual orientation, gender identity and gender expression
* **Reporting Incidents of Bullying:** District policy that is easily understood by students, staff and parents. The use of PBIS or restorative justice-type approaches used to curb future bullying incidents
* **Access to LGBTQ-Inclusive Electronic Resources:** Ensure that school computers have not blocked access to organizations that provide helpful and necessary resources for student and staff (i.e. The Trevor Project, PFLAG, GLSEN, GSA Network, etc.)
* **LGBTQ-Inclusive Clubs:** Empower and support student led LGBTQ-inclusive clubs (GSAs, etc.) at all secondary schools