

include links to relevant policies and procedures. Other resources, such as other guidance documents may also be included.³⁴

Common Concerns

"The FCSD seeks, through its policies and procedures, to ensure the safety, privacy and dignity of all students. While respecting the transgender students' civil rights to access facilities based on their gender identity, the district recognizes the need to provide assurances that all students' privacy and modesty will be protected. The reality of students with such anatomical differences sharing private spaces such as restrooms informs the need for privacy considerations beyond those traditionally provided in sex-specific restrooms and locker rooms. All students will be expected to be sensitive to those privacy considerations and responsible for adhering to them."

Below are some common concerns related to supporting the needs of transgender students.

1. **Restrooms and Locker Rooms:** Administrators should discuss options available to the student and parent(s), including the use of the restroom or locker room of the gender with which the student identifies. While open discussions about safety, comfort levels, and other situations are helpful, the student should be allowed to use the facility that corresponds to the student's gender identity. In locker rooms that involve undressing in front of others, transgender students who want to use the locker room corresponding to their gender identity exclusively and consistently asserted at school will be provided with an accommodation that best meets the needs and privacy concerns of all students involved. These accommodations may include, but are not limited to:

- a. Use of a private area in the public area such as a bathroom stall, an area separated by a curtain, or a nurse's or PE instructor's office.
- b. A separate changing schedule – before or after other students use the facility.

If other students complain, provide an alternative to those students.

Students who, for any reason, desire greater privacy when using a facility may submit a request to the principal for access to alternative facilities. The principal shall evaluate these requests on a case-by-case basis and shall, to the extent reasonable, offer options for alternate facilities, which may include, but are not limited to: access to a single-stall restroom; access to a uni-sex restroom; or controlled use of an employee restroom, locker room, or shower. Transgender students who are uncomfortable using a restroom deemed available for a particular gender should be provided with a safe alternative,

³⁴The Guidance for Massachusetts Public Schools, Creating a Safe and Supportive School Environment, is included by permission of the Massachusetts Department of Elementary and Secondary Education. Inclusion does not constitute endorsement of this document or any other publication. The Guidance for Massachusetts Public Schools, Creating a Safe and Supportive School Environment is posted at: <http://www.doe.mass.edu/ssce/safety.html>