



Inclusive Culture

Terminology, State Law, & Treynor Policies

Overview

- Inclusive Culture involves the full & successful integration of diverse people into a school.
- Treynor Schools strive to maintain a safe, inclusive environment for students to be successful in their academic and social-emotional development.
- Respect for all students is expected at all times regardless of their race, color, national origin, sex, disability, religion, creed, age, sexual orientation, gender identity and socioeconomic status.

Video Resources

Animated Video

<https://www.youtube.com/watch?v=M5JcGo3FCyk>

Diverse Students' Perspective

https://www.youtube.com/watch?v=Rcw09YMDHuU&disable_polymer=true

Treynor Policy

Board Policy 103

It is the policy of the Treynor Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices.

LGBTQ & the Law

Education

Iowa law forbids any educational institution from discriminating against students or employees based on **sexual orientation** or **gender identity**. [Iowa Code § 216.9(2)].

Terminology

LGBTQ: Lesbian, Gay, Bisexual, Transgender, Questioning

Sex Assigned at Birth: The sex designation recorded on an infant's birth certificate.

Gender Expression: The manner in which an individual expresses gender to others, which may include clothing, hairstyle, or activities.

Gender Identity: An individual's own sense of gender. A person's gender identity may be different from or the same as the person's sex assigned at birth.

Cisgender: Individuals whose gender identity is the same as their sex assigned at birth.

Transgender: Those individuals whose gender identity is different from the sex they were assigned at birth.

Transgender & the Law

Restroom and Locker facilities

All students should have access to locker room, bathroom, and shower facilities that are safe, comfortable, and convenient. Absent a concern for safety schools should permit a student to use the restrooms or locker rooms for which they identify with. If private or separate facilities are requested by any **transgendered or non-transgendered student**, the student should be provided with those facilities. Remember a student cannot be forced to use a restroom for which they do not identify.

Treynor Policy

Board Policy 104

“Harassment” and “bullying” shall mean any electronic, written, verbal, or physical act or conduct toward a student based on the individual’s actual or perceived age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status, and which creates an objectively hostile school environment that meets one or more of the following conditions:

1. Places the student in reasonable fear of harm to the student’s person or property.
2. Has a substantial detrimental effect on the student’s physical or mental health.
3. Has the effect of substantially interfering with a student’s academic performance.
4. Has the effect of substantially interfering with the student’s ability to participate in or benefit from the services, activities, or privileges provided by a school.

Questions

- Write down any questions you have on the notecard.
- Teachers will collect the cards.
- We will go over those questions during a later Card Pride.