

Statement of Support for Trans and Gender Diverse Employees

All people have the right to be affirmed in their identities. All gender identities are valid.

This statement, shared from our Lane Equity Advisory Council, is true at all times and is an especially appropriate one at this moment in light of the recent Oregon Department of Education release - Supporting Gender Expansive Students: Guidance for Schools. As we strive to build the Beloved Community called out in our agency's Vision Statement, let this document serve as a statement to show support of all staff, specifically our gender expansive staff that includes but is not limited to our trans, genderqueer, gender-fluid, and non-binary colleagues.

Lane ESD's policy asserts we are all entitled to work in an environment free from discrimination, harrasment, sexual harassment, intimidation, menacing, bullying, cyber bullying. To quote Policy AC-Nondiscrimination:

Lane ESD... prohibits discrimination and harassment...[based upon]...an individual's perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, mental or physical disability, pregnancy, familial status, economic status, veterans' status, marital status or age, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, mental or physical disability, pregnancy, familial status, economic status, veterans' status, marital status or age of any other persons with whom the individual associates.

Employees who identify as transgender and gender diverse have the same access, rights, responsibilities, and protections as all other employees.

Names/Pronouns

Proof is not required for name and pronoun changes. Consistently used non-legal names may be substituted for legal names. Staff shall address and refer to colleagues by the correct name and pronoun. Intentional and/or consistent misnaming and/or misgendering of any employee is a violation of District policy (e.g., [AC – Nondiscrimination](#), [ACB – All Students Belong](#) [bias incidents], [GBEA – Workplace Harassment](#)).

Misgendering and Corrections

Lane ESD aspires to become a Beloved Community of Learners. This means respectfully interrupting yourself and others when incorrect names and pronouns are used – whether or not the individual is present. Simply correct the mistake using the appropriate name and gender without apologies or excuses. Interacting respectfully at Lane ESD is what we all must do all the time. This includes use of accurate names and pronouns during interactions with community members (for instance, during IEP meetings). If other staff, parents, or community members

raise objections or concerns regarding how a staff member identifies, the staff member's supervisor must intervene to re-establish positive, productive relationships.

Restrooms and Facilities

All employees are welcome to use the restroom and locker room that corresponds to their gender identity. Lane ESD commits to ensuring that all-gender restrooms will be available at every all-staff event.

When working with agencies outside of the authority of the Lane ESD, the Lane ESD will advocate for trans and gender diverse staff for appropriate locker room access with component school districts and community organizations.

Digital Identity

Staff may use their "preferred/chosen/lived" name on email addresses, ID badges, Zoom and Google room identities. For new hires, we will use the name entered in Frontline. Certain types of records, like those relating to payroll, health benefits, and retirement accounts may require legal documentation before the employee's information can be changed.

Lane ESD will create and maintain a system to support accurate records. Records can currently be updated by contacting Chris Antonetti (cantonetti@lesd.k12.or.us) in Human Resources. In the future, Lane ESD looks forward to creating a Record Change process that will document each place gender identity and name information exists in LESD records, how it can be changed, and who is in charge of making that change. This process will also include information on changing items such as ID cards, desk name plates, and others. Once this system has been created, a link will be added to this document.

Privacy and Confidentiality

Employees have the right to discuss their gender identity or expression openly, or to keep that information private. The medical, personal, and intimate details of an employee's transition are personal and private. If an individual chooses to share, there are many ways the employee who is transitioning can inform colleagues and students of the change regarding a name and gender marker. For example, one employee may prefer a quick start in which all co-workers, students, and students' families are informed within the same time frame. Another employee may prefer a more gradual transition.

Self Improvement

People truly see, understand, and respect each other in a Beloved Community. Sharing common language helps each of us feel seen and known. These resources are a good place to start: [Why Pronouns Matter](#), [ODE Supporting Gender Expansive Students](#), and the [UC Davis LGBTQIA Resource Glossary](#).

Lane ESD is working to build capacity and access to ongoing employee training. Employees who repeatedly misgender or misname their colleagues are responsible for self-education and

self-improvement. Lane ESD is currently working to commit to required training focusing on supporting trans and gender diverse staff and students in the education system.

Reporting Violations

District employees who believe they have experienced or witnessed discrimination or harassment are encouraged to report it to their supervisor. If a supervisor is involved in discrimination or harassment, it should be reported to the Superintendent. If the Superintendent is involved in discrimination or harassment, it should be reported to the Lane ESD Board Chair.

Lane ESD policies that are likely to have bearing on situations where discrimination and harassment may be occurring include:

- [AC](#) Nondiscrimination
- [AC AR](#) (Administrative Rule)
- [GBN JBA](#), [GBN JBA AR \(1\)](#), [GBN JBA AR \(2\)](#) Sexual Harassment
- [GBNA](#), [GBNA-AR](#) Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying
[GBNAA JFCFA](#) Cyberbullying

Additionally, we are working with the Lane Equity Advisory Committee to develop another avenue for reporting. When available, this document will be updated with a link to this resource.

Thank you for your thoughtful consideration and support as we work together to create a sense of belonging and Beloved Community at Lane ESD for all our staff.