



ALGBTIC Statement on Gender Identity and Expression Inclusion in School Policies

The Association for Lesbian, Gay, Bisexual & Transgender Issues in Counseling (ALGBTIC) unequivocally supports independent school districts in their creation of policies and procedures that support all students in their pursuit of a safe and healthy education. In this statement, ALGBTIC is advocating for school districts to create policies that specifically address Gender Identity and Expression in their student population.

Transgender, non-binary, and gender non-conforming adolescents are already at greater risk for suicidal ideation, suicide attempts, mental illnesses such as depression and anxiety, and poor physical health outcomes. Scholars have linked these concerns to minority stress experiences. Meyer's (2003) minority stress theory argues that social stressors, such as those presented by discrimination and lack of access on the basis of identity, are associated with poor physical and mental health outcomes. In a survey conducted by the National Center for Transgender Equality, 41% of transgender and non-binary people reported suicide attempts in their lifetime, with rates rising for those who lost a job due to bias (55%), were harassed/bullied in school (51%), had low household income, or were the victim of physical assault (61%) or sexual assault (64%).

The National Center for Transgender Equality notes that transgender, non-binary, and gender non-conforming students face pervasive and persistent harassment in schools in the United States. However, **when schools take action to address and reduce harassment**, transgender students report stronger connections to teachers and other school faculty and greater feelings of security while at school (McGuire, Anderson, Toomey, & Russell, 2010). A well written Gender Identity and Expression policy provides guidelines to school staff to support students by:

- Requiring the use of students' accurate pronouns and preferred names
- Ensuring access to restrooms and locker rooms for all students regardless of gender identity
- Protecting against discrimination and harassment in school from peers, faculty, and staff

ALGBTIC would like to offer the following resources to school districts who are writing, or considering, a policy addressing Gender Identity and Expression:

- [The School Counselor and LGBTQ Youth](#)
- [American Psychological Association Fact Sheet: Gender Diversity and Transgender Identity in Adolescents](#)
- [American Academy of Pediatrics Statement on Ensuring Comprehensive Care and Support for Transgender and Gender-Diverse Children and Adolescents](#)
- [Transgender Rights Toolkit](#)
- [Schools in Transition A Guide for Supporting Transgender Students in K-12 Schools](#)
- [The 2018 Model School District Policy on Transgender and Gender Nonconforming Students](#)
- [Examples of Policies and Emerging Practices for Supporting Transgender Students](#)