

## IBSC

- St. Paul's School – Baltimore, Maryland  
K-12 770 students, K-4 coed, 5-12 all male  
Episcopal – founded in 1849
- St. Paul's School for Girls – 5-12 all female
- Started the transgender conversation the fall of 2015 – Katelynn Jenner
- Working towards Board approved guidelines
- Currently no public transgender students

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Vocabulary (we want everyone using the same language)

- **Gender Identity\*:**
- –deeply held sense or psychological knowledge of own gender
- –same or different than the gender assigned at birth.
- **Gender Expression\*:**
- –manner a person represents or expresses gender to others
- –through behavior, clothing, hairstyles, activities, voice or mannerisms.
- **Transgender\*:**
- –gender identity or expression different than traditionally associated with assigned sex at birth
- –transsexual and trans
- **Transition\*:**
- –living and identifying as one gender to living and identifying as another.

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- Trans woman = male to female
- Trans man = female to male

Other terminology:

Transsexual, cross-dresser, gender nonconforming, gender variant, or gender queer (catch all phrase)

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- We have found the transgender conversation to be very dynamic.
- North Carolina vs. U.S. Justice Department
- Privacy Rights (restricting access to restrooms, locker rooms and changing rooms) vs. Civil Rights (Civil Rights act of 1964)
- Federal Funding questions

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- We have decided on Guidelines not Policy – allows us to be more nimble.
- Want to apply the guidelines on a case by case basis.
- Will be an internal document – not published.
- Will be reviewed annually.

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Areas we want to address:

- Admissions
- Transitioning Post-Admissions
- Transcripts and records
- Uniform
- Facilities
- Privacy and Confidentiality

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### Additional considerations:

- Athletic participation
- Official Documents – Transcript & SAT/ACT
- Field Trips /Over night accommodations
- School point person
- School mission – single gender schools

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### Resources:

IBSC – website – extensive resource guide

NAIS – The Transgender Student: Guidelines for Independent Schools

CAIS – website – Transgender Resources

National Coalition of Girls School – Transgender Resources