

Eastern Panhandle Preparatory Academy (EPPA)

Date Approved:

Policy on Gender Issues

A safe and respectful environment is necessary for students to learn and achieve high academic standards. This policy details EPPA's policy on gender issues.

Gender Identity and Fluidity

EPPA Personnel shall not teach, instruct, train, or otherwise require any other EPPA personnel to teach, instruct, train, or otherwise communicate to any individual or group, topics regarding sexual orientation or gender identity unless and until those individual persons or the entire group has fully completed the fifth grade.

EPPA Personnel, while acting as agents or representatives of the school, shall not teach, instruct, train or otherwise promote Gender Fluidity (as defined herein). Nor shall EPPA Personnel be required to adopt, support, or promote Gender Fluidity (as defined herein). This provision shall not be interpreted as requiring, and does not require, any EPPA Personnel to violate any rules or regulations propagated by that individual's professional licensing authority.

For purposes of this policy, "Gender Fluidity" means any theory or ideology that (1) espouses the view that biological sex is merely a social construct; (2) espouses the view that it is possible for a person to be any gender or none (i.e., non-binary) based solely on that person's feelings or preferences; or (3) espouses the view that an individual's biological sex should be changed to "match" a self believed gender that is different from the person's biological sex.

Any instructional resources that adopt, support, or promote Gender Fluidity as defined herein shall be placed and kept solely and exclusively in the School's Parental Consent Area.

EPPA will not promote, initiate, require, or encourage the use of titles or pronoun identifiers for students, teachers or any other persons in any manner that is inconsistent with the biological sex of such person as listed on: (1) the person's official birth certificate; or (2) if the person's official birth certificate is unobtainable, another government-issued record. A statement of a student's biological sex on the student's official birth certificate is considered to have correctly stated the student's biological sex only if the statement was: (1) entered at or near the time of the student's birth; or (2) modified to correct any type of scrivener or clerical error in the student's biological sex.

However, to the extent a student (with the written consent of such student's parent or legal guardian), parent, or legal guardian has specifically requested or directed the use of a specific title or pronoun for that particular student, EPPA Personnel interacting with the student may, but are not required to, comply with such request at their discretion. EPPA Personnel shall not require a student, teacher, administrator or any other person listed herein to use a title or pronoun in reference to another person that is inconsistent with the biological sex of such person as defined in the preceding paragraph.

If any complaints arise in relation to this policy, the complaint process outlined in detail in the Anti-Bullying Policy will be followed.