



January 21, 2014

Sample transgender-inclusive nondiscrimination language passed by Wisconsin districts in 2013-2014

McFarland School District (approved unanimously April 2013)

The School Board does not discriminate on the basis of any characteristic protected under State or Federal law including, but not limited to, sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, **including transgender status, change of sex or gender identity**, disability, age (except as authorized by law), military status, or physical, mental, emotional, or learning disability in any of its student program and activities. The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices.

NOTE: This language came directly from suggested policy changes proposed by NEOLA, a national organization providing school policy consultation for school districts in a number of states. NEOLA lifted their language directly from the court ruling in the Mia Macy case.

Oregon School District (approved unanimously July 2013)

Federal law prohibits discrimination with respect to religion, race, color, national origin, sex, age and handicap. State law prohibits discrimination also with respect to ancestry, color, physical, mental, emotional or learning disability, pregnancy, marital or parental status, sexual orientation, arrest or conviction record and military service. **In addition, the Board prohibits discrimination or harassment based on transgender status including gender expression, gender identity and gender non-conformity.**

NOTE: It is GSAFE's opinion that this is the clearest and overall best language to use.

Stoughton School District (approved unanimously January 20, 2014)

It is the policy of the Stoughton Area School District that no person may be denied admission to any public school in this District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational, or other program or activity because of the person's sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability as required by Wis. Stat. § 118.13. The District also prohibits discrimination on any basis prohibited by applicable state or federal law, including Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973 (handicap). **In addition, the District prohibits discrimination on the basis of transgender status including gender expression, gender identity and gender non-conformity.**