

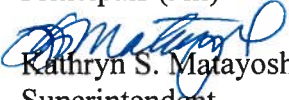


STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

ACTION REQUIRED

July 26, 2016

TO: Principals (All)
FROM: 
Kathryn S. Matayoshi
Superintendent
SUBJECT: **Guidance on Supports for Transgender Students**

The State of Hawaii, Department of Education (“Department”) strives to create a learning environment conducive to the overall development of the social-emotional health and well-being of all students.

The Department adheres to both federal and state non-discrimination laws, including Title IX of the Educational Amendments of 1972, a federal law which prohibits discrimination based on sex in schools receiving federal funds. Recently the United States Department of Justice (“DOJ”) and the United States Department of Education, Office of Civil Rights (“US DOE OCR”) issued joint guidance addressing education supports for transgender students. The DOJ and US DOE OCR made clear that Title IX’s prohibition of discrimination based on sex includes discrimination based on a student’s gender identity. Further, Board of Education Policy #305.10 prohibits discrimination based on sex, and specifically includes discrimination based on a student’s gender identity and expression as being a prohibited practice.

The Department recognizes the importance of validating students’ gender identity and expression and understands that at times, school is one of the few safe and supportive spaces a student may openly express their gender identity. In order to better support all of our students, the Department has developed an *Interim Guidance on Supports for Transgender Students* (“Guidance”). The Guidance delineates how schools are to address frequently asked questions when providing supports for transgender students. (FAQ listing will be forthcoming.) Common issues covered in the Guidance include topics such as, use of preferred names and pronouns, use of sex-segregated facilities, such as restrooms and locker rooms, and dress code.

Starting with the 2016-2017 school year, schools should use this Guidance to support the needs of transgender students. As we move forward with implementation of the Guidance for the

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coming school year, should you have any questions about the Guidance or its application, please contact Title IX Specialist Nicole Isa-Iijima at (808) 586-3322 or by lotus notes.

We appreciate your patience as we work through the implementation of the Guidance. Thank you for your continued support of our students.

KS:BS:lu

Attachments

c: Stephen Schatz, Deputy Superintendent
Assistant Superintendents
Complex Area Superintendents
Civil Rights Compliance Office