



**THE RENAISSANCE CHARTER HIGH SCHOOL FOR INNOVATION**  
**410 EAST 100<sup>TH</sup> STREET**  
**NEW YORK, NEW YORK 10029**  
**212.722.5871**  
[WWW.INNOVATIONHIGHSCHOOL.ORG](http://WWW.INNOVATIONHIGHSCHOOL.ORG)

## **The Rights of Transgender and Gender Nonconforming Students at the Renaissance Charter High School for Innovation**

### **Policy Against Discrimination and Harassment**

The Renaissance Charter High School for Innovation (“Innovation”) is committed to providing a workplace and school environment that respects the gender identify choices of all our our staff and students, and is free from harassment and discrimination of any kind. This policy sets forth that commitment, and provides protocols to follow to protect the rights and privacy of transgender and gender nonconforming students.

### **Definitions**

*Gender identity*: a person’s inner sense of being male, female, or having another identity, regardless of sex assigned at birth.

*Transgender*: an umbrella term used to describe people whose gender identity differs from the sex they were assigned at birth.

*Gender nonconforming*: refers to people who do not follow other people’s ideas or gender stereotypes about their appearance or behavior, regardless of the sex they were assigned at birth.

### **Privacy**

Innovation staff may not disclose personally identifiable information regarding students, including the student’s transgender or gender nonconforming status, except in accordance with [Innovation's FERPA Policy](#). Only Innovation staff with a legitimate educational or counseling need may have access to student records or the information contained in those records. Releases of information may be requested, in writing, and will be honored under appropriate circumstances and in accordance with the law.

## **Names, Pronouns and Use of Facilities**

A transgender or gender nonconforming student's designation of gender identity will be honored by Innovation. These students may choose to be identified by a name other than their legal name, and the appropriate pronouns should always be used when describing that person. For example, a transgender student with the legal name of "John" who chooses to be identified by the name "Mary", will be addressed as "Mary" or using the female pronoun. In addition, a transgender student like Mary is permitted to use the girls' bathroom, which is her stated preference (accordingly, she may not use the boys' bathroom). In other areas where gender segregation is enforced the student's preference shall be respected, provided that it is a consistent choice. The student should express this preference in writing, to ensure clarity.

## **Official Records**

Innovation is required to maintain a permanent record of each student, which includes the legal name of the student as well as the student's biological gender. In addition, schools are required to use a student's legal name on standardized tests and on reports to regulators. However, student IDs shall be issued in the name that reflects a student's gender identity.

## **Resources for Transgender, Gender Nonconforming & Transitioning Students**

Innovation's counseling staff is trained to provide information, resources and support to all of our students, including transgender and gender nonconforming students. They are also equipped to direct these students and their families to appropriate resources.

There is an excellent fact sheet entitled [Transgender & Gender Nonconforming Youth in Schools](#) from the Sylvia Rivera Law Project. The DOE's guidelines on the rights of transgender students includes useful resources and may be found [here](#). Please be advised that Innovation may provide more expansive rights than are afforded to students under the DOE policy.

## **Reporting**

Any questions about this policy, or alleged violations of the policy, may be directed to Stephen Falla Riff, Innovation's Executive Director, or any member of Innovation's School Management Team. Appropriate subsequent actions, following an investigation, may include restorative practices or disciplinary consequences.

The rights of transgender and gender nonconforming students are also protected by the Dignity Act, and reports concerning Dignity Act violations may be made directly to Danielle Martin, Innovation's Dignity Act Coordinator.

*Adopted 11/12/15*