

WHEREAS, the Stow Munroe Falls City School District (District) welcomes and supports all students; and it is the right of every child, regardless of gender identity, gender expression, or sexual orientation, to safely access a free public K-12 education

WHEREAS, the District recognizes that our employees and educators are of the highest caliber and are diverse, and that all employees are valued members of the school community regardless of their gender identity, gender expression, or sexual orientation;

WHEREAS, the District recognizes that the families in our community come in many different forms and the District values all our families and students' caregivers, regardless of gender identity, gender expression, or sexual orientation;

WHEREAS, LGBTQIA+ youth are significantly vulnerable to harassment, bullying, dropout, suicide attempts, and other significant safety and mental health challenges;

WHEREAS, no one should ever be the target of bullying, harassment, or violence; and

WHEREAS, the District is committed to maintaining safe, healthy and welcoming learning environments for all members of our community including the LGBTQIA+ community or those who may be perceived as such; and that creating a welcoming and safe school environment for our LGBTQIA+ students, staff, families, and caregivers makes our school community more welcoming and safe to all;

WHEREAS, the District supports education that celebrates our different identities; builds integrity in how we treat others; and values the courage to listen to, learn from, and respect diverse viewpoints;

NOW, THEREFORE, BE IT RESOLVED, that the District shall designate June as LGBTQIA+ Pride Month, and October as LGBTQIA+ History Month.

BE IT FURTHER RESOLVED that the District reaffirms its prohibition of discrimination, bullying, and harassment against all persons in all district programming and activities, on the basis of actual or perceived sexual orientation, gender identity, or gender expression, or the actual or perceived sexual orientation, gender identity, or gender expression of their associates;

BE IT FURTHER RESOLVED, that the Board declares the District to be a welcoming space for its students, a place for students to learn, to thrive, and to seek assistance, information, and support free from discrimination and bullying;

BE IT FURTHER RESOLVED, that every School within the District shall continue to take steps to create a safe climate for LGBTQIA+ students, including designating an LGBTQIA+ liaison in each building, providing support for any LGBTQIA+ student groups including Gay-Straight Alliances or Gender and Sexuality Alliances ("GSAs"), and ensuring that District counselors are able to provide a welcoming space for students to discuss any concerns a student may have;

BE IT FURTHER RESOLVED, the District supports using requested names and pronouns without requiring a legal name change or medical diagnosis; continuing to provide at least one gender-neutral bathroom in each building wherever possible; and respecting the privacy of all staff and students who are in transition;

BE IT FURTHER RESOLVED, that the District reaffirms its commitment to ensuring that any dress code for District employees or students should be gender neutral;

BE IT FURTHER RESOLVED, that the District and schools shall, on an age-appropriate basis and within the parameters of Ohio and federal law relating to school curriculum and educational materials and programming; including materials representative of those issues that affect the LGBTQIA+ community, and including communities of color; and in each District library, materials and resources that portray diversity and LGBTQIA+ figures in a positive light.

BE IT FURTHER RESOLVED, that the District shall continually review existing procedures to address anti-LGBTQIA+ bullying and harassment, and develop a plan to make any needed modifications, to promote and implement these principles and ensure: procedures for how students may report bullying and harassment; prohibition of retaliation against any student for reporting bullying and harassment; that Title IX coordinators receive appropriate training on LGBTQIA+ issues; and that schools track and report data on incidents of anti-LGBTQIA+ bullying and harassment;

BE IT FURTHER RESOLVED, that the District shall continually review its antidiscrimination policies, and propose any needed modifications, to ensure that those policies explicitly prohibit LGBTQIA+ discrimination;

BE IT FURTHER RESOLVED, that the District shall continually develop a plan for Professional Development related to anti-LGBTQIA+ bullying and harassment, so that all District employees are trained to avoid, recognize, and respond to anti-LGBTQIA+ bullying and harassment;

BE IT FURTHER RESOLVED, the Superintendent shall report back on compliance with this Resolution to the Board at its September work meeting, and at any such future meetings as the Board shall request;

References:

- 1 Human Rights Campaign (<https://www.hrc.org/resources/2018-lgbtq-youth-report>)
- 2 Mental Health and Suicidality Among Racially/Ethnically Diverse Sexual Minority Youths (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4062032/>)
- 3 Centers for Disease Control and Prevention (<https://www.cdc.gov/lgbthealth/youth.htm>)
- 4 Gay-Straight Alliance Network (https://gsanetwork.org/files/aboutus/LGBTQ_brief_FINAL-web.pdf)
- 5 Centers for Disease Control and Prevention (<https://www.cdc.gov/lgbthealth/youth.htm>)