



Dickson County Schools
Procedure and Practice for
Supporting Transgender Students
August 2025

The intentional or persistent refusal to respect the gender identity of students through this plan will be a violation of this procedure.

Dickson County Schools seeks to ensure all students have a safe and secure environment, for all students to participate in a free and appropriate education. All students are treated with fairness and dignity and not discriminated against based on religion, race, disability or age. In order to ensure that all students are comfortable and secure in their instructional environment this procedure shall be used in order to provide for students who are seeking a change in their sexual identity or the identity they were assigned at birth.

The gender transition may include a change in dress, names, and pronouns as a student completes a process of asserting the sex that corresponds to their gender identity. In order to limit confusion and misunderstanding it is important for administration, student and parent/guardians prepare a plan for the gender transition.

So that the school can make the necessary provisions in order to meet the needs of all students, a parent conference shall be held once the Administration becomes aware of a student's desire to change their gender identity. The purpose of this parent/guardian conference will be to discuss and agree to a Gender Transition Plan for the student during the school day. The following items shall be discussed and understood:

1. Requesting of change in gender identity. The school shall not require any medical or mental diagnosis in order to recognize the request for gender change. A statement or letter to confirm the assertion of gender change will be accepted by the school and may include medical information the parent/guardian wishes to supply. Transgender may involve more than a casual declaration but does not require formal evaluation or diagnosis to be recognized.
2. Time of the transition. It is recommended as a best practice the gender transition begin after a natural break in the school calendar such as fall break or other holiday break. Once a gender transition is made every effort should be made to eliminate or suggest a return or change in the gender identity.
3. Dress Code. A discussion concerning the schools dress code shall be conducted in order to identify potential violations or issues that may arise. The transition plan shall stress a need for consistency in complying with the dress code in order to eliminate confusion or misunderstanding. Dress codes may not be enforced more strictly against transgender students than other students.
4. The Tennessee General Assembly voted on House Bill 1270 which concerns the use of names and pronouns to refer to the student. Present law provides that a teacher or other employee of a public school or LEA is not:

(1) Required to use a student's preferred pronoun when referring to the student if the preferred pronoun is not consistent with the student's biological sex;

(2) Civilly liable for using a pronoun that is consistent with the biological sex of the student to whom the teacher or employee is referring, even if the pronoun is not the student's preferred pronoun; and

(3) Subject to an adverse employment action for not using a student's preferred pronoun, if the student's preferred pronoun is inconsistent with the student's biological sex.

Under present law, a public school or LEA is not civilly liable if a teacher or employee of the public school or LEA refers to a student using a pronoun that is consistent with the biological sex of the student to whom the teacher or employee is referring, even if the pronoun is not the student's preferred pronoun.

5. Privacy and records. Official School records may not be altered or changed without a court order. Directory information is typically provided to colleges and military representatives and includes name, address, birthdate and sex in most instances. However, parents can request that directory information not be released by submitting in writing to the school administration.
6. Communication to staff. Once the transition plan is completed the school administration will share the information to all staff who may have need to monitor the student. Every effort will be made to protect the student's privacy and this information shall not be shared except to those with an educational interest in the student. This information may be shared with all staff who is associated with the student including bus drivers and other support staff. Student may reserve the right to openly discuss their gender identity but school staff will be mindful of the student's right to privacy when discussing students with other parents or staff.
7. Restroom and locker room uses. The purpose of this procedure is to ensure that all students are comfortable and secure. It shall be recognized that students may not be comfortable sharing private areas such as restrooms and locker rooms. As a result additional restroom locations will be provided for any students who may want additional privacy or may not be comfortable sharing another student restroom or locker room areas. These areas will be determined school by school. All students who may desire to access these alternate locations shall receive administrative permission prior to using them on a regular basis. These locations may include but not limited to Main Office area, nurses stations or other individual facilities including some teacher and staff facilities.
8. Reports of harassment or inappropriate conduct. In the event there is inappropriate conduct or harassment of the student targeted toward the gender identity, there will be agreed upon staff who shall be prepared to receive the report and take appropriate actions

to protect and secure the student. Expectations will be shared with all students and repeated violations will not be tolerated.

9. Athletic participation. The Tennessee Secondary Schools Athletic Association (TSSAA) has established eligibility rules for students. In order to participate in any extracurricular sport, eligibility must be gained by the administration through the TSSAA.
10. Overnight field trips. In no case shall a student be denied permission to attend an overnight field trip because of a student's gender identity. Student Support Organizations will make accommodations designed to ensure a student's safety and comfort while minimizing stigmatization of the student.