



Inclusive School Guide for LCS Employees
Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Students

DRAFT

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Introduction

Recognizing all students deserve the right to be treated fairly, without bias or discrimination, and all students have the ability to receive support and services, these guidelines are intended to provide information and resources for school personnel.

The Leon County Schools *Inclusive School Guide* is intended to be a tool for school administrators and personnel to effectively navigate existing laws, regulations and policies that support LGBTQ+ students. It provides guidance to ensure that all students are treated equitably and with dignity in the school setting.

This guide is designed to supplement the regular and periodic training that school personnel receive. While this guide will serve as an important resource for school personnel, it cannot address every circumstance that school personnel may encounter. For further assistance, please contact Student Services (850)561-8933.

This guide is a living document and will be reviewed and updated annually to reflect current laws and information available to promote a safe and supportive learning environment for LGBTQ+ students and families.

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Importance of Safe and Supportive Schools

Most LGBTQ+ youth are happy and thrive during their adolescent years. Having a school that creates a safe and supportive learning environment for all students and having caring and involved parents are especially important. Positive environments can help all youth achieve good grades and maintain good mental and physical health. However, some LGBTQ+ youth are more likely than their heterosexual peers to experience negative health and life outcomes.

According to the [Gay and Lesbian Student Education Network \(GLSEN\) 2019 National School Climate Survey](#) of 16,713 students ages 13-21, 59% of LGBTQ+ students felt unsafe at school because of their sexual orientation, 33% of LGBTQ+ students missed at least one entire day of school in the past month because they felt unsafe or uncomfortable, and almost all students (99%) heard “gay” used in a negative way and 95% heard other homophobic remarks at school.

Compared with other students, negative attitudes toward LGBTQ+ persons may put these youth at increased risk for experiences with [violence](#). ‘Violence’ can include behaviors such as bullying, teasing, harassment, and physical assault.

According to data from the 2019 national [Youth Risk Behavior Survey \(YRBS\)](#), of surveyed LGBTQ+ students:

- 66% of LGBTQ students reported persistent feelings of sadness or hopelessness compared to 32% of heterosexual peers
- 47% of LGBTQ students reported having seriously considered attempting suicide compared with 15% of heterosexual peers
- 14% of LGBTQ students reported feeling unsafe at school compared to 8% of as heterosexual peers
- 32% of LGBTQ students were bullied on school property compared to 17% of heterosexual peers
- 27% were bullied electronically compared to 14% of heterosexual peers

For youth to thrive in schools and communities, they need to feel socially, emotionally, and physically safe and supported. A positive school climate has been associated with decreased depression, suicidal feelings, substance use, and unexcused school absences among LGBTQ+ students.

For information about how the CDC Promotes Health Safety Among Youth – Read [LGBTQ* Youth Programs-At-A-Glance](#)

Legal Section

Leon County Schools is obligated to ensure that we do not discriminate. Everything must be done according to law. The following anti-discrimination laws and policies apply equally to all students, including LGBTQ+ students.

[Federal Law 14th Amendment](#)

Amendment XIV to the Constitution of the United States; Section 1:

All persons born or naturalized in the United States and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

The Equal Protection clause ends the last sentence of this section. According to the ACLU, the courts have interpreted the Equal Protection Clause to prohibit discrimination on the basis of gender, religion, and disability. Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of many factors, including sex. The Supreme Court in its 2020 decision in *Bostock v. Clayton County, GA* dealt with a man, Gerald Bostock, who was fired from his county job for being openly gay. In the Supreme Court decision, in which the court found in favor of Bostock, Justice Neil Gorsuch wrote “An employer who fires an individual for being homosexual or transgender fires that person for traits or actions it would not have questioned in members of a different sex.” This Supreme Court ruling solidified that discrimination “on the basis of sex” includes discrimination based on sexual orientation or gender identity. For purposes of equal protection under the law, schools cannot discriminate based on sexual orientation or gender identity.

The United States Constitution guarantees all people equal protection under the law. This means public school officials and employees (who, for purposes of this guide, should be considered extensions of the state government) may not single out a student for negative treatment based on prejudices against LGBTQ+ students. Nor may they discriminate against students just because they (or members of the community) disapprove of being gay or transgender or because they feel uncomfortable around those who do not conform to traditional gender stereotypes.

The Constitution's equality guarantee also means that public school officials may not turn a blind eye to anti-LGBTQ+ harassment or treat it less seriously than other forms of harassment. If a public school official deliberately ignores anti-gay or anti-transgender peer abuse, or refuses to apply anti-bullying protections on a nondiscriminatory basis, the official, and even the school district itself, may be held liable for violating students' constitutional rights. *Flores v. Morgan Hill Unified School District*. 324 F.3d 1120, 1134-5 (9th Cir. 2003); *Nabozny v. Polesney*, 92 F.3d 446, 458 (7th Cir. 1996) (\$962,000 in damages after a school failed to intervene in verbal and physical attacks on a student suspected to be gay).

Title IX, Education Amendments of 1972 (Title 20 U.S.C. Sections 1681-1688)

Section 1681. Sex

Title IX of the Education Amendments of 1972 (Title IX) **prohibits sex (including pregnancy, sexual orientation, and gender identity) discrimination in any education program or activity receiving federal financial assistance.**

(a) Prohibition against discrimination; exceptions. No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. (with listed exceptions).

According to the Yale Law Journal (Kimmel, Adele P., "Title IX: An Imperfect but Vital Tool to Stop Bullying of LGBT Students," 125 Yale L. J. 2006 (2016), Within the last two decades, many federal courts have permitted LGBTQ+ students to sue school districts for sex discrimination under Title IX for failing to protect them from gender-based bullying by other students. Under Title IX, LGBTQ+ students, like all other students, have the right to an education free from sex discrimination. Harassment based on sexual orientation or gender identity does not immunize school districts from liability under Title IX—even though these traits are not expressly mentioned in the statute. Both civil litigation and federal administrative action confirm this.

Title IX prohibits discrimination based on sex in education programs and activities that receive federal financial assistance. In June 2021, bolstered by the 2020 Supreme Court decision in *Bostock v. Clayton County*, the U.S. Department of Education issued a Notice of Interpretation that states clearly, "Title IX Prohibits Discrimination Based on Sexual Orientation and Gender Identity".

State Law and Florida Department of Education

The School Board recognizes the right of parents to direct the upbringing, education, and care for their minor children. Inherent within that right is the right to request and obtain information regarding the minor child's health, well-being, and education while the minor child is in the custody of the school district, unless the information concerns a parent and would otherwise trigger the mandatory reporting requirements set forth in s. 39.201, Florida Statutes and Board Policy 8462.

The [Florida Educational Equity Act, s.1000.05](#), Florida Statutes prohibits discrimination on the basis of race, national origin, sex, handicap, or marital status against a student or an employee in the state system of public education. In its administrative rules, the State Board of Education has effectively interpreted the term "sex" to include "gender". Discrimination is defined, in [Rule 6A-19.001\(4\)\(a\)11](#), Florida Administrative Code, in part, as "The application of any policy or procedure, or taking of any admission or employment action, that adversely affects a student, employee, applicant for admission, applicant for employment, a group of students, or a group of employees based on their **gender**." While state law lists sex as a protected class, the rules implementing the law specifically include gender in the definition of discrimination.

The **Florida Department of Education's Education Standards Commission**, has also adopted the Rule 6A-10.081, Florida Administrative Code, entitled [*Principles of Professional Conduct for the Education Profession in Florida*](#), which provides, in part that educators shall not “harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.” Compliance with these ethical rules is a condition of employment for educators. This code of conduct requires Leon County Schools employees to not only refrain from harassment and discrimination themselves, but to actively protect students from harassment and discrimination by others. The Rule obligates educators to protect a student from conditions harmful to their learning, mental and physical health, and safety. It further requires educators to not expose a student to unnecessary embarrassment or disparagement and can require teachers to use a student's preferred name and pronouns, and to speak out against micro-aggressions.

Existing School Board Policy

The processes described in this document are necessary to implement existing School Board of Leon County Bylaws and Policies:

All education programs, activities, and opportunities offered by public educational institutions must be made available without discrimination on the basis of race, ethnicity, national origin, gender, disability, religion, or marital status, in accordance with the provision of F.S. 1000.05.

The guidelines and procedures provided in this document are designed to assist school and district administration to effectuate consistent compliance with Board's policies and applicable law throughout the school district.

Terminology

Many terms are associated with sexual and gender identities, and terminology continues to evolve. Below are some of the terms currently used by the Division of Adolescent and School Health. This list and the definitions offered may change over time.

- **Bisexual:** A person who is attracted to both people of their own gender and other genders.
- **Cisgender:** Individuals whose current gender identity is the same as the sex they were assigned at birth.
- **Gay:** A person who is attracted primarily to members of the same gender. Gay is most frequently used to describe men who are attracted primarily to other men, although it can be used for men and women.
- **Gender:** The cultural roles, behaviors, activities, and attributes expected of people based on their sex.
- **Gender Expression:** How an individual chooses to present their gender to others through physical appearance and behaviors, such as style of hair or dress, voice, or movement.
- **Gender Identity:** An individual's sense of their self as man, woman, transgender, or something else.
- **Gender Minority:** Individuals whose gender identity (man, woman, other) or expression (masculine, feminine, other) is different from their sex (male, female) assigned at birth.
- **Gender Nonbinary:** Individuals who do not identify their gender as man or woman. Other terms to describe this identity include genderqueer, agender, bigender, gender creative, etc.
- **Gender Nonconforming:** The state of one's physical appearance or behaviors not aligning with societal expectations of their gender (a feminine boy, a masculine girl, etc.).
- **Heterosexual or Straight:** A man who is primarily attracted to women or a woman who is primarily attracted to men.
- **Lesbian:** A woman who is primarily attracted to other women.
- **LGBTQ:** Acronym that refers to the lesbian, gay, bisexual, transgender, and queer/questioning community.
- **Queer:** An umbrella term sometimes used to refer to the entire LGBT community.
- **Questioning:** For some, the process of exploring and discovering one's own sexual orientation, gender identity, or gender expression.
- **Sex:** An individual's biological status as male, female, or something else. Sex is assigned at birth and associated with physical attributes, such as anatomy and chromosomes.
- **Sexual Minority:** Individuals who identify as gay, lesbian, or bisexual, or who are attracted to or have sexual contact with people of the same gender.

- **Sexual Orientation:** Refers to a person’s sexual and emotional attraction to another person and the behavior and/or social affiliation that may result from this attraction (lesbian, gay, bisexual, etc.)
 - **SGM:** Acronym for sexual and gender minorities.
 - **SGMY:** Acronym for sexual and gender minority youth.
 - **SMY:** Acronym for sexual minority youth.
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- **Transgender:** Individuals whose current gender identity differs from the sex they were assigned at birth.

**Terms listed are referenced from APA’s [Definitions Related to Sexual Orientation and Gender Diversity](#) and the World Health Organization’s [glossary of terms and tools](#).*

For additional updates visit [CDC Adolescent and School Health Terminology](#) and [CDC Sexual and Gender Identity Terms](#)

Federal and State Law and Best Practices

| Topic | Law | Best Practice |
|-----------------------------|---|---|
| Athletics | <p>The Federal Law Title IX ensures the safety and inclusion of transgender students in all school-sponsored activities (Department of Education, 2014).</p> <p>Federal law does not address allowing a transgender student to play on a team consistent with their gender identity and expression.</p> <p>Florida Statute 1006.205 delineates participation by gender. Related Florida Statute 1000.05.</p> | <p>As a result of Senate Bill 1028/Florida Statute 1006.205, athletic teams or sports designated for female, women, or girls may not be open to students of the male sex. A statement of a student’s biological sex on the student’s official birth certificate is considered to have correctly stated the biological sex if the statement was filed at or near the student’s birth.</p> <p>Florida High School Athletic Association Bylaws include Gender Equality (2.4): The FHSAA will conduct its activities in a manner free of gender bias and will adopt rules that enhance schools’ efforts to comply with applicable gender-equity laws.</p> |
| Bullying/ Harassment | <p>The Federal Law Title IX and F.S. 1006.147 prohibits bullying and harassment of all students.</p> | <p>School will follow district policy prohibiting bullying and harassment, addressing any incident against a LGBTQ student the same way they would address an incident against any other student, unless the bullying/harassment is based on the student’s LGBTQ status, in which case the matter may need to be addressed through the District’s anti-discriminatory policy. (Contact the Office of Labor Relations).</p> |
| Coming Out | <p>Federal courts have found students have a constitutional right to be “out” at school.</p> | <p>Schools will not silence students who are open about their sexual orientation or gender identify, or who question their orientation or gender identity.</p> |
| Dress Code | <p>Gender expression is protected by the U.S. Constitution and Title IX. This right to free expression includes choice of clothes. As long as what is worn would be appropriate if worn by other students, then a student should be able to wear that clothing even if it isn’t stereotypically associated with their biological gender.</p> | <p>Schools will allow students to wear clothing in accordance with school dress code policy.</p> |

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| GSA Clubs at School | Under the Federal Equal Access Act , a public school permitting any non-curricular club must also allow students to form a GSA. The school must also treat the GSA the same as it does any other non-curricular club in terms of access to facilities, resources, and opportunities to advertise. | Schools will permit students to form GSA clubs. The clubs will comply with S. B. Rule 4.06 "Student Clubs and Organizations." |
| Locker Rooms | Federal nor Florida state law requires schools to allow a transgender student access to the locker room corresponding to their consistently asserted identity. | On a case by case basis, school personnel will work with the family to evaluate and provide a transgender student with arrangements that best meets the needs and privacy concerns of all students. |
| Names and Pronouns | Federal or Florida state law does not require schools to call a student by a requested name or use gender pronouns consistent with their gender identity. However, Chapter 1014 F.S. does reserve the right to the parent to direct the education and care as well as to direct the upbringing of his or her minor child. Intentionally misgendering a student could be considered bullying or harassment. | The parent or student of legal age will notify the school of the preferred name and gender pronoun corresponding to the one consistently asserted by their gender identity. |
| Official Documents | Documentation from a Florida court is required to reflect a change in name and/or gender in a student's official school records. | School will only modify student records to reflect a change in name or gender upon receipt of such documentation from a Florida court. While official student records must contain the student's legal name, schools should permit the use of preferred name on unofficial records to assist staff in calling the student the preferred name. <i>The guardian or student of legal age can add the preferred name in the FOCUS portal.</i> |
| Overnight Field Trips | Federal nor Florida state law requires school personnel to adhere to the requests of a student. | Field trip concerns will be handled on a case by case basis with guardian input of those involved. |

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| Parent Notification | HB1557 and Chapter 1014 F.S. require the parent to be notified if there is a change in a students' mental, emotional, or physical health or wellbeing. | School personnel will notify a parent if there is a change in a students' services or monitoring related to the students' mental, emotional, or physical health or wellbeing. |
| Privacy | The U.S. Supreme Court recognizes the federal constitutional right to privacy , which extends to students in a school setting. | School personnel will not disclose information about a students' sexual orientation, transgender identity or questions they may have about their sexual orientation or gender identity. |
| Prom/Dances | The Federal Law Title IX and First Amendment court cases prohibits excluding same-sex couples from school-sponsored proms and dances. | Schools will allow same-sex couples to attend school sponsored proms and dances. Schools will not dictate that only biological males may wear tuxedos, and only biological females may wear dresses. |
| Restrooms | There is specific case law that requires school to allow a transgender student access to the restroom corresponding to their consistently asserted transgender identity. | On a case by case basis, school personnel will work with the parent and student to evaluate and provide a transgender student with arrangements that best meets the needs and student privacy concerns. |
| Single-sex Classes and Activities at School | Title IX Gender Specific Activities Title IX regulations permit offering single-sex classes under certain circumstances. The general rule under Title IX is that a recipient may not exclude, separate, deny benefits to, or otherwise treat differently any person on the basis of sex in its education programs or activities—including classes and extracurricular activities—unless expressly authorized to do so under Title IX or the Department's implementing regulations. | Students can join a school sponsored club that corresponds to their consistently asserted transgender identity. Students can be separated by sex in class for contact sports in physical education classes and other topics such as Human Growth and Development. |

When a Student Comes Out to You...

When a student comes out to you and tells you they are lesbian, gay, bisexual, transgender or questioning their sexuality or gender identity (LGBTQ) your initial response is important. The student has likely spent time in advance thinking about whether or not to tell you and when and how to tell you. Here are some tips to help you support them:

Offer support but don't assume a student needs any help. The student may be completely comfortable with their sexual orientation or gender identity and may not need help dealing with it or need any support. It may be that the student just wanted to tell someone, or just simply wanted to tell you so you might know them better. Offer and be available to support your students as they come to others.

Be a role model of acceptance. Always model good behavior by using inclusive language and setting an accepting environment by not making assumptions about people's sexual orientation or gender identity. Addressing other's (adults and students) biased language and addressing stereotypes and myths about lesbian, gay, bisexual and transgender (LGBTQ) people also puts you in a position as a positive role model. By demonstrating that you are respectful of LGBTQ people and intolerant of bullying or name calling, all students are more likely to see you as a supportive educator.

Appreciate the student's courage. There is often a risk in telling someone something personal, especially sharing for the first time one's sexual orientation or gender identity, when it is generally not considered the norm. Sharing this personal information with you means that the student respects and trusts you.

Listen Non-Judgmentally. One of the best ways to support a student is to hear them out and let the student know you are there to listen. If the student needs support, the school personnel must notify the parent. Be prepared to offer resources that may include a referral to the student to school counselor or other student services personnel to identify resources for the student and family. *If a student discloses that they are at risk of harming themselves or others, immediately report the information to an administrator. As mandated reporter, if the student discloses someone is abusing them, follow reporting requirements.* [Florida Abuse Hotline](#) 1-800-962-2873

Adapted from: A Guide for Supporting Lesbian, Gay, Bisexual and Transgender Students in Your School
www.glsen.org

LGBTQ+ Resources

Leon County Schools is committed to ensuring that all Leon County School students and employees, including lesbian, gay, bisexual, transgender gender-nonconforming, and queer peoples ("LGBTQ+"), reach their fullest potential by creating safe and supportive environments in our schools. Schools are places where all young people should feel safe and secure. Students who experience acceptance at school are more highly motivated, engaged in learning, and committed to achieving the best possible education. For up-to-date statistics and resources, visit the websites below:

American Civil Liberties Union of Florida (ACLU)

Investigates and/or litigates civil liberties matters concerning individual freedom and constitutional rights. Division devoted specifically to LGBTQ+ issues.

www.aclufi.org

Capital Tea

Capital Tea's mission is to support and unify TLGBQ+ people through education, advocacy, and empowerment; and to build an equitable future for our community.

www.capitaltea.org

Center for Disease Control (CDC) Lesbian, Gay, Bisexual and Transgender Health

Provides resources from the CDC, other government agencies, and community organizations for LGBTQ Youth, their friends, educators, parents, and family members to support positive environments.

<https://www.cdc.gov/lgbthealth/youth-resources.htm>

CCYS Going Places Street Outreach

Serving youth under 22 through supportive and non-judgmental relationships. Staff connect youth with resources and services through Drop-In Center and street-outreach. Providing support to homeless, runaway, and at-risk youth.

24/7 Crisis Hotline: (850) 576-6000

Drop-In Center: (850) 274-8689

<https://www.ccys.org/programs-at-a-glance/going-places-street-outreach/>

Equality Florida- School Resources

Statewide agency dedicated to securing full equality for Florida's lesbian, gay, bisexual, and transgender, (LGBTQ+) residents.

www.eqfl.org or info@eqfl.org

FL Department of Education Equal Educational Opportunity

The Office of Equal Educational Opportunity (OEEO) provides services and information to Florida schools, school districts, parents, students, and community groups on topics impacting educational equity.

<https://www.fldoe.org/schools/equal-edual-opportunity/>

Gay Lesbian Straight Education Network (GLSEN)

The leading national education organization focused on ensuring safety for all students. Provides resources, research, and model policies.

www.glsen.org

GSA Network

A youth leadership organization linking GSA's to one another and community resources through peer support, leadership development, and training.

www.GSAnetwork.org

PFLAG (Parents, Friends and Family of Lesbians and Gays)

Promotes the health, well-being, and rights of lesbian, gay, and transgender individuals, as well as their family and friends, through support, education and advocacy.

<http://www.pflag.org>

The Trevor Project

1-866-4-U-TREVOR

24/7 crisis intervention and suicide prevention for LGBTQ+ youth

www.TrevorProject.org

TransParent Tallahassee

A local support group for parents of transgender children of all ages.

<https://transparentusa.org/chapters-florida/> or email at tallahassee.fl@transparentusa.org

US Department of Education Resources

The U.S. Department of Education's Office for Civil Rights (OCR) enforces civil rights laws to protect all students from unlawful discrimination and harassment based on race, color, national origin, sex, disability, and age. This includes students who are lesbian, gay, bisexual, transgender, queer, questioning, asexual, intersex, nonbinary, and individuals who identify their sexual orientation or gender identity in other ways (LGBTQI+).

<https://www2.ed.gov/about/offices/list/ocr/lgbt.html>

References

[APA's Definitions Related to Sexual Orientation and Gender Diversity](#)

[Center for Disease Control \(CDC\) Adolescent and School Health Terminology](#)

[Gay and Lesbian Student Education Network \(GLSEN\) 2019 National School Climate Survey](#)

[GLSEN: A Guide for Supporting Lesbian, Gay, Bisexual and Transgender Students in Your School](#)

[World Health Organization's glossary of terms and tools](#)

[Youth Risk Behavior Survey \(YRBS\) 2019](#)

LEON COUNTY SCHOOLS
Plan to Support Student
Meeting Date: _____

Student Name: _____ Preferred Name _____
 Consistently Asserted Gender: _____ (Not required) **DOB:** _____
Student #: _____ **School** _____

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| INCIDENT | <p>This plan is to be used for any student in need of additional support or supervision. All relevant parties, including parent/guardian, should participate to ensure that the school environment is both safe and supportive of the student. All school personnel assigned to this student should be notified of this plan on a need-to-know basis.</p> <p>Leon County Schools was notified that the above student needed a plan to support by the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Student <input type="checkbox"/> Parent/guardian <input type="checkbox"/> School Personnel <input type="checkbox"/> Law Enforcement/Handle with Care Notice <input type="checkbox"/> Suicide or Threat Assessment <input type="checkbox"/> Other: _____ |
| SAFETY CONCERNS | <p>A Plan to Support was initiated due the following situation, issues or concerns: _____</p> <p>_____</p> <p>_____</p> |
| Parent/Guardian Invitation & Notification | <p>The parent/guardian _____ of the above student was notified of the need for this support and was invited to the meeting.</p> <p>Name of Parent/Guardian: _____ Date of Notification: _____</p> <p>Method of Notification: _____</p> <p>If the guardian indicated they would not attend, please include reason: _____</p> <p>If the guardian was not invited or notified, please explain (<i>As a mandated reporter, if a student discloses that someone is abusing them, follow reporting requirements Florida Abuse Hotline 1-800-962-2873</i>)</p> |
| SUPPORT PLAN | <p>The following persons attended the meeting:</p> <p>Administration: _____ Mental Health Staff: _____</p> <p>School Resource Officer/LE: _____ Parent/Guardian: _____</p> <p>Student: _____ Other: _____</p> <p>Safe Adult/Mentor at school identified by the student: _____</p> |

The student will aid in their own safety by: _____

The student will receive the following support from the school: _____

The student will receive the following support from the community: _____

The student will receive the following support from home: _____

The student will receive the following support from law enforcement, if applicable: _____

Based the concerns, the following has also been initiated (*if applicable*):

- Law Enforcement has been notified.
- Increased contact/supervision and monitoring; decrease or eliminate pass time or unsupervised time to ensure safety
- Student was provided a means to safely report and discuss thoughts or intentions of harming self or others or feeling threatened in any way
- Daily search of belongings or backpack or no backpack allowed on campus
- Schedule Change
- Transportation Change
- Student was referred for Mental Health services in the Community
- Student was referred for Mental Health services in School
- Provided Guardian with *Consent for Release-Exchange of Information*
- Records were received from: _____
- Records were requested from: _____
- Student is referred to MTSS/PTS Team
- Review of Individual Education Plan (IEP) for a student already receiving ESE services
- 504 plan evaluation or modification of existing 504 plan
- Behavior Support Plan created or modified
- Monitor Social Media activity for concerning statements, agitators, triggers, threats or other concerning behavior
- Other _____

Administrator, Plan Supervisor, Date: (maintains responsibility for implementation)

Mental Health Staff, Date:

School Resource Deputy, LE, Date:

Parent/Guardian, Date:

Student, Date:

Other, Date:

Nondiscrimination Notification

“No person shall on the basis of sex (including transgender, gender nonconforming and gender identity), marital status, sexual orientation, race, religion, ethnicity, national origin, age, color, pregnancy, disability or genetic information be denied employment, receipt of services, access to or participation in school activities or programs if qualified to receive such services, or otherwise be discriminated against or placed in a hostile environment in any educational program or activity including those receiving federal financial assistance, except as provided by law.” “No person shall deny equal access or a fair opportunity to meet to, or discriminate against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed in Title 36 of the United States Code as a patriotic society.”

An employee, student, parent or applicant alleging discrimination with respect to employment or to any educational program or activity may contact:

Students: Director of Equity and/or
Title IX Compliance Officer

Employees: Labor and Relations and/or
Equity Coordinator

**Leon County Schools
2757 West Pensacola Street
Tallahassee, Florida 32304
(850) 487-7100**

A student or parent alleging discrimination as it relates to Section 504 of the Rehabilitation Act may contact:

**Program Specialist for Section 504
(850) 487-7160**

**Rocky Hanna, Superintendent
Leon County School District
Tallahassee, Florida**