

Lauri Landerholm, LCSD Civil Rights Coordinator

This is an official Civil Rights Complaint. Please investigate and respond.

In his School Time newsletter on November 10, 2022, superintendent Peter Rosenkranz directed teachers to refrain from asking students to share their preferred pronouns even via a confidential Google Form or whole class survey.

RCW 28A.640, RCW 28A.642, and WAC 392-190 protect students regardless of sexual orientation or gender expression or identity from discrimination or harassment. OSPI's gender-inclusive schools policy states that students have the right to be addressed by their requested name, pronoun and gender designation. Further, LCSD policy 3210 says:

The board believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of gender identity, gender expression, or sex. To that end, the board recognizes the importance of an inclusive approach toward transgender and gender expansive students with regard to student records, confidential health and education information, communication and use of names and pronouns, restroom and locker room accessibility, sports and physical education, dress codes and other school activities in order to provide these students with an equal opportunity for learning and achievement.

We are concerned about the superintendent's new rules regarding pronouns and believe they are contradicted by state, OSPI, and district policies.

The new directive from Mr. Rosenkranz prohibits teachers from reaching out to a protected class of students: LGBTQ and gender expansive individuals.

It is direct discrimination in that it is an apparently neutral rule that affects the LGBTQ, and only the LGBTQ, community. The district's directive limits teachers' abilities to create an LGBTQ friendly learning environment and creates a systemic barrier towards full inclusivity of LGBTQ students.

While the district's position is that students are welcome to voluntarily share their name and pronouns, this directive restricts the avenues of communication. In this case, teachers are prohibited from providing a time and place in class where students may choose to share their names and pronouns as part of the getting-to-know-you process. This makes it that much more difficult for LGBTQ students to be included and for teachers to ensure that they are using the appropriate name and pronoun for every student in the room.

The school board recognizes the need for an inclusive approach. Banning teachers from one such inclusive approach, an approach that was specifically recommended by the high school's

GSA Club, a community of LGBTQ students on campus, as being both simple and inclusive of their needs is counter to stated school board policy as well as inclusivity and equity training provided by the district.

We would like to see the prohibition against teachers asking students about their pronouns removed as it is discriminatory, against state law, and runs counter to school board policy 3210.

We look forward to your response.

Signed,

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