

## **10.001 Policy on Human Sexuality – Students, Parents, and Guardians**

Committed to spreading the Gospel values and forming our faithful in Christ's teachings, and in conformance with the Magisterium, the policy of *[INSERT NAME OF SCHOOL]* is as follows:

1. *[INSERT NAME OF SCHOOL]* shall not sponsor, endorse, facilitate, host, or provide accommodation to any person, group, entity, event, or activity that would condone or promote a view of sexual identity that is contrary to the Church's teachings, including views of gender and sexuality contrary to Catholic Church teachings.

2. *[INSERT NAME OF SCHOOL]* shall, at all times, act toward a person in accordance with his or her biological sex at birth. In all cases, the school must act in accord with Christian charity.

3. At all times, students, children, and youth participating in *[INSERT NAME OF SCHOOL]* activities shall conduct themselves in accord with their biological sex at birth.

### **Application of this Policy:**

1. This policy applies to all students enrolled in or seeking to enroll in *[INSERT NAME OF SCHOOL]* and/or who participate or seek to participate in an activity held at or sponsored or hosted by *[INSERT NAME OF SCHOOL]*.

2. This policy also applies to all parents and guardians of the students identified in paragraph 1 above. "Parent" as used in this policy means parent and/or guardian and can be singular and plural.

3. This policy also applies to all employees and volunteers of *[INSERT NAME OF SCHOOL]*.

### **Student Admission and Retention:**

1. A student or prospective student experiencing gender dysphoria should not be denied admission or be dismissed from *[INSERT NAME OF SCHOOL]* for that reason, provided both the student and his or her parent(s) agree that the child will abide by the expectations and standards of conduct set by *[INSERT NAME OF SCHOOL]*, including those set forth in this policy. Admission to single sex schools will be based upon the student's biological sex.

2. Every student and prospective student of *[INSERT NAME OF SCHOOL]* and his or her parent(s) must agree that the student will respect Catholic teaching concerning faith and morals, and particularly those addressing human sexuality as set forth in this policy. A child cannot be enrolled in, and may be dismissed from, *[INSERT NAME OF SCHOOL]* in the event the child's parent(s) resists the school's instruction to the child in the Catholic tenets respecting the human person and human sexuality. A child whose parent(s) permits gender-affirming psychotherapy or administration of puberty-blocking or cross-sex hormone medications to such child or authorizes sex procedures or surgery

cannot be enrolled in *[INSERT NAME OF SCHOOL]*. In this event, the parent(s) will be given the opportunity to withdraw the child from *[INSERT NAME OF SCHOOL]*. Should the parent choose not to withdraw, *[INSERT NAME OF SCHOOL]* will dismiss the student. By request, *[INSERT NAME OF SCHOOL]* will refer families to counseling or mental health treatment at the expense of the family. *[INSERT NAME OF SCHOOL]* will not refer families to counselors or mental health providers who do not uphold Catholic teaching in their practices.

3. Respectful, critical questioning of Catholic teaching in the classroom is acceptable provided it intends to help the student progress toward greater awareness and understanding. Showing hostility toward or defiance of Church teaching demonstrates that a student is not a proper fit for the school. In such instances, the student's parent(s) will be given the opportunity to withdraw their child from *[INSERT NAME OF SCHOOL]*, and the student will be dismissed from *[INSERT NAME OF SCHOOL]* in the event the child is not withdrawn.

4. If a student's expression of gender, sexual identity, or sexuality should cause confusion, disrupt the educational integrity of the Catholic education program, or cause scandal, the matter will be discussed with the student and his/her parent. If the matter is not resolved, the student cannot be enrolled in *[INSERT NAME OF SCHOOL]*. If the child is a current student, the parent will be given the opportunity to withdraw the parent's child from *[INSERT NAME OF SCHOOL]*. Should the parent choose not to withdraw, *[INSERT NAME OF SCHOOL]* will dismiss the student.

5. As in the case of students, if serious concerns arise as to a parent's position or action with respect to the tenets of the Catholic faith, the president and/or principal (and pastor, if applicable) will meet with the parent to discuss this. If the matter is not resolved to the satisfaction of the president or principal so as to uphold Catholic principles such that the Catholic religious education of the child becomes impossible or extremely difficult, the parent's child(ren) cannot be enrolled in *[INSERT NAME OF SCHOOL]*. If the child(ren) is a current student, the parent will be given the opportunity to withdraw the child(ren) from *[INSERT NAME OF SCHOOL]*. Should the parent choose not to withdraw, *[INSERT NAME OF SCHOOL]* will dismiss the child(ren).

### **Student Conduct Expectations:**

In addition to those expectations outlined above, in Student Admission and Retention, the following conduct expectations apply:

1. Students will conduct themselves in accord with their biological sex at all times publicly, at school, at school-sponsored activities and events, and when representing the school.

2. Students will abide by the dress code and school uniform policy that corresponds with their biological sex. Chaste behavior, and modesty in communications, appearance, and behavior by students and parents are expected at all times on Church or school property and at school activities, as well as online and in public.

3. Students' eligibility to participate in competitive or recreational athletics, and single-sex curricular and extracurricular activities, is based on the students' biological sex.

4. Students will use bathrooms and locker rooms that correspond with their biological sex. Students are not permitted to use the bathroom or locker room that does not correspond to the student's biological sex.

5. Students are permitted to have a romantic date at school-sponsored functions, including dances and prom, only with a person of the opposite biological sex.

6. A student's access to facilities and overnight accommodations will correspond with the student's biological sex.

7. Behaviors of a student that cause disruption or confusion regarding the Church's teaching on human sexuality are prohibited.

8. Social media activity and other conduct by students shall be respectful of others and not promote, advocate, or endorse a view or conduct contrary to the Catholic Church's teachings, including on human sexuality. Online activity or other conduct that bullies or degrades another is prohibited. A student who violates these standards may be disciplined, up to and including dismissal.

### **Names, Pronouns, and Records:**

1. Each student will be addressed at all times by the student's given name at birth, unless the student's name has been subsequently and legally changed and provided the name change was not for the purpose of contravention of the child's biological sex at birth. Each student shall be referred to with pronouns in accord with the student's biological sex at birth. Referring to a student by a nickname is permitted provided the nickname is an approved registered nickname. School administration has the right to deny approving nicknames that are not gender appropriate and/or may be distracting to the school environment.

2. Student schedules, identification cards, class lists, correspondences, including college recommendation letters, and temporary and permanent records will reflect the student's legal name and biological sex.

Diplomas, transcripts, school records, and any other official documents of the school ("official school documents") shall be issued in conformity with the student's biological sex as based upon physical sex at birth. Official school documents are also historical documents and, as such, must accurately reflect the name and identity of the alumnus/alumna during the time in which he/she was enrolled at and graduated from the school. If, after graduation, an alumnus/alumna legally changes his/her name, and requests new versions of his/her official school documents, the official school documents may be issued in the following format: "Original Name, now known as New Legal Name" provided a purpose of the legal name change was not a contravention of the person's biological sex at birth.

## **Response to Situations:**

1. A fundamental tenet of Catholicism is that every human being has been created in the image and likeness of God and has inestimable value and dignity. No one should be an object of scorn, hatred, or violence for any reason. All students and families deserve interactions within Catholic school communities and parish communities that are marked by respect, charity, and the truth about human dignity and God's love. An individual with gender dysphoria must be treated with compassion at all times. All individuals are children of God and entitled to dignity. Bullying or discrimination against students experiencing gender dysphoria is prohibited. If bullying or discrimination has occurred, students, parents, and school administration should refer to current school policies regarding bullying and harassment.

2. *[INSERT NAME OF SCHOOL]* shall communicate with the parent(s) about their child's behavior at school and inform them of any concerns relating to the physical, emotional, social, and spiritual health, safety, or welfare of their child, except when required otherwise by law enforcement or a social service agency.

3. Conversations regarding a student struggling with sexuality will be considered confidential unless there is a risk of harm to self or others. Details will only be shared with essential school personnel. The Parent/Guardian of the student will be brought into the conversation as soon as possible. In the event a special accommodation for a minor would impact other students, it may be necessary to include other parents/guardians in the conversation. This conversation should not take place without the consent of the parents/guardians requesting accommodation.

4. Where appropriate, the school may contact the Archdiocese for resources that are consistent with Church teachings regarding gender dysphoria or other aspects of this policy.

## **Definitions:**

1. "Biological sex" is the sex based on the physical biological sex from the moment of that person's conception and may be confirmed by scientific genetic markers as found in the presence of XX (female) and XY (Male) chromosomes. Any biological anomalies will be addressed on an individual basis.

2. "Sexual identity" is congruent with one's biological sex, is one's personal identity based on one's sex, and is the expression in the whole person of the biological reality.

3. "Gender" was commonly used synonymously with the word "sex," but over time has been redefined by some to mean a person's socio-cultural role apart from his or her biological sex. The Church is opposed to this division and views gender (one's outward manifestation of sexuality) as inseparable from one's biological sex. To avoid confusion, this policy uses the term "biological sex".

4. "Transgender" is an umbrella term encompassing those whose gender identity or gender role differs from those typically associated with his or her biological sex.

5. “Gender ideology”, also known as “gender theory”, is a prevalent cultural trend that promotes both a redefining of gender, and a plurality of new types of unions, both of which contradict God’s creation plan, and His divine model of marriage as between one man and one woman. The theory of gender ideology is that an individual has the right to choose his or her “gender identity,” regardless of the individual’s biological sex at birth, and to “transition” socially, legally, medically, and surgically, if so desired, to that new sex; and that society must not only respect these choices but also affirm and provide support for this theory. As stated above, gender ideology, in its proposed theory, rejects God and His plan for our lives in accordance with His purpose for each of us, and therefore, is not a reality and not valid in the Catholic Church.

6. “Gender dysphoria” involves a conflict between a person's physical gender/sex and the gender with which he or she identifies. People with gender dysphoria may be very uncomfortable with their physical gender, sometimes described as being uncomfortable with their body (particularly developments during puberty) or being uncomfortable with the expected roles of their assigned gender. People with gender dysphoria may often experience significant distress and/or problems functioning, associated with this conflict between the way they feel and think of themselves and their physical gender.