



Regulation 0532-10

Student Safety, Privacy and Support

7 Parent/Guardian Involvement

- ⁹ The West Ada School District is committed to fostering a collaborative partnership between families, school staff, and students to ensure student well-being and success.
- ¹¹ Student Support Plans are designed to document and address specific student needs within the educational setting that do not fall under 504 Plans, Individualized Education Programs (IEPs), or Multilingual Learner (ML) plans. These plans provide targeted support to ensure student success while accommodating unique circumstances that do not require formalized special education or language services.
- ¹³ In accordance with Idaho Code section 33-6001 (Parental Rights in Education) school staff will support students in discussing matters related to their well-being. Staff will make every effort to include parents or legal guardians to facilitate discussions to foster open communication and ensure student needs are met:
- ¹⁵ 1. These support plans will balance the student's needs, parental/guardian rights, classroom impact, and school operations.
- ¹⁶ 2. The public school has the responsibility of reporting known changes in the students' mental, emotional, or physical health or well-being.
- ¹⁷ 3. All school personnel will make reasonable and timely efforts to engage parents/guardians in collaborative decision-making regarding appropriate interventions, access to resources, and ongoing support, while maintaining compliance with legal and ethical standards.
- ¹⁸ 4. In accordance with Idaho Code section 32-1016, school personnel shall notify a minor student's parent/guardian within seventy-two (72) hours of receiving any request by the minor student to participate in or facilitate the social transition of the minor student, including any request by the minor student to:
- ¹⁹ • Be referred to by pronouns or titles that do not correspond to the minor student's biological sex;
- ²⁰ • Be referred to using names other than the minor student's legal name, or a nickname or derivative thereof, either in school records or otherwise;
- ²¹ • Use restrooms, locker rooms, changing rooms, or overnight lodging designated for the opposite biological sex; or

- ²² • Participate on an athletic team or any other sex-separated school activity designated for the opposite sex.

25 Gender Language

- ²⁷ 1. Pursuant to Idaho Code 67-5909B, an employee of the District, regardless of the scope of such employee's official duties, shall not knowingly and intentionally address an unemancipated minor student by a name other than the student's legal name or derivative thereof, or by a preferred personal title or pronoun that is inconsistent with the student's sex as listed on the student's birth certificate, without the written permission of the student's parent or guardian.
- ²⁹ 2. Employees shall not be subject to adverse employment action for declining to address a student using a name other than the student's legal name, or a derivative thereof, or by a preferred personal title or pronoun that is inconsistent with the student's sex as listed on the student's birth certificate.

31 Facility Use

- ³³ To ensure clarity and consistency regarding the use of West Ada facilities, including but not limited to restrooms, locker rooms, or any area where individuals may be in a state of undress; while also respecting the privacy and comfort of all individuals, the following administrative regulation will be in place:
- ³⁵ 1. **Designated Facility Use** Individuals are expected to use the above mentioned facilities that corresponds with their sex as listed on their birth certificates and reflected on official school records.
- ³⁷ 2. **Alternative Restroom Options** Any individual who desires additional privacy or accommodation may request access to an independent, single-user restroom. These restrooms are available throughout our campuses to ensure that all individuals have a comfortable and accessible option.
- ³⁹ 3. **Overnight Trips** Individuals are to be assigned sleeping rooms that correspond to their sex as listed on their birth certificate. This can be accommodated by a room assignment of a neutral setting if needed. It is encouraged that room assignment plans are developed to ensure all parties feel comfortable with the assignment.
- ⁴¹ 4. **Respectful and Dignified Implementation** School staff will work with individuals and families in a supportive and respectful manner to ensure restroom needs are met in alignment with this regulation. Requests for accommodations will be handled with care and confidentiality.

43 Activities, Athletics and Club Participation

- ⁴⁵ In the West Ada School District, and consistent with the rules and regulations of the Idaho High School Activities Association, students are eligible to participate in interscholastic athletics/activities and/or school sponsored clubs as defined by policy 503.20 based on their sex as documented on their birth certificate. This policy ensures consistency with statewide regulations and provides clear eligibility criteria for student-athletes. Our goal is to maintain fairness and transparency in school sports while supporting all students in their endeavors.