

# Proposed Comprehensive Gender Identity Policy

Guide for Parents and Citizens

# **Our Proposal**

# Goal of the Proposed Policy

For all students to develop stable adult identities, and to live freely, visibly, and openly in society.

We do this by providing a school environment that is supportive of students' identity exploration and is neutral with regard to identity outcomes.

# Policy Comparison

Area	Current	Proposed
Parental Notification	Optional, determined based on the child's preferences.	Guaranteed, unless parents found unfit through formal proceedings with Child Protective Services.
School Approach	Schools affirm child gender choice (changing name and pronouns); no other options are provided.	Parents can choose affirmative therapy, traditional psychotherapy, or no intervention. Conversion therapy not allowed, even with parental consent.
Changing Areas	Based on gender identity	Based on biological sex
Overnight Stays	Based on gender identity	Based on biological sex
Sports Participation	Based on gender identity	Based on biological sex after age 11
Breast Binders/Tucking	No prohibition on staff providing (though they are not doing this that we are aware of in FCPS).	Staff are prohibited from providing binders or other devices to change students' physical appearance.
Gender Dysphoria Information Packet	FCPS does not provide.	FCPS provides objective, scientific information to assist parents in choosing the approach to support their children.
Scientific Basis	No research cited. Gender dysphoria not mentioned at all.	Over 100 research citations. Gender dysphoria thoroughly discussed.

# Addressing Opponents' Arguments and Concerns

# Opponents Assume The Worst

TRANS  
YOUTH  
HAS  
ALWAYS  
EXISTED.  
GET OVER IT.

I  
NOT  
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GENDERROUTED  
ISNT REAL  
but your bigotry  
IS

WE  
SUPPORT  
YOUR KIDS  
YOU CANT UR.

PPL THAT ARE  
LGBTQ+  
ARE  
EVERYWHERE  
LOOK  
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GOD  
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MANY  
TRANS KIDS  
MUST DIER  
YOUR FAMILY  
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COMING  
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CHOICE

# Myth: Supporters Are Anti-Trans, Right-Wingers

- **Ad Hominem Argument** – This argument **attacks supporters** of our policy, **rather than debating the content of the policy itself**. This is an inappropriate way to argue, and our side has never labelled our opponents or assumed anything other than the best and highest motives.
- **We Disavow An Anti-Trans, Right-Wing Agenda** – The motivations for our policy are simply to recognize parental rights and follow the best available scientific evidence. Dr. Erica Anderson, a **transgender woman** and former President of WPATH, **supports our position** on parental involvement and changing names and pronouns. The parents supporting this policy want to ensure their rights are respected, not to advance a political agenda or to “erase” LGBTQ+ people, which is **abhorrent**.

# Myth: Students Will Be Harmed if “Outed”

- **Misinterpreting Trevor Project** – Even if we accept their data uncritically, this report found that **only 0.37% of students are currently experiencing “homelessness or housing instability”**. The analysis in this study does not prove that a student's LGBTQ+ status drives this rate of homelessness. Homelessness and housing instability is defined as any period away from one's home, including moving in “with an extended family member”.
- **“Outing” Is A Misleading Term** – Telling parents that their child has a diagnosable mental condition, isn't “outing” them any more than telling them about a broken arm, anxiety, or depression. Schools **need to tell parents** about their child's mental and physical health concerns, so they are addressed.
- **Bad Parents Find Excuses** – Child abuse is often the result of parents with **mental illness or alcoholism**, less about LGBTQ status.
- **Parents of ROGD Kids Skew Progressive** – Per Dr. Lisa Littman's research, **85.9% of parents** of kids experiencing “rapid onset gender dysphoria” **support gay marriage and 88.2% believe transgender people should have the same rights and protections as others.**



# Myth: Students Know Their “Authentic Selves”

- **Desistance Rates** – Opponents skip over the evidence showing **70% of young children identify as their natal sex after undergoing puberty**. We don't dispute that children with gender dysphoria genuinely feel as though they were “born in the wrong body” but those who feel this the most strongly can “desist” and re-identify with their natal sex.
- **Gender Dysphoria Isn't A Settled Identity** – **Some students (2-20%) will ultimately identify as transgender as adults, but it's premature to say they have a transgender identity**. Neither the student, nor their parents, nor doctors, nor psychologists can predict if a child's gender dysphoria will persist into adulthood as a settled identity.
- **It's An Authentic Identity Until It's Not** – Students can go through **a series of identities** in adolescence, and our policy recognizes that. **FCPS treats every student declaration as though its permanent**.
- **Other Conditions Can Present As Gender Dysphoria** – Students with gender dysphoria often have autism, sexual assault, trauma, and other undiagnosed conditions that require professional evaluation.

# Myth: “Gender Identity” Is Empirically Validated

- **Disproven Original Theory** – The concept of gender identity was popularized by John Money in the 1960’s and **famously proven wrong** when he attempted to raise a boy who had been accidentally castrated from a botched circumcision as a girl. Money believed that gender identity was socially constructed and after being raised as a girl for the first 30 months of life the boy would identify as a girl. That didn’t work, and the boy now known as David Reimer eventually reclaimed his birth sex, but sadly committed suicide as an adult.
- **Contradictory Modern Theory**– There is no settled definition of gender identity. The **“essentialist” camp** believes everyone has an internal sense of gender identity, but there is no agreement on whether there are 2 genders, 112, or as many as there are people in the world. The **“performance” camp** advocated by Judith Butler (an advocate of post-modern queer theory) says gender identity is something we choose to perform. Others take a **“gender critical” or “body affirming” view** because they do not have an internal sense that they have a gender identity that is separate from their physical body, and don’t subscribe to either of these other concepts of gender identity.
- **No Empirical Evidence** – Brain research has not yet identified a “gender identity” part of the brain. Perhaps one day it will, but this is not currently established. **This doesn’t mean gender dysphoria isn’t real, only that the science isn’t settled.**

# Questions for Opponents

# Fair Debate Questions

- Is it fair to label those who disagree with your position as bigots or transphobic, **simply because they disagree?**
- Do you recognize the damage you could do to people's personal reputations and finances by making these accusations, which constitute **defamation?**
- Are you willing to commit yourselves to a free and fair debate **without name calling?**

# Parental Rights Questions

- Does the fact that **some parents** will mistreat their kids justify taking away rights for **all parents**?
- If you disagree with our proposal, what are your ideas for changing current policy to guarantee parental rights in a way that is consistent with **100 years of Supreme Court decisions** and the **14<sup>th</sup> amendment right to due process**?
- For parents who want their child's preferred name and pronouns to be used at schools, **how would you feel if FCPS' current policy secretly required staff to use their birth name & pronouns, against your will, violating your parental rights?**
- Can you understand how **parents who don't want their child's names and pronouns to be changed without their consent** have an equal claim that their rights are being violated?

# Science Questions

- If the recent **4500% increase** in transgender identifying teen girls isn't due to social contagion and is due to greater social acceptance, **why don't other age groups have large increases?**
- Can you explain why most students identifying as transgender are now **girls at a ratio of 2:1**, a huge shift from this being historically almost all **young boys aged 7 or below?**
- Why do you think “affirmative care” (changing names/pronouns, using cross sex hormones and surgery), should be the first approach used to treat gender dysphoria, rather than taking a **least invasive means first approach?**

**Detailed Comparison  
of  
Policy Language**

# Secrecy vs. Transparency

## Current Policy 443

Depending on privacy needs or a transgender student's own personal transition, school staff are authorized to work with students **(and their families, if students explicitly wish)** to provide options that may support a student's needs.

**The fact that a student may wish to use a different name or pronoun at school, or to disclose their transgender or gender nonconforming status to school staff, does not authorize school staff to disclose a student's personally identifiable or medical information.**

## Our Proposal

The **parents** of a child experiencing gender dysphoria or who expresses concerns about their gender **shall be informed** when school staff become aware of the child's gender-related distress.

**FCPS shall not exclude parents from decisions or information** exchange unless this takes place within a formal structure and involves social services. FCPS shall not act against the parents' will **unless there are adjudicated concerns about the fitness of the parents involving formal proceedings with Child Protective Services.**



# Affirmative Therapy for All vs. Parent Choice

## Current Policy 443

**School staff shall accept a student's and/or parent/guardian's assertion of a student's transgender or gender nonconforming status that supports the definitions above and is treated as a sincerely held part of the student's core identity.**

**FCPS recognizes the right of every student to be referred to by their preferred name and pronoun.**

## Our Proposal

Parents shall have the right to play a determinate role in defining the school's approach to their child's needs. They have a right to be informed about their options prior to granting consent to the approach FCPS uses to support their child at school, subject to the conditions and limitations of parental rights outlined in section 445.5.

This is called "affirmative therapy" a controversial approach roughly 10 years old that lacks evidence. Changing names and pronouns is not a neutral act of respect but increases the change a student will persist in their transgender identity and proceed towards medicalization.

# Mixed Sex Bathrooms vs. Single Sex Bathrooms

## Current Policy 443

**Students**, including non-binary students, should **determine which facilities are consistent with their gender identity.**

**All students must have access** to facilities, including **rest rooms, locker rooms, or changing facilities, that correspond to their gender identity.**

**Access is provided without any additional complicating procedure.**

## Our Proposal

**Single-sex spaces shall be maintained**, and a third space shall be provided where single-occupancy toilets and changing rooms are available, allowing anyone who wishes to use a gender-neutral space to do so.

**FCPS shall provide an option for additional single-occupancy toilets** and single-occupancy changing rooms, **so that vulnerable students can have privacy** while accommodating students whose religious and cultural traditions prohibit sharing these spaces with students of a different biological sex.

# Unsafe and Unfair Sports vs. Safe & Fair Sports

## Current Policy 443

**Students are permitted participation in FCPS sports and physical education classes in a manner consistent with their gender identity.**

**The gender identity of student-athletes is not required to be disclosed** to coaches, teammates, opponent's coaches, or anyone else if not authorized by the student.

## Our Proposal

**FCPS shall endeavor to maintain single sex sports, and shall create viable alternative options and activities for students who do not want to engage in single-sex sports.**

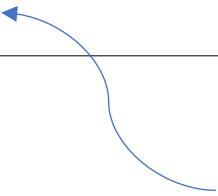
**FCPS recognizes it is important that girls and young women have opportunities to compete safely and that competing against biological males can be demoralizing.**

**If allowing mixed-sex sports is required to comply with a legal mandate, a full risk and impact assessment should be conducted and documented...addressing the impact not just on the individual concerned but on the wider student population.**

# Unscientific Ideology vs. Science

## Current Policy

**Gender Identity** - A person's deeply held sense or psychological knowledge of their own gender, which can include being female, male, another gender, or no gender. **Gender identity is an innate and largely inflexible part of a person's identity.**



This definition is inaccurate. In 70% of cases, young children who experience gender dysphoria grow comfortable in their natal sex upon completing puberty.

## Our Proposal

**Gender Identity** – A theoretical concept introduced in the 1960's where a person's internal sense of their own gender can include being female, male, and more recently another gender, or no gender. One's gender identity can be the same or different than their biological sex. **It is believed that gender identity is less established in younger children, and typically becomes stable after a child undergoes puberty...**

**Some people do not have an internal sense of a gender identity and therefore, do not ascribe to this notion for themselves.**

# Question and Answer Time

**Backup/Old Slides**

# Our Proposed Policy

- **Transparency** – Parents will be informed of their child’s gender related distress, unless FCPS can establish through formal proceedings involving Child Protective Services that revealing these concerns to the parents puts the child at risk of harm.
- **Parent Choice** – Parents are empowered to choose the approach to support their child at school. FCPS reserves the right to refuse to implement coercive approaches like conversion therapy.
- **Single Sex Bathrooms** – Single sex bathrooms and locker rooms shall be available, and as well as gender neutral spaces.
- **Safe and Fair Sports** – After age 11, FCPS will provide single sex sports, and create viable alternative options for students who do not want to participate in single sex sports.
- **Scientific Information and Training** – FCPS will provide parents with a scientifically sound information packet about gender dysphoria and will provide staff with training about gender dysphoria.
- **No Distribution of Breast Binders** – FCPS may not provide breast binders or other devices to enable students to change their physical appearance.

# Current Policy

- **Secrecy** – Parents will be not informed of their child’s gender related distress if their child wants to keep it a secret. There are no formal proceedings involving Child Protective Services requiring FCPS to demonstrate parents are unfit, which violates parent’s 14<sup>th</sup> amendment right to due process.
- **Affirmative Therapy for All** – FCPS will not honor the wishes of parents who don’t want their children to change their names and pronouns (it’s called “affirmative therapy”), providing this therapy in secret
- **Mixed Sex Bathrooms** – Students can enter any bathroom or locker room they want based on a self-declared gender identity with “no complicating procedure”.
- **Unsafe and Unfair Sports** –FCPS allows biological males to compete with biological females, posing significant safety and fairness concerns.
- **Unscientific Information** – FCPS does not provide parents with scientifically sound information about gender dysphoria and does not acknowledge that “gender identity” is a disputed concept or that most students will grow comfortable in their natal sex after completing puberty.
- **Breast Binder Distribution Not Prohibited** – FCPS policy is silent on this issue, and fortunately does not appear to be currently providing breast binders or other devices to students.