

Hanover County Public Schools is committed to ensuring that school facilities are safe and adequately protect student privacy. Students have access to the restroom, locker rooms and changing facilities that correspond to their biological sex, as reflected on their birth certificate. Single-user facilities in common areas of a school may also be used by any student. Upon request, a school may also grant students access to single-user facilities in a nurse's office or other limited-access areas of a school.

If a student who identifies as transgender requests access to restrooms, locker rooms or changing facilities that align with their gender identity but not their sex, the following process will be utilized to evaluate each request on a case-by-case basis:

Restrooms

A student, along with their parent or guardian, must submit a written request to the principal of the school where the student attends. School administration will receive all relevant information, which may include:

- a statement from the student that, among other things, specifies their gender identity and how they have consistently, persistently and insistentlly expressed that identity;
- signed statements from the student's personal physician, therapist or licensed counselor verifying that the student has been diagnosed with gender dysphoria and/or that the student consistently and authentically expresses a binary gender identity;
- statements from the student's parent or guardian;
- student disciplinary or criminal records;
- information related to the privacy and safety of other students; and
- any other relevant information, including documents from other interested parties.

School administration may request a meeting with the student and the student's parent or legal guardian to discuss the request and solicit additional information.

After compiling all relevant documentation, the principal of the school in which the student is enrolled will provide a written summary of the request. This summary, along with the supporting documentation, will be considered by the School Board, which retains the final authority to approve or decline the request. The School Board will consider and review the submission as soon as practically feasible and no later than at its next regularly-scheduled monthly business meeting, taking into consideration all of the relevant information. The School Board can request additional information if necessary and wait to resolve the request until it obtains all relevant information. The School Board will provide their decision in writing to the parent or legal guardian of the student seeking access.

Locker Rooms

A student, along with their parent or guardian, may request access to locker rooms and changing facilities that correspond to the student's professed gender identity and the School Board will consider that request in accordance with the above-described process for restrooms. Additionally, the School Board must take into consideration the following:

- the physical design of the facilities to which access is requested;
- whether students appear in a state of undress in the facilities;

- whether there are a sufficient number of single-user stalls to accommodate students' privacy interests given time constraints imposed by the activity for which the facilities are being used; and
- any other factors relevant to preserving student privacy and safety.

If a request is denied, the student, along with their parent or legal guardian, may re-submit their request if the student's circumstances materially change. Each request, along with relevant information, will remain confidential in accordance with state and federal laws related to student records.

LEGAL REFERENCE: Code of Virginia, 1950, as amended, § 22.1-23.3; *United States v. Virginia*, 518 U.S. 515, 551 n.19 (1996); *Grimm v. Gloucester County School Board*, 972 F.3d 586 (4th Cir. 2020).