

Transgender Patrons and Participants	Pol. 9.76
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As adopted by the Glenview Park Board of Commissioners on June 28, 2018.

Purpose: To create a safe recreational environment with equal access for all participants and patrons of the Glenview Park District. It will act as a guideline; each situation that occurs will need to be evaluated on a case by case basis.

Background: It is the Park District’s policy to treat all of its patrons and participants with dignity and respect and to provide an environment that is free of discrimination whether that discrimination is based upon race, color, religion, gender (including pregnancy, gender identity, gender expression, gender change, gender orientation, gender stereotyping, or transgender status), national origin, disability, parental status, political affiliation, genetic information, marital status, membership in an employee organization, age, reprisal, or other non-merit factors.

The following definitions are not provided to label individuals but rather to assist in understanding this policy and the obligations of Staff. These terms may or may not be used by transgender individuals to describe themselves.

- “Gender identity” or “Affirmed Gender” is a person’s deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth. Gender identity is also defined as an individual’s internal sense of being male or female or something else. It is not based on physical anatomy. The Park District understands and respects that gender identity is a very personal matter that should be respected.
- “Assigned Gender” refers to the gender assigned to a child at birth based on physical anatomy.
- “Transgender” describes people whose gender identity is different from their gender assigned at birth.
- “Transgender Man” is a term used to describe an individual who currently identifies as a man, but whose assigned gender at birth is female.
- “Transgender Woman” is a term used to describe an individual who currently identifies as a woman, but whose assigned gender at birth is male.
- “Gender nonconforming” describes people whose gender expression differs from stereotypical societal expectations related to gender.
- “Gender expression” refers to the way a person expresses gender, such as clothing, hairstyles, activities, or mannerisms.
- “Transition” is the time when a person begins to live as the gender with which they identify instead of the gender that they were assigned at birth. This may include changing one’s name, dressing and grooming differently. Transitioning may also include such medical and legal aspects as taking hormones, having surgery or changing identity documents to reflect one’s gender identity.

Privacy

All persons have the right to privacy. All participants and patrons should register with their assigned gender. If registering under an affirmed gender is preferred, the park district may require a letter from a doctor or therapist. In this case, no one except staff approved by the legal guardians can be informed of the gender status. The Park District shall not require proof of gender.

Names/Pronouns

Participants and patrons should be addressed by a name and pronoun that corresponds to their affirmed gender. This name does not need to be the name under which the person is registered. Intentional or persistent refusal to respect an individual's gender identity through the use of names and pronouns not correlated with the affirmed gender is a violation of this policy.

Gender-Segregated Activities

To the best of their ability, staff should reduce or eliminate segregation by gender during activities or the daily routine. When segregation by sex cannot be avoided participants should be included in the group that corresponds to their gender identity. This includes participation in recreation sport activities and teams for preadolescent children. Transgender or non-conforming gender adolescent and adult individuals will be considered on a case by case basis.

Restroom Accessibility

Transgender and non-conforming gender individuals should use restroom facilities that conform to their gender identity. In the same fashion that all participants are encouraged to respect the privacy of others when using restroom facilities, transgender participants should do the same.

Locker Room Accessibility

The use of locker rooms by transgender patrons/participants shall be assessed on a case by case basis. Staff will keep in mind the goal of maximizing the participant's social integration and equal opportunity to participate in District Programs in a safe and comfortable environment. The participant or patron should be allowed access to the locker room that conforms to their gender identity. In the event that increased privacy is requested by the transgender individual, an alteration to the changing schedule should be made or access to a family locker room or other private changing area such as a nearby office area should be made available. In no case should a transgender or non-conforming gender individual be required to use a locker room that conflicts with their affirmed gender. In addition, all efforts should be made to keep the individual's gender status confidential.

Dress Code

District dress codes shall apply equally to transgender, non-conforming gender and non-transgender individuals.

Discrimination/Harassment

Complaints received regarding discrimination and/or harassment involving transgender or non-conforming gender individuals will be handled in the same manner as any other discrimination or harassment complaints.