

From: [Human Rights Campaign](#) on behalf of [Randall Casey](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 11:08:51 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Randall Casey

A black rectangular redaction box covering the signature of Mr. Randall Casey.

From: [Human Rights Campaign](#) on behalf of [Peter Reynolds](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 11:08:48 PM

May 4, 2015

Ryan McElveen

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

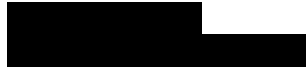
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Thank you,

Dr. Peter Reynolds

A black rectangular redaction box covering the signature of Dr. Peter Reynolds.

From: [Human Rights Campaign](#) on behalf of [Louise Perini](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 11:08:47 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Louise Perini

A black rectangular redaction box covering the signature of Ms. Louise Perini.

From: [Human Rights Campaign](#) on behalf of [Klare Keenan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 11:08:26 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Klare Keenan

A black rectangular redaction box covering the signature of Ms. Klare Keenan.

From: [Human Rights Campaign](#) on behalf of [Robbie Morris](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:38:31 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Robbie Morris

A black rectangular redaction box covering the signature of Mrs. Robbie Morris.

From: [Human Rights Campaign](#) on behalf of [Annette Puente](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:38:30 PM

May 4, 2015

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Thank you,

Ms. Annette Puente

A black rectangular redaction box covering the signature of Ms. Annette Puente.

From: [Human Rights Campaign](#) on behalf of [Bethany Cardone](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:38:23 PM

May 4, 2015

Ryan McElveen

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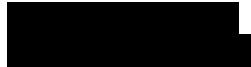
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Thank you,

Mrs. Bethany Cardone

A black rectangular redaction box covering the signature of Mrs. Bethany Cardone.

From: [Human Rights Campaign](#) on behalf of [Liz Dyer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:45 PM

May 4, 2015

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Thank you,

Ms. Liz Dyer



From: [Human Rights Campaign](#) on behalf of [Alexis Garretson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:35 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Alexis Garretson

A black rectangular redaction box covering the signature of Ms. Alexis Garretson.

From: [Human Rights Campaign](#) on behalf of [John Richards](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:30 PM

May 4, 2015

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Thank you,

Mr. John Richards

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [John Richards](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:28 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Mr. John Richards



From: [Human Rights Campaign](#) on behalf of [Eric Papula](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:28 PM

May 4, 2015

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Thank you,

Mr. Eric Papula



From: [Human Rights Campaign](#) on behalf of [Janette Dunder](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:28 PM

May 4, 2015

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Thank you,

Miss Janette Dunder

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Anthony Bankhead](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:27 PM

May 4, 2015

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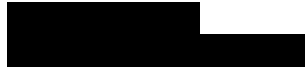
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Anthony Bankhead

A black rectangular redaction box covering the signature of Mr. Anthony Bankhead.

From: [Human Rights Campaign](#) on behalf of [Sarah Foote](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:25 PM

May 4, 2015

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Thank you,

Miss Sarah Foote

A black rectangular redaction box covering the signature of Miss Sarah Foote.

From: [Human Rights Campaign](#) on behalf of [George Little](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 11:09:02 PM

May 4, 2015

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Thank you,

Mr. George Little

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Leslie Plummer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:39:09 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Leslie Plummer



From: [Human Rights Campaign](#) on behalf of [Alex Kaufman](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:39:09 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Alex Kaufman

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Ray Mims](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:39:03 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Ray Mims

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Jennifer Brooks](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:38:46 PM

May 4, 2015

Ryan McElveen

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We must create a safe, hate-free environment for our children. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jennifer Brooks

A black rectangular redaction box covering the signature of Ms. Jennifer Brooks.

From: [Human Rights Campaign](#) on behalf of [Elle Colen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:38:17 PM

May 4, 2015

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Thank you,

Ms. Elle Colen



From: [Human Rights Campaign](#) on behalf of [Kate Hough](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:08:21 PM

May 4, 2015

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Thank you,

Ms. Kate Hough



From: [Human Rights Campaign](#) on behalf of [Kathleen Darrah](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:08:19 PM

May 4, 2015

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Thank you,

Ms. Kathleen Darrah



From: [Human Rights Campaign](#) on behalf of [Michael Palmer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 9:08:17 PM

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Specifying protection for Transgendered students reinforces for all our children the importance of tolerance for those who may be different. As in the Rogers and Hammerstein musical "South Pacific" song about racism "You've Got to be Carefully Taught" applies here. Fairfax County should carefully teach our young people not to hate and to practice tolerance. Life will go much smoother for them and for the rest of us if Fairfax County steps up and leads the way on these important issues.

Thank you,

Mr. Michael Palmer

A black rectangular redaction box covering the signature of Mr. Michael Palmer.

From: [Human Rights Campaign](#) on behalf of [Asma Rasheed](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:27 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Asma Rasheed

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Dianna Belman](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:24 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Dianna Belman

A black rectangular redaction box covering the signature of Ms. Dianna Belman.

From: [Human Rights Campaign](#) on behalf of [Gwen Duddy Lowit](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:23 PM

May 4, 2015

Ryan McElveen

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

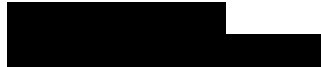
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Thank you,

Ms. Gwen Duddy Lowit

A black rectangular redaction box covering the signature of Ms. Gwen Duddy Lowit.

From: [Human Rights Campaign](#) on behalf of [Diann Presley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:21 PM

May 4, 2015

Ryan McElveen

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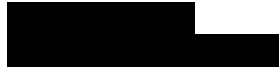
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Thank you,

Ms. Diann Presley

A black rectangular redaction box covering the signature of Ms. Diann Presley.

From: [Human Rights Campaign](#) on behalf of [Douglas Firman](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:19 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Douglas Firman



From: [Human Rights Campaign](#) on behalf of [Emily Britt](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:17 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

We are an FCPS family and this is important to us. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Emily Britt



From: [Human Rights Campaign](#) on behalf of [Kate York](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 10:08:21 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kate York



From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#)
Subject: Protection - but not for everyone, just some - ?
Date: Monday, May 04, 2015 9:21:29 PM

Karen, Steve:

We – as individual Board Members and collectively as a Board - do not understand the implications or intent of this change; there is **no basis for a Board Member to answer constituents' constructive concerns – even the most basic ones**. This becomes crucial when you look at other school divisions where such sweeping changes have significantly impacted the environment for teachers, academics and even student athletics:

- [Fourth grade teacher opposes transgender student bathroom access; forced Union Dues contributions used to support the measure leads *Friedrichs v. California Teachers Association* as Free Speech Case to U.S. Supreme Court](#)
- [High school league votes to let transgender athletes pick their teams](#)
- [State Law Mandates Students Study the Role and Contributions of Lesbian, Gay, Bisexual, and Transgender Americans](#)
- [California Public School Kids Now Required to Study Contributions of LGBT Americans](#)
- [New LGBTTO+ Policy Includes Gender-Free Pronouns Xe, Xem and Xyr](#)
- [State allows high school students to participate in activities](#) in a manner that is [consistent with their gender identity, irrespective of the gender listed on a student's records](#)

We can't answer any reasonable and prudent questions about what this policy expansion means. *The following have already occurred* in other school divisions and states, so it is more than reasonable to pontificate among many other things:

- Will we incorporate material into the curriculum [and require](#) all students to learn the contributions of particular sexually-oriented and gender-oriented protected classes?
- Will teachers become gender identity referees/pseudo-medical personnel navigating [who is what gender on which day controversy re: the 'daily use of bathrooms and locker rooms'](#)?
- Will the biological gender of athletes become irrelevant in high school athletics and the players' locker rooms?
- Will we permit any adult who is gender-presenting, gender transitioning, gender non-conforming, gender fluid, gender questioning, etc. to teach children of any age?
- Will we replace all pronouns with 'gender sensitive/neutral' nomenclature'?
- Is the next politically-advantageous step for the Governor, Lt. Governor and AG to eradicate Virginia's Right to Work status...when teachers will face unions using their dues to promote issues which they inherently oppose, abridging their 1st Amendment rights should the *Friedrichs v. CTA* case before the Supreme Court right now not be decided in favor of free speech?
- Will we ever engage the parent, student and teacher voice – authentically – and present the pros/cons/other issues to make deliberative and informed policy decisions?

If members of a particular religious faith believe they have been especially maltreated at a campus, in the FCPS education environment, the wider community or more broadly in our national dialogue, would we identify them as a separate protected class beyond 'religion' in our non-discrimination policy? It can certainly be argued that Catholics, Jews or Muslims would all say they feel particularly vulnerable, targeted and at-risk for discrimination. However, there is no inevitability we would ever further parse down 'religion' to provide named subgroup status. Why are we considering this, then, really?

So, is it...ironic, prophetic, sad...that this Thursday is the "National Day of Prayer - founded in 1952 by Truman, after then-unanimous passage by Congress?

"The mission of the National Day of Prayer Task Force is to mobilize prayer in America and to encourage personal repentance and righteousness in the culture."

"The National Day of Prayer has great significance for us as a nation as it enables us to recall and to teach the way in which our founding fathers sought the wisdom of God when faced with critical decisions."

It stands as a call for us to humbly come before God, seeking His guidance for our leaders and His grace upon us as a people.

The unanimous passage of the bill establishing the National Day of Prayer as an annual event, signifies that prayer is as important to our nation today as it was in the beginning."

However, do we instead face the delivery of the 'fundamental transformation of America' as promised?

My, how very far we have fallen...

ELS

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: [Human Rights Campaign](#) on behalf of [Danielle Faust](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:41 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Danielle Faust

A black rectangular redaction box covering the signature of Ms. Danielle Faust.

From: [Human Rights Campaign](#) on behalf of [Maggie Godbold](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:40 PM

May 4, 2015

Ryan McElveen

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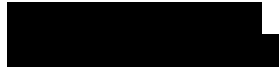
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Thank you,

Ms. Maggie Godbold

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Ron Gilliland](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:38 PM

May 4, 2015

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Thank you,

Mr. Ron Gilliland



From: [Human Rights Campaign](#) on behalf of [Sarah Sapone](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:37 PM

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a public school system, it is your duty to protect and ensure safe environments for ALL of your students regardless of any prejudices that may be held by executives and conservative parents.

Thank you,

Ms. Sarah Sapone

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Jeannette Mulherin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:37 PM

May 4, 2015

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Thank you,

Ms. Jeannette Mulherin

A black rectangular redaction box covering the signature of Ms. Jeannette Mulherin.

From: [Human Rights Campaign](#) on behalf of [Thomas Powell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:09:36 PM

May 4, 2015

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Thank you,

Mr. Thomas Powell

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Leigh Park](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:59 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Leigh Park

A black rectangular redaction box covering the signature of Ms. Leigh Park.

From: [Human Rights Campaign](#) on behalf of [B E](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:57 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. B E



From: [Human Rights Campaign](#) on behalf of [Danielle Lapalme](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:23 PM

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment and as a graduate of Hayfield secondary this is very important to me.

Thank you,

Ms. Danielle Lapalme

A black rectangular redaction box covering the signature of Ms. Danielle Lapalme.

From: [Human Rights Campaign](#) on behalf of [Kevin Nguyen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:21 PM

May 4, 2015

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Thank you,

Mr. Kevin Nguyen

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Veronica Skov](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:18 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Noblesse oblige defend the weak and the innocent. Transgender students need protection.

Thank you,

Ms. Veronica Skov

A black rectangular redaction box covering the signature of Ms. Veronica Skov.

From: [Human Rights Campaign](#) on behalf of [Lauren Vogel](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:17 PM

May 4, 2015

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Thank you,

Ms. Lauren Vogel



From: [Human Rights Campaign](#) on behalf of [Harriet Becker](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:08:07 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Harriet Becker

A black rectangular redaction box covering the signature of Ms. Harriet Becker.

From: [Human Rights Campaign](#) on behalf of [Dana Krauskopf](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:19 PM

May 4, 2015

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Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Dana Krauskopf

[REDACTED]
[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Jodie Langford](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 8:38:16 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jodie Langford


A black rectangular redaction box covering the signature area.

From: vanessaflory@gmail.com on behalf of [Vanessa Flory](#)
To: [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); ed.velkoff@fcps.edu; William.Ashe@fcps.edu
Subject: Support of expanding nondiscrimination policy
Date: Monday, May 04, 2015 8:26:34 PM

Dear School Board Members,

I am writing in support of passing the proposed change to the nondiscrimination policy to include "gender identity". Gender identity is a separate issue from sexual orientation and as such should be explicitly protected. Please vote to approve the change.

Thank you for your time and consideration,

Vanessa Flory


--

Vanessa Flory

From: [Human Rights Campaign](#) on behalf of [Danielle Faust](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:13 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Danielle Faust

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Danielle Faust](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:13 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Danielle Faust

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Erica Kim](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:11 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

This is a no-brainer. Protect these very vulnerable children, please!

Thank you,

Ms. Erica Kim

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Rebecca Russell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:10 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Rebecca Russell

A large black rectangular redaction box covering the signature of Ms. Rebecca Russell.

From: [Human Rights Campaign](#) on behalf of [MARY HOFFMAN](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:10 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. MARY HOFFMAN



From: [Human Rights Campaign](#) on behalf of [Heather Hibbs](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:04 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Heather Hibbs

A black rectangular redaction box covering the signature of Ms. Heather Hibbs.

From: [Human Rights Campaign](#) on behalf of [Kate Krawczel](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:08:10 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Kate Krawczel



From: [Human Rights Campaign](#) on behalf of [Sharon Dymowski](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:08:10 PM

May 4, 2015

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Thank you,

Ms. Sharon Dymowski

A black rectangular redaction box covering the signature of Ms. Sharon Dymowski.

From: [Human Rights Campaign](#) on behalf of [Emily Berry](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:08:08 PM

May 4, 2015

Ryan McElveen

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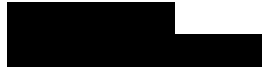
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Thank you,

Ms. Emily Berry

A black rectangular redaction box covering the signature of Ms. Emily Berry.

From: [Human Rights Campaign](#) on behalf of [Mandy DeVine](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:08:08 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Mandy DeVine

[REDACTED]
[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Matthew McCartin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:08:07 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Matthew McCartin

A black rectangular redaction box covering the signature of Mr. Matthew McCartin.

From: [Human Rights Campaign](#) on behalf of [Jayne Byrnes](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:16 PM

May 4, 2015

Ryan McElveen

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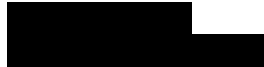
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Thank you,

Ms. Jayne Byrnes

A black rectangular redaction box covering the signature of Ms. Jayne Byrnes.

From: [Human Rights Campaign](#) on behalf of [Peggy Woods](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:15 PM

May 4, 2015

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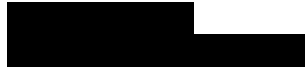
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Thank you,

Ms. Peggy Woods

A black rectangular redaction box covering the signature of Ms. Peggy Woods.

From: [Human Rights Campaign](#) on behalf of [Deirdre McQuillin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:12 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Deirdre McQuillin

A black rectangular redaction box covering the signature of Ms. Deirdre McQuillin.

From: [Human Rights Campaign](#) on behalf of [Amber Deardorff Gilson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:11 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Amber Deardorff Gilson

A black rectangular redaction box covering the signature of Mrs. Amber Deardorff Gilson.

From: [Human Rights Campaign](#) on behalf of [Zainab Barry](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 7:38:19 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Zainab Barry

[REDACTED]

From: [Smith, Marty K.](#)
To: [Guilfoyle, Matt](#)
Cc: [Torre, John](#); [Thomas, Kathleen](#)
Subject: Re: Gender Identity Statement
Date: Monday, May 04, 2015 6:47:11 PM

We need to run it by Karen.

Marty

Sent from my iPhone

On May 4, 2015, at 6:19 PM, Guilfoyle, Matt <msguilfoyle@fcps.edu> wrote:

Marty - I think we could post this statement below to website under news tab and link to via social media tomorrow. Do we need to seek approval from SB or others beforehand?

Matt Guilfoyle
Executive Director
Communication and
Community Relations
Fairfax County Public Schools
571-585-3163 (mobile)
[@mguilfoylefcps](mailto:mguilfoylefcps)

Begin forwarded message:

From: "Donohue, Christine W." <CWDonohue@fcps.edu>
Date: April 23, 2015 at 1:53:07 PM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: School Board Office <schoolboardoffice@fcps.edu>, Leadership Team <LeadershipTeam@fcps.edu>, Leadership Team Executive Administrative Assistants <LeadershipTeamExecutiveAdministrativeAssistants@fcps.edu>, "Torre, John" <jjtorre@fcps.edu>
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual

orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [Guilfoyle, Matt](#)
To: [Smith, Marty K.](#)
Cc: [Torre, John](#); [Thomas, Kathleen](#)
Subject: Fwd: Gender Identity Statement
Date: Monday, May 04, 2015 6:19:38 PM

Marty - I think we could post this statement below to website under news tab and link to via social media tomorrow. Do we need to seek approval from SB or others beforehand?

Matt Guilfoyle
Executive Director
Communication and
Community Relations
Fairfax County Public Schools
571-585-3163 (mobile)
@mguilfoylefcps

Begin forwarded message:

From: "Donohue, Christine W." <CWDonohue@fcps.edu>
Date: April 23, 2015 at 1:53:07 PM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: School Board Office <schoolboardoffice@fcps.edu>, Leadership Team <LeadershipTeam@fcps.edu>, Leadership Team Executive Administrative Assistants <LeadershipTeamExecutiveAdministrativeAssistants@fcps.edu>, "Torre, John" <jjtorre@fcps.edu>
Subject: Gender Identity Statement

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From: [Human Rights Campaign](#) on behalf of [Jayne Byrnes](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:08 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

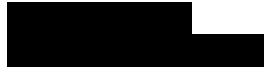
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jayne Byrnes

A black rectangular redaction box covering the signature of Ms. Jayne Byrnes.

From: [Human Rights Campaign](#) on behalf of [Michele Beard](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:08 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Michele Beard

A black rectangular redaction box covering the signature of Mrs. Michele Beard.

From: [Human Rights Campaign](#) on behalf of [Dana Davis](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:06 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Dana Davis

A black rectangular redaction box covering the signature of Ms. Dana Davis.

From: [Human Rights Campaign](#) on behalf of [Htet Wrigley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:05 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Htet Wrigley

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Katharine Dickson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:04 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Katharine Dickson

A black rectangular redaction box covering the signature of Ms. Katharine Dickson.

From: [Human Rights Campaign](#) on behalf of [Jules Trapp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:04 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Jules Trapp

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Tona Brown](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:04 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Tona Brown

A black rectangular redaction box covering the signature of Ms. Tona Brown.

From: [Human Rights Campaign](#) on behalf of [Richard Wegmer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:03 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. Richard Wegmer

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Rebecca Green](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:14 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Rebecca Green



From: [Human Rights Campaign](#) on behalf of [Marisa Sheffield](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:11 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Miss Marisa Sheffield



From: [Human Rights Campaign](#) on behalf of [Craig Coughlin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:11 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Craig Coughlin



From: [Human Rights Campaign](#) on behalf of [Whitney Olson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:06 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Whitney Olson

A black rectangular redaction box covering the signature of Ms. Whitney Olson.

From: [Human Rights Campaign](#) on behalf of [Amy Farris](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:05 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Please protect and embrace our kids! All of our kids!!!

Thank you,

Ms. Amy Farris



From: [Human Rights Campaign](#) on behalf of [Douglas Hansen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:03 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Douglas Hansen

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Margot Mcmanus](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:38:09 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Margot Mcmanus

A black rectangular redaction box covering the signature of Ms. Margot Mcmanus.

From: [Human Rights Campaign](#) on behalf of [Michelle Fremen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:00 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Michelle Fremen

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Kerry Wingell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:07:59 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Kerry Wingell

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Laura Lawson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:07:58 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Laura Lawson



From: [Human Rights Campaign](#) on behalf of [Jennifer Butts](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:27 PM

May 4, 2015

Ryan McElveen

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Thank you,

Miss Jennifer Butts



From: [Human Rights Campaign](#) on behalf of [Sarah Zatko](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:23 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Sarah Zatko

A black rectangular redaction box covering the signature of Mrs. Sarah Zatko.

From: [Human Rights Campaign](#) on behalf of [Jessica Whittington](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:23 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Jessica Whittington



From: [Human Rights Campaign](#) on behalf of [Vincent Worthington](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:21 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Vincent Worthington

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Barry Greenhill](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:20 PM

May 4, 2015

Ryan McElveen

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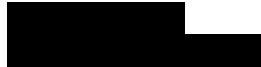
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Thank you,

Mr. Barry Greenhill

A black rectangular redaction box covering the signature of Mr. Barry Greenhill.

From: [Human Rights Campaign](#) on behalf of [Sarah Zatko](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:19 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Sarah Zatko

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From: [Human Rights Campaign](#) on behalf of [Tessa Porciello](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:17 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Tessa Porciello



From: [Human Rights Campaign](#) on behalf of [TJ Holland](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:17 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. TJ Holland

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Katharine Campos](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:12 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

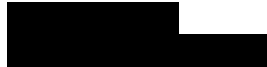
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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Katharine Campos

A black rectangular redaction box covering the signature of Ms. Katharine Campos.

From: [Human Rights Campaign](#) on behalf of [Julie Edwards](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:12 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Julie Edwards

A black rectangular redaction box covering the signature of Ms. Julie Edwards.

From: [Human Rights Campaign](#) on behalf of [Christine McLean](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:12 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Christine McLean

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Karen Barr](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:11 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Karen Barr



From: [Human Rights Campaign](#) on behalf of [Megan Harper](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:10 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Megan Harper

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Aaron Hood](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:09 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students and educators deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Aaron Hood



From: [Human Rights Campaign](#) on behalf of [Pelumi Sholagbade](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:03 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a person who attends a school in Fairfax County, this cause is very near and dear to my heart.

Thank you,

Miss Pelumi Sholagbade

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Jenaca Vargas](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:01 PM

May 4, 2015

Ryan McElveen

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jenaca Vargas



From: [Human Rights Campaign](#) on behalf of [Austin Cox](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:38:00 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Everyone deserves to be treated equally. Transgender people are no exception.

Thank you,

Mr. Austin Cox



From: [Human Rights Campaign](#) on behalf of [Anne Morgan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:37:59 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. I am a mother of former (graduated) FCPS students who wants every student to feel as safe as mine did. Growing up is a difficult time, and growing up obviously different is even more challenging. Let's support these kids!

Thank you,

Ms. Anne Morgan

A black rectangular redaction box covering the signature of Ms. Anne Morgan.

From: [Human Rights Campaign](#) on behalf of [Teresa Kim](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:37:55 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Teresa Kim



From: [Human Rights Campaign](#) on behalf of [Stefan Ries](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:39 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Stefan Ries



From: [Human Rights Campaign](#) on behalf of [Kitty Smith](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 6:08:02 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

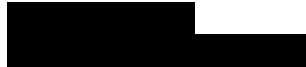
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Dr. Kitty Smith

A black rectangular redaction box covering the signature area.

From: [Pia Pell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: a useful article
Date: Monday, May 04, 2015 4:43:36 PM

Dear Mr. McElveen,

I hope that you will read the attached article. It has some very important information.

Thank you for your time, Pia Pell

<http://thefederalist.com/2015/01/09/heres-what-parents-of-transgender-kids-need-to-know/>

From: [Smith, Marty K.](#)
To: [Guilfoyle, Matt](#)
Subject: Fwd: Gender Identity Policy on the Agenda
Date: Monday, May 04, 2015 4:48:02 PM

FYI

Marty

Sent from my iPhone

Begin forwarded message:

From: Superintendent Garza <SuperintendentGarza@fcps.edu>
Date: May 4, 2015 at 4:47:21 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Smith, Marty K." <mksmith@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>
Cc: Superintendent Garza <SuperintendentGarza@fcps.edu>
Subject: FW: Gender Identity Policy on the Agenda

FYI

From: jwynmcp@verizon.net [<mailto:jwynmcp@verizon.net>]
Sent: Friday, May 01, 2015 1:25 PM
To: School Board; McElveen, Ryan (School Board Member); Turpin, Melanie; Moon, Ilryong (School Board Member); Kinney, Joann V.; Velkoff, Theodore (School Board Member); Partlow, Kathy; McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Montano, Sonya; Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Evans, Sandy (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Fields, Melissa; Hynes, Patricia (School Board Member); Hook, Mary Ellen; Storck, Dan (School Board Member); Smith, Kathy L (School Board Member); Superintendent Garza
Subject: Gender Identity Policy on the Agenda

Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy. I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,
Jennifer Peters

Jennifer Peters



From: [Human Rights Campaign](#) on behalf of [William Hall](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:31 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. William Hall

A black rectangular redaction box covering the signature of Mr. William Hall.

From: [Human Rights Campaign](#) on behalf of [Seul Rhee](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:29 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Seul Rhee

A black rectangular redaction box covering the signature of Ms. Seul Rhee.

From: [Human Rights Campaign](#) on behalf of [Ziba Pirnia](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:27 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Mrs. Ziba Pirnia

A black rectangular redaction box covering the signature of Mrs. Ziba Pirnia.

From: [Human Rights Campaign](#) on behalf of [Katya Belyayeva](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:27 PM

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

As someone with many friends who are both teachers as well as students in FCPS, I hope you establish these protections and carry on the reputation FCPS as the nation's top district for public education.

Thank you,

Mr. Katya Belyayeva

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Emma Afzal](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:23 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Mrs. Emma Afzal

A black rectangular redaction box covering the signature of Mrs. Emma Afzal.

From: [Human Rights Campaign](#) on behalf of [evan Braswell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:17 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. evan Braswell



From: [Human Rights Campaign](#) on behalf of [Deborah DeVore](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:16 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students do not choose to be transgender. They deserve the right to be who they are, and to be safe from bullying. Transgender youth are often at greater risk of being bullied and discrimination. Please provide them with needed protection.

Thank you,

Ms. Deborah DeVore



From: [Human Rights Campaign](#) on behalf of [Ana Mendez](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:16 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Ana Mendez



From: [Human Rights Campaign](#) on behalf of [Laura LaVertu](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:15 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Laura LaVertu

[REDACTED]
[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Elizabeth Greco](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:12 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Elizabeth Greco

A black rectangular redaction box covering the signature of Mrs. Elizabeth Greco.

From: [Human Rights Campaign](#) on behalf of [Hayde Arp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:12 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Hayde Arp



From: [Human Rights Campaign](#) on behalf of [Walter Krushinski](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:11 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

These students NEED to feel safe; they DESERVE to feel safe. Please make the right decision.

Thank you,

Mr. Walter Krushinski



From: [Human Rights Campaign](#) on behalf of [Jordan Small](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:10 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jordan Small

A black rectangular redaction box covering the signature of Ms. Jordan Small.

From: [Human Rights Campaign](#) on behalf of [Carlos Lopez](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:10 PM

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Carlos Lopez

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Sparks Lowry](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:09 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Sparks Lowry

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Arlene Black](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:07 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Arlene Black

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Virginia Reed](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:06 PM

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Virginia Reed

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Ana Padron](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:05 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Ana Padron

A black rectangular redaction box covering the signature of Ms. Ana Padron.

From: [Human Rights Campaign](#) on behalf of [Cory Hall](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:05 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. This should include transgender students and teachers to ensure that they have the same protection as other students in the realm of harassment.

Thank you,

Mr. Cory Hall



From: [Human Rights Campaign](#) on behalf of [Hazel Mcleod](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:03 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Hazel Mcleod

A black rectangular redaction box covering the signature of Ms. Hazel Mcleod.

From: [Human Rights Campaign](#) on behalf of [Sheridan Johnson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:03 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Sheridan Johnson

A black rectangular redaction box covering the signature of Ms. Sheridan Johnson.

From: [Human Rights Campaign](#) on behalf of [Acadia Gribble](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:07:58 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

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Thank you,

Ms. Acadia Gribble

A black rectangular redaction box covering the signature of Ms. Acadia Gribble.

From: [Human Rights Campaign](#) on behalf of [Jo Louise Klein](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 5:08:37 PM

May 4, 2015

Ryan McElveen

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jo Louise Klein



From: [Human Rights Campaign](#) on behalf of [Janet Fitch](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:08 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a Fairfax County school graduate myself, I expect Fairfax County to be on the leading edge in providing a safe and secure environment for all students and educators consistent with the US Department of Education guidance to include "gender identity and expression" in our non-discrimination protections. Thank you for your time and support to this important proposed change.

Thank you,

Ms. Janet Fitch

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Mackenzie Aylward](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:19 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Mackenzie Aylward



From: [Human Rights Campaign](#) on behalf of [Amy Angel](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:19 PM

May 4, 2015

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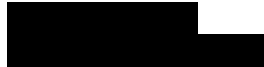
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Thank you,

Ms. Amy Angel

A black rectangular redaction box covering the signature of Ms. Amy Angel.

From: [Human Rights Campaign](#) on behalf of [Rachel Kline](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:15 PM

May 4, 2015

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Thank you,

Ms. Rachel Kline

A black rectangular redaction box covering the signature of Ms. Rachel Kline.

From: [Human Rights Campaign](#) on behalf of [Ryan Salisbury](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:10 PM

May 4, 2015

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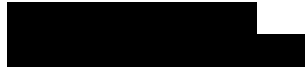
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Thank you,

Mr. Ryan Salisbury

A black rectangular redaction box covering the signature of Mr. Ryan Salisbury.

From: [Human Rights Campaign](#) on behalf of [Jane Anne Gleason](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:09 PM

May 4, 2015

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Thank you,

Mrs. Jane Anne Gleason

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Margo Kujat](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:06 PM

May 4, 2015

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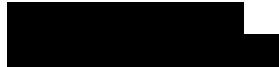
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Thank you,

Ms. Margo Kujat

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Falak Ojje](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:05 PM

May 4, 2015

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Thank you,

Miss Falak Ojje

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Alexander Schreiber-Heinz](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:03 PM

May 4, 2015

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Thank you,

Mr. Alexander Schreiber-Heinz

A black rectangular redaction box covering the signature of Mr. Alexander Schreiber-Heinz.

From: [Human Rights Campaign](#) on behalf of [Dave Mcharg](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:03 PM

May 4, 2015

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Thank you,

Mr. Dave Mcharg



From: [Human Rights Campaign](#) on behalf of [Esther Park](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:01 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Esther Park

A black rectangular redaction box covering the signature of Miss Esther Park.

From: [Human Rights Campaign](#) on behalf of [Diana Yglesias](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:00 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

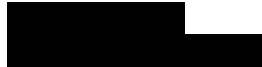
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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Diana Yglesias

A black rectangular redaction box covering the signature of Ms. Diana Yglesias.

From: [Human Rights Campaign](#) on behalf of [Rachel Goldsmith](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:00 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Rachel Goldsmith

A black rectangular redaction box covering the signature of Ms. Rachel Goldsmith.

From: [Human Rights Campaign](#) on behalf of [Emily Heiden](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:59 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

I have taught transgender students at both the high school and college level, and can tell you as an educator that it is essential that a school's administration serve as both a model of how to treat all people as well as a first line of defense against discrimination. I care about ALL of my students, and those who identify as transgender are no different. Such students need extra protection against the social stigmas they're already dealing with. Please exemplify compassion, practice empathy, and act as a role model in this decision.

Thank you,

Ms. Emily Heiden

A black rectangular redaction box covering the signature of Ms. Emily Heiden.

From: [Human Rights Campaign](#) on behalf of [Del Hardesty](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:59 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a resident of Fairfax County, I want all students to have safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Del Hardesty

A black rectangular redaction box covering the signature of Mr. Del Hardesty.

From: [Human Rights Campaign](#) on behalf of [Gianna Sheffield](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:58 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Gianna Sheffield

A black rectangular redaction box covering the signature of Ms. Gianna Sheffield.

From: [Human Rights Campaign](#) on behalf of [Alexander Schreiber-Heinz](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:56 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Alexander Schreiber-Heinz

A black rectangular redaction box covering the signature of Mr. Alexander Schreiber-Heinz.

From: [Human Rights Campaign](#) on behalf of [Jewel Cardwell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:53 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jewel Cardwell

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Rolando Valdes](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:52 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Rolando Valdes

A black rectangular redaction box covering the signature of Mr. Rolando Valdes.

From: [Human Rights Campaign](#) on behalf of [Kathiegong Williams](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:38:23 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

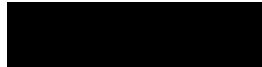
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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kathiegong Williams

A black rectangular redaction box covering the signature of Ms. Kathiegong Williams.

From: [Human Rights Campaign](#) on behalf of [Katherine Shockley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:09:06 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. As an educator myself, I struggle to ensure that all of my students feel safe without any support from school bylaws.

Thank you,

Miss Katherine Shockley



From: [Human Rights Campaign](#) on behalf of [Kailey Kefi](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:59 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kailey Kefi



From: [Human Rights Campaign](#) on behalf of [Anna Dinh](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:58 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Anna Dinh

A black rectangular redaction box covering the signature of Ms. Anna Dinh.

From: [Human Rights Campaign](#) on behalf of [Connor White](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:57 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Connor White

A black rectangular redaction box covering the signature of Mr. Connor White.

From: [Human Rights Campaign](#) on behalf of [Katie Busch](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:55 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Katie Busch

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Nicolas Martin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:50 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Nicolas Martin

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Cheryl Zellmer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:38 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Cheryl Zellmer



From: [Human Rights Campaign](#) on behalf of [Duane Ludwig](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:37 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Duane Ludwig

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Reiad Nazzal](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:37 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Reiad Nazzal

A black rectangular redaction box covering the signature of Mr. Reiad Nazzal.

From: [Human Rights Campaign](#) on behalf of [Chris Perkins](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:32 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Chris Perkins

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Forrest Hirsh](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:29 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Forrest Hirsh

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Jessica Kaplan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:28 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

While I believe that all students deserve safe, supportive schools that are free from discrimination, bullying, and harassment, since I am the parent of children who attend Fairfax County Public Schools I think it is particularly important for my kids to see that position overtly supported by their school system.

Thank you,

Ms. Jessica Kaplan

A black rectangular redaction box covering the signature of Ms. Jessica Kaplan.

From: [Human Rights Campaign](#) on behalf of [Kellie Burke](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:27 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kellie Burke



From: [Human Rights Campaign](#) on behalf of [Jamilah Suarez](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:27 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jamilah Suarez

A black rectangular redaction box covering the signature of Ms. Jamilah Suarez.

From: [Human Rights Campaign](#) on behalf of [Lili Crowley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:26 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

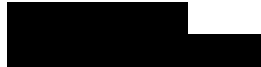
Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Lili Crowley

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Asha Jones](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:25 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Asha Jones



From: [Human Rights Campaign](#) on behalf of [Bonnie Hobbs](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:24 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Bonnie Hobbs



From: [Human Rights Campaign](#) on behalf of [Kristen Campbell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:23 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a Fairfax County resident, this issue matters to me and my family!

Thank you,

Ms. Kristen Campbell



From: [Human Rights Campaign](#) on behalf of [Jennifer Richards](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:37:51 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. This is a very personal issue to me as [REDACTED] attends a Fairfax County Public School and has two very close friends who are transgender. We have welcomed them into our home and call them by the pronouns they identify with. The stories that [REDACTED] has told us regarding name calling and bullying to these friends of [REDACTED] has caused many tear filled discussions of what [REDACTED] can do to help them- this is a huge burden for a teenager to feel they are taking on alone. This is an issue that the school must take on and embrace and care for every student, no matter how they identify as a gender. I love these children and it breaks my heart to see how much it hurts them and their friends when they are not seen for who they really are and how they identify. Please PLEASE add protections for them.

Thank you,

Mrs. Jennifer Richards
[REDACTED]

From: dipyle@cox.net
To: dipyle@cox.net
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Vote NO to transgender teachers!!!
Date: Monday, May 04, 2015 4:22:04 PM

It is simply stunning that this topic is being given any amount of consideration. Keep our children SAFE! VOTE NO to transgender teachers in the classroom.

From: [Human Rights Campaign](#) on behalf of [Jessica Baker](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:21 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jessica Baker

A black rectangular redaction box covering the signature of Ms. Jessica Baker.

From: [Human Rights Campaign](#) on behalf of [Tami Palacky](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:21 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Tami Palacky

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [trey eckels](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:19 PM

May 4, 2015

Ryan McElveen

Dear McElveen,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. trey eckels


From: [Human Rights Campaign](#) on behalf of [Robert Price](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:18 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

It is self evident that students in an environment that is welcoming and accepting of them is one where those students can be successful. The primary role of schools is to educate students. As such, schools should undertake all means necessary to deliver an exceptional education. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Robert Price

A black rectangular redaction box covering the signature of Mr. Robert Price.

From: [Human Rights Campaign](#) on behalf of [Shannon Romulus](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:18 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve to have the chance to be true to themselves and that should be celebrated at all levels of discipline.

Thank you,

Miss Shannon Romulus

A black rectangular redaction box covering the signature of Miss Shannon Romulus.

From: [Human Rights Campaign](#) on behalf of [Brooke Kane](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:17 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Brooke Kane

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Jessica Findley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:17 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

As a parent of a current Fairfax County School District kindergartener, this issue is an important one for me.

Thank you,

Ms. Jessica Findley

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Tiffany Nguyen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:16 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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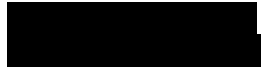
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Tiffany Nguyen

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Andrea Berger](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:15 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Andrea Berger

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Crystal Williams](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:14 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Crystal Williams

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Sarah Casey](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:14 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

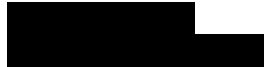
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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Sarah Casey

A black rectangular redaction box covering the signature of Miss Sarah Casey.

From: [Human Rights Campaign](#) on behalf of [April Medina](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:14 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. April Medina

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Maria Gargano](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:14 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Maria Gargano

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Margaret Cortezi](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:13 PM

May 4, 2015

Ryan McElveen

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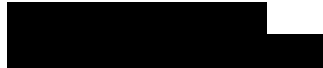
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Margaret Cortezi



From: [Human Rights Campaign](#) on behalf of [Mary Lee McIntyre](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:12 PM

May 4, 2015

Ryan McElveen

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. Can we expect some positive action on this issue from the School Board?

Thank you,

Mrs. Mary Lee McIntyre

A large black rectangular redaction box covering the signature of Mrs. Mary Lee McIntyre.

From: [Human Rights Campaign](#) on behalf of [Christa Dodoo](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:11 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Christa Dodoo

A black rectangular redaction box covering the signature of Ms. Christa Dodoo.

From: [Human Rights Campaign](#) on behalf of [Colleen Naseem](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:10 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Colleen Naseem



From: [Human Rights Campaign](#) on behalf of [Jonathan Flowers](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:10 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Jonathan Flowers

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Melissa Das](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:09 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mrs. Melissa Das



From: [Human Rights Campaign](#) on behalf of [James Langley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:08 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. James Langley

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Raul Ortega](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:08 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Raul Ortega

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Ashley America](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:08 PM

May 4, 2015

Ryan McElveen

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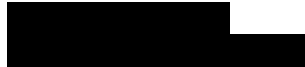
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Thank you,

Ms. Ashley America

A black rectangular redaction box covering the signature of Ms. Ashley America.

From: [Human Rights Campaign](#) on behalf of [Pamela Larson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:06 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Pamela Larson

A black rectangular redaction box covering the signature of Ms. Pamela Larson.

From: [Human Rights Campaign](#) on behalf of [Erica Marros](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:21 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Erica Marros

A black rectangular redaction box covering the signature of Ms. Erica Marros.

From: [Human Rights Campaign](#) on behalf of [Nicole Martin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:03 PM

May 4, 2015

Ryan McElveen

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Thank you,

Miss Nicole Martin

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Adam Noor](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:00 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Adam Noor



From: [Human Rights Campaign](#) on behalf of [Maria-Paula Barahona](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:58 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Maria-Paula Barahona

A black rectangular redaction box covering the signature of Ms. Maria-Paula Barahona.

From: [Human Rights Campaign](#) on behalf of [Ardelle Mbita](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:57 PM

May 4, 2015

Ryan McElveen

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Thank you,

Miss Ardelle Mbita

A black rectangular redaction box covering the signature of Miss Ardelle Mbita.

From: [Human Rights Campaign](#) on behalf of [Noah Strike](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:57 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Noah Strike

A black rectangular redaction box covering the signature of Mr. Noah Strike.

From: [Human Rights Campaign](#) on behalf of [Lorraine Sheffield](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:55 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Lorraine Sheffield



From: [Human Rights Campaign](#) on behalf of [Rosanne DeLuca](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:53 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Rosanne DeLuca



From: [Human Rights Campaign](#) on behalf of [Sarah Masters & Paul Kearney](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:07:51 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Sarah Masters & Paul Kearney

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Karen Weinberger](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:35 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mrs. Karen Weinberger

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Senseney Marshall](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:34 PM

May 4, 2015

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Thank you,

Ms. Senseney Marshall

A black rectangular redaction box covering the signature of Ms. Senseney Marshall.

From: [Human Rights Campaign](#) on behalf of [Kate Law](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:31 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Kate Law

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Herman Ayayo](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:31 PM

May 4, 2015

Ryan McElveen

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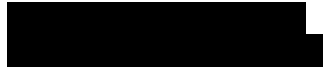
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Thank you,

Mr. Herman Ayayo

A black rectangular redaction box covering the signature of Mr. Herman Ayayo.

From: [Human Rights Campaign](#) on behalf of [Colleen Neumann](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:22 PM

May 4, 2015

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Thank you,

Dr. Colleen Neumann

A black rectangular redaction box covering the signature of Dr. Colleen Neumann.

From: [Human Rights Campaign](#) on behalf of [ANNE BURKE](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:20 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. ANNE BURKE



From: [Human Rights Campaign](#) on behalf of [Jen Salierno](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:18 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Jen Salierno



From: [Human Rights Campaign](#) on behalf of [Sheri Lemon](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:16 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Sheri Lemon

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Richard Cogan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:12 PM

May 4, 2015

Ryan McElveen

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Thank you,

Miss Richard Cogan

A black rectangular redaction box covering the signature of Miss Richard Cogan.

From: [Human Rights Campaign](#) on behalf of [Caroline McCormack](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:12 PM

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Caroline McCormack



From: [Human Rights Campaign](#) on behalf of [Michelle StJohn](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:10 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mrs. Michelle StJohn

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Clarice Wise](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:07 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Clarice Wise

A black rectangular redaction box covering the signature of Ms. Clarice Wise.

From: [Human Rights Campaign](#) on behalf of [Alexis Sanchez](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:07 PM

May 4, 2015

Ryan McElveen

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment and as someone who went to Fairfax County schools all my life I know first hand how important this is. Our student need a safe place to grow into themselves. Schools should protect their students.

Thank you,

Miss Alexis Sanchez

A black rectangular redaction box covering the signature of Miss Alexis Sanchez.

From: [Human Rights Campaign](#) on behalf of [Katen Milliken](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:06 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Katen Milliken



From: [Human Rights Campaign](#) on behalf of [Jessica Salazar](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:06 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Jessica Salazar

A black rectangular redaction box covering the signature of Ms. Jessica Salazar.

From: [Human Rights Campaign](#) on behalf of [Richard Cogan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:04 PM

May 4, 2015

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Thank you,

Miss Richard Cogan

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Michael Seltzer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 4:08:05 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Dr. Michael Seltzer



From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Fields, Melissa](#)
Subject: FW: Gender Identity Policy on the Agenda -- MASON
Date: Monday, May 04, 2015 1:54:00 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: jwynmcp@verizon.net [mailto:jwynmcp@verizon.net]
Sent: Friday, May 01, 2015 1:25 PM
To: School Board; McElveen, Ryan (School Board Member); Turpin, Melanie; Moon, Ilryong (School Board Member); Kinney, Joann V.; Velkoff, Theodore (School Board Member); Partlow, Kathy; McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Montano, Sonya; Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Evans, Sandy (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Fields, Melissa; Hynes, Patricia (School Board Member); Hook, Mary Ellen; Storck, Dan (School Board Member); Smith, Kathy L (School Board Member); Superintendent Garza
Subject: Gender Identity Policy on the Agenda

Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy. I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,
Jennifer Peters

Jennifer Peters


From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Turpin, Melanie](#)
Subject: FW: May 7 transgender vote --BRADDOCK
Date: Monday, May 04, 2015 1:34:30 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Joseph Henson [mailto:hensonjazz@gmail.com]
Sent: Friday, May 01, 2015 11:11 AM
To: School Board
Subject: May 7 transgender vote

Board members,

Please vote NO. Thank you for caring about our children, our values and our nation.

Respectfully

Joseph Henson

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Turpin, Melanie](#)
Subject: FW: My Vote for transgender locker rooms/bathrooms -- BRADDOCK
Date: Monday, May 04, 2015 2:25:30 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: [REDACTED]
Sent: Friday, May 01, 2015 2:56 PM
To: School Board
Subject: My Vote for transgender locker rooms/bathrooms

Hello FCPS board members

I wholeheartedly vote NO! on this transgender decision. This year will be my first year in public school and I don't want my [REDACTED] to be unpleasant as a result of this one decision. I will now give reasons why it would make [REDACTED] unpleasant. 1) When you think about it, this really is a disgusting idea. People were made the way that they are supposed to be and they want to have a chance to change that. It's not a good idea, because we were made for a purpose, and that isn't to change ourselves to someone else completely. 2) I am preparing to pick my friends carefully in public school. If this decision is made, then there will be more and more kids wanting to be a different gender. I don't know about anyone else, but I would want a friend that is either completely female or completely male, not someone fake that is insecure about themselves. I also wouldn't want a friend that will try to change my beliefs and my body.

I beg you to NOT agree to this decision.

Thank you for caring for the good of the teens of this county.

[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: ryan.mcelveen@gmail.com
Subject: Fwd: transgender issues -- Fax Received in the School Board Office
Date: Monday, May 04, 2015 2:49:43 PM
Attachments: [20150504142151774.pdf](#)
[ATT00001.htm](#)

Begin forwarded message:

From: "Fields, Melissa" <mkfields@fcps.edu>
Date: May 4, 2015 at 2:24:31 PM EDT
To: School Board Members <SchBoard@fcps.edu>, School Board Office
<schoolboardoffice@fcps.edu>
Subject: transgender issues -- Fax Received in the School Board Office

The attached facsimile came to my attention in the School Board office. In talking it over with Yvette Rhodes the letter has been scanned and is attached to my email for your review.

Thank you,

Melissa K. Fields

Fairfax County School Board Office
Executive Administrative Assistant to:

Sandy Evans, Mason District

Elizabeth L. Schultz, Springfield District

Phone: 571-423-1069

Fax: 571- 423-1067

Obtained by Judicial Watch, Inc. Via FOIA

Brobst Violin Shop

COLLECTORS • DEALERS • MAKERS

5584 GENERAL WASHINGTON DRIVE • ALEXANDRIA, VIRGINIA 22312
PHONE (703) 256-0566 • FAX (703) 354-3954



FAX TRANSMITTAL COVER LETTER

FAX # (703) 354-3954

TO: Melissa Fields, Exe. Adm. Assistant
Fairfax County School Board Office

FAX NO.: 571-423-1067DATE: May 4, 2015 TIME: _____FROM: Emily Brobst1 Page(s) are to follow this cover sheet.

If you do not receive all pages, please call (703) 256-0566 and ask for your party.

MESSAGE:

Dear Ms. Fields,
Please make the attached letter to
Elizabeth Schultz available to
the Chairman and the other
Board members.

I regret the delay in contacting
the members of the Board, and
deeply appreciate Ms. Schultz's
memos to me.

Thankyou!

Emily Brobst

Obtained by Judicial Watch, Inc. Via FOIA

Emily Brobst

From: "Emily Brobst" <embro35@verizon.net>
 To: <Elizabeth.Schultz@fcps.edu>
 Sent: Thursday, April 23, 2015 10:58 PM
 Subject: transgender issues
 Dear Ms. Schultz;

*To Board members
 McElveen, Moon, Velkoff
 Mehaughlin, Strauss, Hynes, (Chmn) Kauta
 Evans, Storck, Reed, and Smith*

Earlier this week I sent my carefully--composed letter to the school board at its behest. I thought my letter would be reproduced and distributed to all the Board members. That may not be the case. So I must reiterate my strong opposition to advancing the cause of a tiny minority of students (and teachers/staff) where issues of gender confusion arise, affecting entire school populations.

Schools are not to be used as laboratories. They used to be designed to aid children in the process of becoming competent citizens, equipped to maneuver easily, it is hoped, within the larger society, using the tools of math, science, language, and so on. Regardless whether a student feels unsure how he fits in ("he" is generic for all mankind), it seems sophomoric to up-end whole populations in the school setting for the nebulous benefit of accommodating that one student. The student can be gently counseled and resources made available to his or her parents to mitigate any perceived problems which might erupt.

Various popular movements seem to spring up overnight, discombobulating vast swaths of the country. The rudder of this once-grand "ship of State" has been seized by groups who are able to turn it this way and that, causing this Ship to begin shifting dangerously close to social chaos.

Our various belief systems are under attack. One crisis is underway while another grabs attention. Crisis upon crisis is the norm. Our military personnel are having the rug pulled out from beneath them because the president has decreed that there will be no expression of faith in their ranks; (especially Christianity) and the core beliefs which have steadied many a young person on duty for our country's welfare have been expunged from many a military manual.

Chaplains have been ordered "not to pray in Jesus' name". Natural disasters, economic conditions, epidemics, foreign involvements, hypersexualization of our youth, mental disorders, one-parent households, loss of income, fraud, corruption in high places and low: All these problems make one's head swim. So let us add a new and greater threat to our children's fragile mental state!

Some of us are still able to think rationally, and we are trying to keep this Ship from capsizing. Please, Ms. Schultz and your colleagues, rein in the forces of unbridled and uninformed, hysterical cries for change. Deal with students as they physically present themselves with the attributes of male or female gender they were born with. Tell these students that these other issues will indeed get the attention they deserve with the proper professional experts doing the work. It may be that this approach could calm most students who have genuine concern, and separate them from those who are eager for attention for its own sake or are simply caught up in the prevailing climate of confusion.

Sincerely,

Emily J. Brobst

Emily Brobst
 Alexandria City Public Schools (ret.)
 embro35@verizon.net.

4/23/2015

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [School Board Office](#)
Subject: Petition from the Unitarian Universalist Congregation of Fairfax
Date: Monday, May 04, 2015 2:55:30 PM
Attachments: [Petition from Universalist Congregation of Fairfax.pdf](#)

The attached petition (32 letters) to “support the inclusion of ‘gender identity’ in the nondiscrimination policy for Fairfax County Public Schools” was received via fax in the SBO today.

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

April/May, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042
email: fairfaxcountyschoolboard@fcps.edu
Fax: 571-423-1067

Dear Members of the Fairfax County School Board:

I am writing you today as a member of the Unitarian Universalist Congregation of Fairfax. (UUCF) I am writing in regards to Policy 1450. I support the inclusion of "gender identity" in the nondiscrimination policy for Fairfax County Public Schools.

As a Unitarian Universalist, I live by a set of principles and the first one is to "affirm the inherent worth and dignity of all human beings." This policy does that. Forty-one percent of transgender and gender non-conforming people will attempt suicide. We can prevent many of those suicides by creating safe and accepting spaces where those who are transgender and gender non-conforming can thrive.

Some will say that changing this policy to include transgender and gender non-conforming individuals will put their peers at risk. To date, there has never been a case of a transgender person hurting another person in a bathroom. Meanwhile, using the bathroom can be risky for transgender and gender non-conforming people; many are bullied and emotionally and physically assaulted.

I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Vanessa
Print Name & Sign

Home Address

Personal note:

I'm able to understand the bullying teens go through very well, because I'm always around it. I think including gender identity in the policy would really help to stop bullying. Bullying is not okay, and everyone deserves to feel loved & accepted at school.

Tri-fold, tape and stamp to mail

April/May, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042
email: fairfaxcountyschoolboard@fcps.edu
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Sincerely,

Jessica

Print Name & Sign

Jessica

Personal note:

Home Address

Tri-fold, tape and stamp to mail

April/May, 2015

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Sincerely,

Joanna Walker
Joanna Walker
Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Maria Ann Lefko

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Timothy Casey
Tim J. Casey
Print Name & Sign

[Redacted]
Home Address
[Redacted]

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Stephen A. Gold 

Print Name & Sign

Home Address 

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Terril Steichen

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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Falls Church, VA 22042
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Fax: 571-423-1067

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Katherine M. Wable
Katherine M. Wable

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

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As a Unitarian Universalist, I live by a set of principles and the first one is to "affirm the inherent worth and dignity of all human beings." This policy does that. Forty-one percent of transgender and gender non-conforming people will attempt suicide. We can prevent many of those suicides by creating safe and accepting spaces where those who are transgender and gender non-conforming can thrive.

Some will say that changing this policy to include transgender and gender non-conforming individuals will put their peers at risk. To date, there has never been a case of a transgender person hurting another person in a bathroom. Meanwhile, using the bathroom can be risky for transgender and gender non-conforming people; many are bullied and emotionally and physically assaulted.

I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Carol Jensen

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042
email: fairfaxcountyschoolboard@fcps.edu
Fax: 571-423-1067

Dear Members of the Fairfax County School Board:

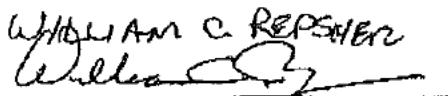
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Sincerely,

WILLIAM C. REPSHIER


Print Name & Sign


Home Address

Personal note:

This is the right thing to do!

Tri-fold, tape and stamp to mail

April/May, 2015

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Sincerely,

Susan Kenney-Pfizer

Print Name & Sign



Personal note:

Home Address

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Sincerely,

Donald Andrews


Print Name & Sign


Home Address

Personal note:

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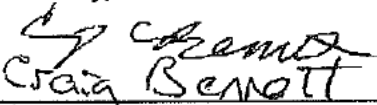
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Sincerely,


Craig Bennett

Print Name & Sign

Home Address

Personal note:

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Sincerely,

Gladys Henrikson
Print Name & Sign

[Redacted]
Home Address

Personal note:

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Sincerely,



Print Name & Sign

Susan Creekmore

Personal note:


Home Address

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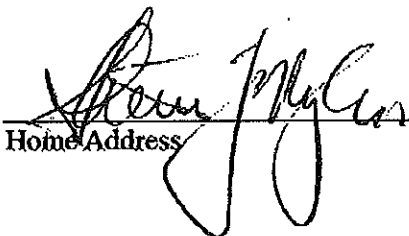
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Sincerely,

STEVEN J. MYLES
Print Name & Sign


Home Address

Personal note:

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Sincerely,

Lydia Lewis

Print Name & Sign

Lydia Lewis

Personal note:

Home Address

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April/May, 2015

Obtained by Judicial Watch, Inc. Via FOIA

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Sincerely,


Elizabeth C. Anderson
Print Name & Sign


Home Address

Personal note:

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Sincerely,

Darryl L Brantinger

Print Name & Sign

Personal note:

Home Address

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Sincerely,

Marsha Giusti
Marsha Giusti

Print Name & Sign

Home Address

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Sincerely,

Diana Tyler-Bice

Print Name & Sign

DM Tyler-Bice

Personal note:

Home Address

Tri-fold, tape and stamp to mail

April/May, 2015

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Sincerely,

Sandra B. Myler

Sandra Myler

Print Name & Sign

Home Address

Personal note:

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Sincerely,

JODY SOLELL
Print Name & Sign


Home Address

Personal note:

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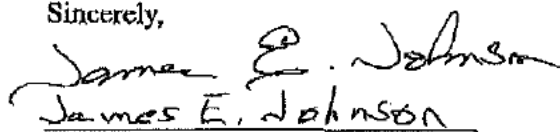
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Sincerely,


James E. Johnson

Print Name & Sign


Home Address

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Sincerely,

Harrell K. Fuller

Harrell K. Fuller

Print Name & Sign

Home Address

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Sincerely,


JOHN A. KUN

Print Name & Sign


Home Address

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ZOFIA A. ZAGER
Print Name & Sign

Personal note:

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Sincerely,

Gerald V. Roje

Print Name & Sign

Personal note:

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Mrs. William R. Perlik

Therese R. Perlik

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

April/May, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042
email: fairfaxcountyschoolboard@fcps.edu
Fax: 571-423-1067

Dear Members of the Fairfax County School Board:

I am writing you today as a member of the Unitarian Universalist Congregation of Fairfax. (UUCF) I am writing in regards to Policy 1450. I support the inclusion of "gender identity" in the nondiscrimination policy for Fairfax County Public Schools.

As a Unitarian Universalist, I live by a set of principles and the first one is to "affirm the inherent worth and dignity of all human beings." This policy does that. Forty-one percent of transgender and gender non-conforming people will attempt suicide. We can prevent many of those suicides by creating safe and accepting spaces where those who are transgender and gender non-conforming can thrive.

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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Katherine Riddle

Print Name & Sign

Katherine Riddle

Personal note:

Home Address

I fully support Policy 1450.6!

Tri-fold, tape and stamp to mail

April/May, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042
email: fairfaxcountyschoolboard@fcps.edu
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I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

Janet Cushing, Janet Cushing

Print Name & Sign

Home Address

Personal note:

Tri-fold, tape and stamp to mail

From: [Human Rights Campaign](#) on behalf of [Jennifer Tulo](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:03 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jennifer Tulo

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Erin Mooney](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:01 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Erin Mooney

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Pamela Gilbert](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:00 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Pamela Gilbert

A black rectangular redaction box covering the signature of Ms. Pamela Gilbert.

From: [Human Rights Campaign](#) on behalf of [Claudia Moore](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:58 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Claudia Moore

A black rectangular redaction box covering the signature of Ms. Claudia Moore.

From: [Human Rights Campaign](#) on behalf of [José Kiper](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:57 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. José Kiper

A black rectangular redaction box covering the signature of Mr. José Kiper.

From: [Human Rights Campaign](#) on behalf of [Taffany Bickley](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:56 PM

May 4, 2015

Ryan McElveen

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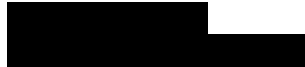
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Thank you,

Ms. Taffany Bickley

A black rectangular redaction box covering the signature of Ms. Taffany Bickley.

From: [Human Rights Campaign](#) on behalf of [Loan Withrow](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:55 PM

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Loan Withrow

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Erica Fremont](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:51 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Ms. Erica Fremont

A black rectangular redaction box covering the signature of Ms. Erica Fremont.

From: [Human Rights Campaign](#) on behalf of [Margaret Brkic](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:51 PM

May 4, 2015

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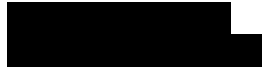
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Thank you,

Ms. Margaret Brkic

A black rectangular redaction box covering the signature of Ms. Margaret Brkic.

From: [Human Rights Campaign](#) on behalf of [Susan McKinney](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:49 PM

May 4, 2015

Ryan McElveen

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Thank you,

Ms. Susan McKinney

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Geri Falek](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:37:44 PM

May 4, 2015

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Thank you,

Ms. Geri Falek

A black rectangular redaction box covering the signature of Ms. Geri Falek.

From: [Human Rights Campaign](#) on behalf of [Mike Robinson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:07:52 PM

May 4, 2015

Ryan McElveen

Dear McElveen,

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Thank you,

Mr. Mike Robinson

A black rectangular redaction box covering the signature of Mr. Mike Robinson.

From: [Human Rights Campaign](#) on behalf of [Mohammad Khan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:07:50 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mr. Mohammad Khan

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Edward Mulligan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:07:49 PM

May 4, 2015

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Thank you,

Mr. Edward Mulligan

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Angela Judy](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:07:47 PM

May 4, 2015

Ryan McElveen

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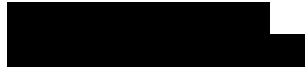
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Thank you,

Ms. Angela Judy

A black rectangular redaction box covering the signature of Ms. Angela Judy.

From: [Human Rights Campaign](#) on behalf of [Jennifer Brown](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:07:46 PM

May 4, 2015

Ryan McElveen

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Thank you,

Mrs. Jennifer Brown



From: [Human Rights Campaign](#) on behalf of [Robert Siegel](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Monday, May 04, 2015 3:38:03 PM

May 4, 2015

Ryan McElveen

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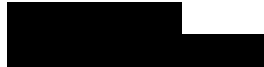
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Thank you,

Mr. Robert Siegel

A black rectangular redaction box covering the signature of Mr. Robert Siegel.

From: [McElveen, Ryan \(School Board Member\)](#)
To: [REDACTED]
Cc: [Turpin, Melanie](#)
Subject: RE: Fairfax Count Non-Discrimination Policy
Date: Monday, May 04, 2015 2:27:31 PM

Hi [REDACTED],

Sorry for the delay in writing. Ironically your message was buried in other emails about this policy change.

At this point, it's very simple: I am seeking to add "gender identity" to the protected classes in our nondiscrimination policy. I believe that all students and employees should be treated equally, without fear of discrimination. This is something that our policy already provides for under the category of "sex," but I believe strongly that the nondiscrimination policy serves as a statement of beliefs of the school board. We need to clearly and unequivocally support all of our students--particularly those most at risk.

Let me know if you have any further questions.

Sincerely,

Ryan

From: [REDACTED]
Sent: Friday, May 01, 2015 9:26 AM
To: McElveen, Ryan (School Board Member)
Subject: Fairfax Count Non-Discrimination Policy

Dear Mr. McElveen,

Hi, my name is [REDACTED] and I am on the Watchdog newspaper publication at Westfield High School. I am doing a story for this issue about trans-gender students and was wondering if you can clarify what you are trying to do in order to protect trans-gender students and identity expression in your non-discrimintaion policy and what your stance is on the issue? Thank you for your time.

[REDACTED]

From: [Jacqueline Prather](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Thursday's vote concerning gender orientation
Date: Monday, May 04, 2015 3:36:54 PM

Mr. McElveen,

I understand the Fairfax County school board will be voting on Thursday to add gender orientation into their nondiscrimination policy. I am concerned because this is a very big issue and I don't believe many constituents are even aware that this vote is happening. Please table the vote and make sure that the parents of Fairfax County are able to understand the implications of this vote before it is made.

I am against the inclusion of such language because it will have implications for the hiring of teachers, bathroom use, sports teams etc. No good can come from driving a vote through without properly vetting the voting body and making sure all people understand the implications. I myself [REDACTED] and would not like any [REDACTED], regardless of gender identity, to use the bathroom or locker room [REDACTED]. It is their right to not want a [REDACTED] in the bathroom or locker room with them. Should alternative bathrooms and locker rooms need to be established, who will pay for this? We have a deficit this year and a huge one next year. Should children receive special bathrooms over teacher pay raises? I urge you to vote NO on Thursday night. At the very least I respectfully ask that you motion to have the vote tabled until the schools and PTAs can let Fairfax County residents know about the vote and you can get a better understanding of the heart of the parents in Fairfax County on this issue.

Respectfully,

Jacquie Prather
[REDACTED]

From: [Fields, Melissa](#)
To: [School Board Members](#); [School Board Office](#)
Subject: transgender issues -- Fax Received in the School Board Office
Date: Monday, May 04, 2015 2:24:33 PM
Attachments: [20150504142151774.pdf](#)

The attached facsimile came to my attention in the School Board office. In talking it over with Yvette Rhodes the letter has been scanned and is attached to my email for your review.

Thank you,

Melissa K. Fields

Fairfax County School Board Office

Executive Administrative Assistant to:

Sandy Evans, Mason District

Elizabeth L. Schultz, Springfield District

Phone: 571-423-1069

Fax: 571- 423-1067

Obtained by Judicial Watch, Inc. Via FOIA

Brobst Violin Shop

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5584 GENERAL WASHINGTON DRIVE • ALEXANDRIA, VIRGINIA 22312
PHONE (703) 256-0566 • FAX (703) 354-3954



FAX TRANSMITTAL COVER LETTER

FAX # (703) 354-3954

TO: Melissa Fields, Exe. Adm. Assistant
Fairfax County School Board Office

FAX NO.: 571-423-1067DATE: May 4, 2015 TIME: _____FROM: Emily Brobst1 Page(s) are to follow this cover sheet.

If you do not receive all pages, please call (703) 256-0566 and ask for your party.

MESSAGE:

Dear Ms. Fields,
Please make the attached letter to
Elizabeth Schultz available to
the Chairman and the other
Board members.

I regret the delay in contacting
the members of the Board, and
deeply appreciate Ms. Schultz's
memos to me.

Thank you!

Emily Brobst

Obtained by Judicial Watch, Inc. Via FOIA

Emily Brobst

From: "Emily Brobst" <embro35@verizon.net>
 To: <Elizabeth.Schultz@fcps.edu>
 Sent: Thursday, April 23, 2015 10:58 PM
 Subject: transgender issues
 Dear Ms. Schultz;

*To Board members
 McElveen, Moon, Velkoff
 Mehaughlin, Strauss, Hynes, (Chmn) Kauta
 Evans, Storck, Reed, and Smith*

Earlier this week I sent my carefully--composed letter to the school board at its behest. I thought my letter would be reproduced and distributed to all the Board members. That may not be the case. So I must reiterate my strong opposition to advancing the cause of a tiny minority of students (and teachers/staff) where issues of gender confusion arise, affecting entire school populations.

Schools are not to be used as laboratories. They used to be designed to aid children in the process of becoming competent citizens, equipped to maneuver easily, it is hoped, within the larger society, using the tools of math, science, language, and so on. Regardless whether a student feels unsure how he fits in ("he" is generic for all mankind), it seems sophomoric to up-end whole populations in the school setting for the nebulous benefit of accommodating that one student. The student can be gently counseled and resources made available to his or her parents to mitigate any perceived problems which might erupt.

Various popular movements seem to spring up overnight, discombobulating vast swaths of the country. The rudder of this once-grand "ship of State" has been seized by groups who are able to turn it this way and that, causing this Ship to begin shifting dangerously close to social chaos.

Our various belief systems are under attack. One crisis is underway while another grabs attention. Crisis upon crisis is the norm. Our military personnel are having the rug pulled out from beneath them because the president has decreed that there will be no expression of faith in their ranks; (especially Christianity) and the core beliefs which have steadied many a young person on duty for our country's welfare have been expunged from many a military manual.

Chaplains have been ordered "not to pray in Jesus' name". Natural disasters, economic conditions, epidemics, foreign involvements, hypersexualization of our youth, mental disorders, one-parent households, loss of income, fraud, corruption in high places and low: All these problems make one's head swim. So let us add a new and greater threat to our children's fragile mental state!

Some of us are still able to think rationally, and we are trying to keep this Ship from capsizing. Please, Ms. Schultz and your colleagues, rein in the forces of unbridled and uninformed, hysterical cries for change. Deal with students as they physically present themselves with the attributes of male or female gender they were born with. Tell these students that these other issues will indeed get the attention they deserve with the proper professional experts doing the work. It may be that this approach could calm most students who have genuine concern, and separate them from those who are eager for attention for its own sake or are simply caught up in the prevailing climate of confusion.

Sincerely, *Emily J. Brobst*
 Emily Brobst
 Alexandria City Public Schools (ret.)
 embro35@verizon.net.

4/23/2015

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Comments re: FCPS non-discrimination policy BRADDOCK DISTRICT
Date: Friday, May 01, 2015 12:07:56 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Molly Long [mailto:mollymelvin@yahoo.com]
Sent: Thursday, April 30, 2015 12:26 PM
To: McLaughlin, Megan (School Board Member)
Cc: School Board; Turpin, Melanie
Subject: Comments re: FCPS non-discrimination policy

Dear Ms. McLaughlin,

It is a pleasure to meet you. As a Braddock District resident, I am emailing you to voice my concern regarding the proposed amendment to the FCPS non-discrimination policy scheduled for May 7, 2015. It is my understand the school Board is considering a "gender identity" amendment that will likely impact the use of school facilities like bathrooms and locker rooms. Please consider my following concerns:

- I have deep compassion for transgendered students and staff and support special accommodations for these students and staff. Specifically, I support accommodations like the use of a gender-neutral restroom or staff bathroom, or the sole use of a gender-specific bathroom when other students/staff are not present.
- I recommend the Board fully evaluate how the schools will address real and perceived concerns about every students right to privacy and a safe and comfortable learning environment. I request specific policies also be implemented to accommodate students who may feel uncomfortable sharing a bathroom facility or locker room with a transgendered student.
- I support full transparency in the governance of our schools and in considering such an amendment, I request the Board also "package" this amendment with the changes it will make to the entirety of the school code (for example, the dress code), so parents, staff, and residents can see how implementation of this policy would impact all areas of school operations and procedures.
- In addition, I request that any changes would be thoughtfully communicated to the school community and school guidance staff would be deployed to all classrooms with evidence-based curriculum to explain to students issues related to gender identity and how to this new policy will be implemented. This should include a detailed notice to all parents.

- Last, I highly support evidence-based policy change that considers the entirety of the population concerned; therefore, I urge the Board to consider this policy at a different time once more evidence on the impact of such a policy is available. For example, when the outcome of the [Gloucester County complaint](#) with the US Justice Department becomes available.

Thank you for considering my comments. Please confirm receipt of this email.

Sincerely,
Molly Long

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Fairfax County Consideration of Possible Mixed-Gender Bathrooms to accommodate "trans-gender" individuals PROVIDENCE
Date: Friday, May 01, 2015 2:02:33 PM
Importance: High

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: "Dibby (Edith) Clark" [<mailto:clarkeec@hers.com>]
Sent: Thursday, April 30, 2015 2:05 PM
To: McElveen, Ryan (School Board Member); Turpin, Melanie; Moon, Ilryong (School Board Member); Kinney, Joann V.; Velkoff, Theodore (School Board Member); Partlow, Kathy; Reed, Patty (School Board Member); Partlow, Kathy; Evans, Sandy (School Board Member); Fields, Melissa
Cc: School Board
Subject: Fairfax County Consideration of Possible Mixed-Gender Bathrooms to accommodate "trans-gender" individuals
Importance: High

To Fairfax County School Board Members,

I understand that the Fairfax County School Board will decide at meetings on April 23 (already passed) and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "trans-gender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, I understand that parents will be unable to move children from the class of a transgendered teacher.

I personally object strenuously to any such experiment or implementation of mixed-gender bathrooms to accommodate "trans-gender" teachers or students.

I am extremely concerned that Fairfax County has selected children -- the most vulnerable, most impressionable, most easily impacted, and least powerful people in our county -- as lab animals for such an experiment/implementation. Those members of the Fairfax County School Board with psychology/sociology/child development or related educations/degrees/backgrounds should well know the negative effects of should exposure could have on a child's development.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned before birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate a potential condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the concerns of parents who object to exposing their

developing children to this behavior is long overdue.

Government decisions & actions that affect the entire Fairfax County School system/school populations should accommodate the common good and the beliefs of the majority and not be dictated by a very small minority concerns about which should be directly addressed to that minority or any other minority and, in a democracy, not imposed on the majority and especially not on extremely impressionable developing children - the age group which is bracketed by birth and a legally aged adult in the district of concern when they can make their own choices.

We've accommodated minorities to the extent that the US educational system has been "dumbed down" to such an extent that we are no longer the superior educational system that we once were. Let us aim to lift up our children. Let us respect the rights of the majority as well as protect our minorities.

Edith C. Clark

[REDACTED]

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Gender Identity Addition to Non-Discrimination Policy -- BRADDOCK
Date: Monday, May 04, 2015 1:32:03 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Scher, Nicole
Sent: Friday, May 01, 2015 9:44 AM
To: School Board
Subject: Gender Identity Addition to Non-Discrimination Policy

Fairfax County School Board:

I am writing in support of the addition of gender identity to the non-discrimination policy. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [REDACTED] [REDACTED]

deserves the same protections against harassment and verbal and physical abuse as any other student. It is increasingly important that gender identity be added to the non-discrimination policy. Students are students. They are all different, unique, and special in a variety of ways. If our job is to provide a safe learning environment for students, how can we do that if we exclude the safety of certain students? More so, who are we to judge a student for something that has nothing to do with his ability to learn? I urge you to include gender identity in the non-discrimination policy. We need to make sure that ALL students have the right to a learning environment in which they can succeed.

Thank you,

Nicole Scher

[REDACTED]
[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: Gender Identity HUNTER MILL DISTRICT
Date: Thursday, April 30, 2015 5:02:48 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: kristen [REDACTED]
Sent: Wednesday, April 29, 2015 10:39 AM
To: School Board
Subject: Gender Identity

Dear Fairfax School Board Members,

[REDACTED] and I look forward to years of involvement in the FCPS as [REDACTED] learn and grow.

I understand that you are considering a vote on May 7th to expand the non-discrimination policy in FCPS to include gender identity. [REDACTED]

[REDACTED] being able to be involved as volunteers and welcomed in the school community.

Thanks for considering.

Kristen [REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Gender identity nondiscrimination policy BRADDOCK DISTRICT
Date: Thursday, April 30, 2015 5:02:27 PM

Lizette Torres-Barthel


*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: David A Kravitz [mailto:david.a.kravitz@gmail.com]
Sent: Wednesday, April 29, 2015 10:30 AM
To: School Board
Subject: Gender identity nondiscrimination policy

Dear Members of the Fairfax County School Board,

I was delighted to hear of the proposal to expand our district's nondiscrimination policy to include gender identity. I was saddened, but not surprised, to hear that you are facing public opposition to this forward-thinking proposal. I believe that opposition offers the clearest possible evidence for the need to pass the proposal. Unfortunately, gay, lesbian and transgender individuals still face bias and discrimination on a daily basis. I can understand the confusion and fear that underlies the bias against them – life was simpler when we could think of gender as a simple dichotomy and of sexual orientation as limited to a single polarity. Reality, however, is not that simple and being forced to face the more complex reality threatens the simple world views of the opponents. When our view of the world is threatened, we strike out. Unfortunately, when individuals who do not fit into the traditional gender and sexuality boxes are forced into them, damage is done. This is the reason for the horrific suicide rate of gay and transgendered youths. I hope you will keep the need of our students in the front of your minds as you discuss and vote on this important proposal. Their safety is more important than the psychological discomfort of the proposal's opponents.

Best wishes and thank you for your service to the community.

David Kravitz


From: [McElveen, Ryan \(School Board Member\)](#)
To: ryan.mcelveen@gmail.com
Subject: FW: Gender Identity policy--interested in speaking to you about community support
Date: Friday, May 01, 2015 11:59:44 AM

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 11:56 AM
To: McElveen, Ryan (School Board Member)
Subject: Re: Gender Identity policy--interested in speaking to you about community support

Thanks, Ryan. I've been working on getting some kids to talk to Taylor Shapiro. I know he's talked to some of them, though I don't know if he's got the information he wanted. I've contacted some other GSA sponsors about getting word out to their students too.

Of course, as teachers and people who care for youth, we're a little cautious about students' private information, but I think we can help him.

Thanks again for all you've done. We'll be there Thursday.

[REDACTED]

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
To: Robert [REDACTED]
Sent: Friday, May 1, 2015 11:43 AM
Subject: RE: Gender Identity policy--interested in speaking to you about community support

Robert,

Thanks so much for your email. One thing you could help with is this: a reporter with the Washington Post is hoping to profile at least one transgender student to give a human perspective to this policy change. Could you inquire if any of your students would be willing to speak with him? They have ways of protecting identity if that is a concern.

Thanks.

Ryan

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 7:43 AM
To: McElveen, Ryan (School Board Member)
Subject: Gender Identity policy--interested in speaking to you about community support

Dear Mr. McElveen,

I cannot thank you enough for proposing to the board that they add "Gender Identity" to the non-discrimination policy, both for its effect on the broader LGBT community in our Fairfax schools, and for its impact on the transgender and gender-non-conforming students in my Gay-Straight Alliance at West Potomac.

I was one of the organizers back in 2001-2002 in the efforts to add Sexual Orientation to the policy (alas for the then attorney-general's advisory policy that stopped Fairfax), and worked with the superintendent in 2000 to change the

policy on GSAs, allowing students to join.

I spoke to the board on April 23rd during citizen participation, when you were out of town. I've attached my comments here.

We're organizing now to get as much support at the meeting on the 7th, and inviting people (including students) to sign up to speak, on Monday morning (you can imagine how eager the students are to be up at 6 a.m.). If you are interested, I'd like to speak with you and get your thoughts on how the community can best support the board members in approving this policy (Josh Israel suggested I contact you). My cell is [REDACTED] I'm busy teaching during the day of course. If you'd be interested in talking, we could set up a time for a phone call (the weekend is free for me).

As an aside, I know that the American Family Association has put the board's email on their national website (they do this with local issues), so you may be getting emails from around the country in opposition. As far as our efforts go, I've been contacted by some parents of transgender teens in Loudoun and Falls Church city who wanted to speak to the board. I told them that they were ineligible as non-residents, but it couldn't hurt for the Fairfax School Board to hear the thoughts and experiences of parents of transgender students. Other than that, our outreach has been in to Fairfax County.

It's interesting that the members of my GSA (even those who are transgender or gender-non-conforming) are not incredibly motivated to come to the meeting, or email. My impression in knowing them over the course of the year is that they feel so powerless in their lives, in their conflicts with parents, peers and teachers, that the idea of doing something about the conditions of the school system is beyond the scope of what they think they can accomplish. These kids need as much support as we can offer them.

Let me know if you'd like to speak, or we could communicate by email ([REDACTED], or [REDACTED]y@fcps.edu<[mailto:\[REDACTED\]y@fcps.edu](mailto:[REDACTED]y@fcps.edu)>), given how busy we are.

Sincerely,

Robert [REDACTED]
[REDACTED]

West Potomac High School

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: gender identity PROVIDENCE DISTRICT
Date: Friday, May 01, 2015 3:23:37 PM

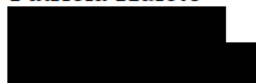
Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Trish kuleto [mailto:trishkuleto@gmail.com]
Sent: Thursday, April 30, 2015 8:13 PM
To: School Board
Subject: gender identity

I support gender identity in the fairfax schools, and all schools, for that matter.
thank you for your positive steps for this community.

Patricia Kuleto



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: I support Policy 1450.6 SPRINGFIELD DISTRICT
Date: Friday, May 01, 2015 3:21:30 PM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***
Ph: 571-423-1062
Fax: 571-423-1067

From: Laura Adler [mailto:ladler11306@yahoo.com]
Sent: Thursday, April 30, 2015 4:12 PM
To: School Board
Subject: I support Policy 1450.6

I live in Fairfax and I have school aged children and I support Policy 1450.6 to add gender identity to the nondiscrimination policy. Thanks. -Laura Adler

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Montano, Sonya](#)
Subject: FW: I support transgender children -- DRANESVILLE
Date: Monday, May 04, 2015 1:31:09 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Christine [mailto:catscar@gmail.com]
Sent: Friday, May 01, 2015 9:22 AM
To: School Board
Subject: I support transgender children

No one would choose to put themselves through the difficult process of changing one's identity just to gain access to the private space of the "opposite" sex. Please help these vulnerable children by supporting them in their journey to reforming their identities so they can be whole and accepted for who they are.

In 2013, almost half of LGBT students in Virginia experienced verbal harassment based on gender expression and nearly 1 in 10 experienced physical harassment based on gender expression. (GLSEN Virginia State Snapshot). This cannot and should not continue to happen!

We need to treat all individuals in FCPS and in our schools with respect and equality. Non-discrimination laws and policies should be at the forefront of our culture, not just in employment and treatment of adults, but even more so in our treatment and respect for our children.

According to Fairfax County's own Youth Survey data, LGBT youth, who represent 9% of teens in Fairfax County, face disproportionate challenges and risks, with 61% reporting they have been bullied in the past year, and 49% feeling depressive symptoms and 38% seriously considering suicide.

I teach my children to accept all people. I expect the school system to echo that belief.

Sincerely,

Mrs. Christine Elrod



--

"I do the job. And then I get paid." -Mal Reynolds "Firefly:Serenity"

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: May 7 meeting / expanding the nondiscrimination policy to gender identity NOT A FFX CO RESIDENT
Date: Thursday, April 30, 2015 5:22:27 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board*

Ph: 571-423-1062

Fax: 571-423-1067

From: Bruce Feist [mailto:brucedfeist@gmail.com]

Sent: Wednesday, April 29, 2015 4:16 PM

To: School Board

Subject: May 7 meeting / expanding the nondiscrimination policy to gender identity

[REDACTED]

I understand that on May 7 you will be considering a proposal to expand the FCPS nondiscrimination policy to gender identity. I consider this to be an extremely important step forward, because the pressures that transgendered youth are exposed to are killing them. The suicide rate among these youth are staggering; the Center for Disease Control identifies a study (albeit a small one) indicating that their rate is approximately one in 4; see <http://www.cdc.gov/lgbthealth/youth.htm> for the details on this and other alarming statistics.

[REDACTED]

By increasing support for these kids, you will be saving lives. I believe that those who oppose the change simply do not understand what transgendered youth are dealing with; any normal human being would support this change, and I do not believe that most of the opposition is that evil.

Please, support these students. It's the ethical thing to do, and we will be on the right side of history.

Bruce Feist

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: NO on May 7th BRADDOCK DISTRICT
Date: Thursday, April 30, 2015 4:49:38 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Sandra Mattar [mailto:sandrawmattar@gmail.com]

Sent: Wednesday, April 29, 2015 6:51 AM

To: School Board

Subject: NO on May 7th

To whom it may concern:

I understand that on May 7 you will be voting on including Gender Identity in your list of protected groups. I strongly oppose this as this will tremendously impact the safety of our children and the values that we stand for and have spent all of our parenthood instilling in our children.

I'll be praying that you make the right decision and hope that you will consider the long-term impact of your decision on all of Fairfax County.

Thank you,
Sandra Mattar

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: No Transgender in the FCPS Classroom and Bathrooms SPRINGFIELD DISTRICT
Date: Thursday, April 30, 2015 4:40:14 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Kimberly Tran Young [mailto:mylanvy3@gmail.com]
Sent: Tuesday, April 28, 2015 6:23 PM
To: School Board
Subject: No Transgender in the FCPS Classroom and Bathrooms

To whom it may concern,

I have [REDACTED] and I'm asking you to vote NO on allowing transgender teachers in the classrooms as well as allowing transgender boys to freely use the girls' bathrooms.

Please vote NO to protect the rights of traditional family values.

Kind regards,

Kim Young

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Non-Discrimination Policy 1450 BRADDOCK DISTRICT
Date: Friday, May 01, 2015 2:03:39 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: edy defrank [mailto:edydefrank1@yahoo.com]
Sent: Thursday, April 30, 2015 2:52 PM
To: School Board
Subject: Non-Discrimination Policy 1450

On MAY 7, 2015, the FCPS Board plans to vote to expand its Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

I am asking that the Board stand up and represent the majority of residents and **NOT expand** its policy to include "Gender Identity" as a protected group.

I strongly disagree with the actions of FCPS Board in not making an effort to inform and engage parents, or advise the public what this means for students rights, students privacy, parental rights or the right to a distraction-free, EDUCATION - centered environment. Remember, schools are suppose to EDUCATE our kids - instead FCPS Board has selected the most vulnerable people in our county as a lab experiment!

I am asking that the Board stand up and represent the majority of residents and to **NOT expand its policy**.

Thank you, Edy DeFrank

From: [TorresBarthel, Lizette](#)
To: [School Board Members; TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: nondiscriminatory policy-Please include gender identity NOT A FFX CO RESIDENT
Date: Friday, May 01, 2015 12:00:49 PM
Attachments: [FCSB_TransSupport_Parent Letter042815.docx](#)
Importance: High

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Laura [REDACTED]
Sent: Thursday, April 30, 2015 8:03 AM
To: School Board
Subject: nondiscriminatory policy-Please include gender identity
Importance: High

Dear FCSB,

Attached please find my letter in support of the inclusion of protection for Transgendered children. [REDACTED]
[REDACTED] Please read my letter as it includes details on [REDACTED]
[REDACTED]. Sending sincere wishes for an open heart and courage to you all. Laura Curtis

[REDACTED]
[REDACTED]
[http://www.girlsonly.org/girls-only](#)

April 28, 2015

Obtained by Judicial Watch, Inc. Via FOIA

Dear Fairfax County Board Members,

I am a parent of a transgendered child born female who identifies as male, currently in the Loudoun County school district. [REDACTED]

[REDACTED]. The school administrators, teachers and students were very supportive of my openly transgendered [REDACTED]. My child was aware and had been persistent since third grade. [REDACTED]

Although I would classify myself as an open minded accepting parent, it is painful to accept that your child has an issue that will dominate their life's course to one of non-acceptance. A non-acceptance that as you have seen in most recent articles in Purcellville Gazette horrify us all at the depth of hate and ignorance that surrounds us. Most parents fear bullies and their ramifications on their children's self-identity and naturally those children that are the most vulnerable are hit hardest with depression and self-harm. I expect that you have heard the statistics surrounding the suicidal and death beatings of transgendered individuals and the numbers are astounding and real. In fact my accepted child deals with depression, anxiety and constant concern about being mistreated every day and he is in an accepting school and cloisters himself with close peers.

The experience of the school system for a Transgendered child is a journey and the administrators and we walked that journey together in support of my child and respect of those around [REDACTED]

[REDACTED]. It is hard for us who do not wrestle with this but in all instances that I have come across, respect of the preferred name and pronouns is a critical to Tran's children. The anger and anguish when it is not respected is profound and debilitating. When not respected the non-gender aligned name is like a sword in the heart akin to being called a derogatory name a bully would give to hurt you.

[REDACTED]

[REDACTED]

[REDACTED]

There is a simple solution to avoid this anguish which is to **provide individual gender neutral bathrooms throughout the school**. Like in a hotel or mall they can be used by anyone in the building. A simple placard indicating restroom. No male or female figure required and it can be used for all children or adults in the building. Some schools across the country have already done this. Additionally we can simply for the child who is ready allow them to go to the restroom of their choice. No child is looking to enter the restroom for any reason but to eliminate and wash their hands.

[REDACTED]

[REDACTED]. The request to allow a child to dress and be called by their preferred name and pronouns is not a tall ask nor is placing respectful bathroom areas in existing public areas such as a school. If we are refusing to do this based on others political or religious points of view and what is today a lack of educational awareness then we are in a civil rights war and the schools are not adhering to the values of our forefathers and the constitutional rights of these citizen children. It is clear that there will always be opinions and prejudices but we must not negate our children's rights to the freedom of expression and the rights to the pursuit of happiness. It has been my experience through this journey that it is hardest on the adults who have negative images and undue fears in their minds that are antiquated. It is the children even those whose parents do not accept who are far more accepting and that is a positive sign from which I take heart.

As a mother, I understand being fearful for our children's safety and it is far greater a harmful effect on our society and that of a transgendered child that ignorance continues where they are beaten, harassed and bullied to death by the ignorance that prevails. Rather than give into those that do not understand please open your hearts with dignity to allow we parents and yourselves as leaders of the community to show the way forward to deliver an accepting route of options for those who fear to learn to understand this unique but real human situation that will and should teach us God's way to love and accept one another.

As the march in Montgomery shows we as Americans can change and we can adapt with dignity and acceptance. I can guarantee that we mothers will show the power of the suffragette and the power of Martin Luther King on doorsteps, in the media and at the voting booths should this policy not be changed. Imagine America today in which people of color and non-Cristian's remained in the dark place we lived in 30 years ago. Imagine that women were still unable to vote and have their voice heard let alone be leaders in our community or to lead this country forward. Imagine if the haters won, would your mothers and daughters be who they are today, would your children or friends in the LGBTQ community be participants in social, political and economic leaders, would our President and his family be able to lead us today. Trans and gender fluid people come in different skin colors, political persuasions, religious beliefs and levels of educational accomplishments.

With a warm heart and sincerity, your neighbor, Ms. [REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: PLEASE Adopt a Gender Identity Non-Discrimination Policy NOT A FFX CO RESIDENT
Date: Thursday, April 30, 2015 4:48:51 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: [REDACTED] Tristan [REDACTED]
Sent: Tuesday, April 28, 2015 11:06 PM
To: School Board
Subject: PLEASE Adopt a Gender Identity Non-Discrimination Policy

[REDACTED] I can vouch for the dire need to include gender identity in our schools' non discrimination policies. I hope that you will take into consideration all of the legal and medical reasons to support our transgender youth and give no credence to fear mongering that so often sways school boards into making decisions based on emotions rather than facts.

All students need a safe and supportive school environment to progress academically and developmentally. Administrators, faculty, staff, and students each play an important part in creating and sustaining that environment. Numerous studies demonstrate that the bullying, harassment, and discrimination faced by transgender and gender nonconforming students is often pervasive.

According to GLSEN's Harsh Realities report, nearly nine in ten transgender students have been verbally harassed in the last year due to their gender expression (87%), and more than half have also been physically assaulted (53%). A hostile school climate can negatively impact the educational career of transgender students and have an effect on their capacity for employment throughout their lives.

In order to prevent discrimination and allow transgender students to fully live in their affirmed gender roles, students should have access to all restrooms that correspond to their gender identity, consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single user restroom. However, no student should be required to use such a restroom because they are transgender or gender nonconforming. There are recent court cases in Maine, Colorado, and California that have supported transgender students' rights to use the bathroom of their affirmed gender.

School administrators and counseling staff should work with students to address the discomfort and to foster understanding of gender identity, to create a school culture that respects and values all students. There are many non profit organizations that can and do offer free training on LGBTQ inclusiveness and I would hope that the district would avail

themselves of these services in order to ensure the safety of all of our youth.

Thank you for your time,

[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: Please vote NO on May 7 HUNTER MILL DISTRICT
Date: Friday, May 01, 2015 11:36:58 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Deonne Snare [mailto:dsnare@cox.net]
Sent: Wednesday, April 29, 2015 6:46 PM
To: School Board
Subject: Please vote NO on May 7

To hiring transgender teachers and open bathrooms and locker rooms for use by the opposite sex if the individual claims to be transgendered.

Thanks!

Deonne Snare

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Please vote no SPRINGFIELD DISTRICT
Date: Thursday, April 30, 2015 4:47:55 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: bayvon5 [mailto:bayvon5@aol.com]
Sent: Tuesday, April 28, 2015 10:08 PM
To: School Board
Subject: Please vote no

Please vote no on may 7th to Transgender teachers. Thanks so much, a concerned parent

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender teachers SPRINGFIELD DISTRICT
Date: Friday, May 01, 2015 12:07:09 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Coxmail [<mailto:kahlerstk@cox.net>]
Sent: Thursday, April 30, 2015 12:12 PM
To: School Board
Subject: Transgender teachers

I respect that people have choices but do not have to agree with them nor feel that a student/parent has to have to have their choice removed from them as to if they want to be taught by someone who chooses to live a life that is outside their religious bellief. This is also discrimination.

Sent from my iPhone

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Montano, Sonya](#)
Subject: FW: Transgendered Changes? -- DRANESVILLE
Date: Monday, May 04, 2015 1:26:47 PM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Patti Bugge [mailto:pbugge@cox.net]
Sent: Friday, May 01, 2015 2:55 AM
To: School Board
Subject: Transgendered Changes?

Good Morning,

Please forgive me if I am misinformed, but it is my understanding that the School Board is looking to adopt changes to afford special rights to transgendered adults. Since the EEOC ruled that one cannot discriminate in the hiring and firing of transgendered people, why does the School Board feels it necessary to extend additional rights beyond that which may negatively affect students and co-workers?

Exposing children in private places like locker rooms and bathrooms to people whose sexual identity doesn't match their biological identity will cause unnecessary confusion and anxiety. We tell our kids to trust their instincts if something doesn't feel right and then force them into a situation where they are told to suppress those same feelings. Why should we put children in private places where clothing is removed and/or private parts are exposed? This is a bad idea.

The School Board is to oversee the education of our children and not their indoctrination into life styles that are out of the norm. The protection of children must take precedence over the desires of individuals whose identity is fluid. Parents must maintain their right to protect their children.

When we study biology, we learn about male and female at a chromosomal level, yet we get all politically correct and discard everything we know about biology when it comes to fringe lifestyles. Statistically, transgendered people number around 700K (or less than .3% of the entire population - one California study suggested the number is closer to .1%). Of that number, 80% of children/teens that identify as transgendered revert back to their biological identity. Rather than address the emotional and psychological reasons why a person doesn't identify with their biological reality, we ask everybody to suspend scientific evidence and natural evolution, and force everybody to not only embrace but celebrate this anomaly.

What people do in the privacy of their own homes is up to them, but as the first line of defense for our students, the School Board has an obligation to protect them from social experiments that can

have long-lasting detrimental effects. You are asking the 99.7% population to conform to a position so that .3% can live out their fantasy. Children are vulnerable and their safety must come first.

LGBT activists will always clamor for more. As elected School Board members, your obligation should be to our children. This grand social experiment has no long-term data, so we don't know the extent of the harm this may cause and it will take decades to determine. Please do not use our children as guinea pigs. Extending additional benefits to a non-protected class without the benefit of knowing the potential damage it may cause is a bad idea. I would urge the School Board to wait before making any sweeping changes that could harm our kids. Pragmatism is always the best course of action.

Regards,
Patti Buggé

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#); [Turpin, Melanie](#)
Subject: FW: vote no on May 7, real change comes from expanding and applying character education DRANESVILLE DISTRICT
Date: Thursday, April 30, 2015 4:43:42 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Melinda Kelly [mailto:mindykkelly@gmail.com]
Sent: Tuesday, April 28, 2015 9:22 PM
To: School Board
Subject: vote no on May 7, real change comes from expanding and applying character education

Dear School Board,

Clearly schools and communities must protect all students from bullying and harassment. However, current FCPS Policy already prohibits discrimination of any student, and defines bullying and consequences. Is Mr. McElveen suggesting that current principals and teachers in FCPS are allowing discrimination and bullying of transgender students, despite the current policy? I don't believe that to be the case.

I don't believe adding two words to the policy, or sharing bathrooms, is going to change malicious behavior. Strong character education programs which begin in Preschool and Kindergarten and put compassion and respect into action will integrate values that will result in healthy behavior toward others. [REDACTED] is a tremendous example, where there are character education projects for each grade level, as Janie Strauss can attest.

Actively Caring for People, developed by Virginia Tech students, was instituted at [REDACTED], where students wrote down situations in which they witnessed another student doing something kind for someone, and green bracelets were shared and passed on for each recognized act of kindness. THIS is what I would like to see the FCPS School Board spending time discussing and implementing.

Thank you for your service to our schools and our community,

Melinda Kelly, M.D.
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Vote to NOT Expand Non-Discrimination Policy 1450 SPRINGFIELD DISTRICT
Date: Friday, May 01, 2015 12:05:29 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*


From: Dan [mailto:dmckimaia@aol.com]
Sent: Thursday, April 30, 2015 11:13 AM
To: School Board
Subject: Vote to NOT Expand Non-Discrimination Policy 1450

FCPS Board Members,

I respectfully urge you to vote to **not** expand Non-Discrimination Policy 1450 to include Gender Identity as a special protected group.

I believe that political interests are influencing this issue rather than the general well being of the youth of our county.

Sincerely,

Daniel P. McKim


Sent from my iPad

From: [McElveen, Ryan \(School Board Member\)](#)
To: ryan.mcelveen@gmail.com
Subject: Fwd: Policy 1450 & public flyers being handed out
Date: Sunday, May 03, 2015 11:47:07 AM

Begin forwarded message:

From: "McLaughlin, Megan (School Board Member)"
<momclaughlin@fcps.edu>
Date: May 3, 2015 at 11:35:15 AM EDT
To: School Board Members <SchBoard@fcps.edu>, "Garza, Karen"
<kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>
Subject: Re: Policy 1450 & public flyers being handed out

Please see below...

Megan O. McLaughlin
School Board Member
Braddock District

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to FOIA.

Begin forwarded message:

From: Krista <kkms@earthlink.net>
Date: May 2, 2015 at 9:05:12 PM EDT
To: "McLaughlin, Megan (School Board Member)"
<momclaughlin@fcps.edu>
Subject: Policy 1450

Ms. McLaughlin,

Today I was doing some plant shopping at Walmart, when a gentleman approached me very concerned about something the school board was due to vote on soon. He handed me a sheet of paper full of fear-mongering and assured me that if this proposition passes, men in dresses will be teaching my children.

I am glad he brought this to my attention, but I must admit I don't share his concerns. I am truly happy that "gender identity" will be added to the non-discrimination policy and I am proud to live in a school district that would consider the dignity of transgendered people an important issue.

I do hope you plan to vote to pass this change in the policy.

Thanks!
Krista Sheetz
FCPS Parent

From: jwvnmcp@verizon.net
To: [School Board](#); [McElveen, Ryan \(School Board Member\)](#); [Turpin, Melanie](#); [Moon, Ilryong \(School Board Member\)](#); [Kinney, Joann V.](#); [Velkoff, Theodore \(School Board Member\)](#); [Partlow, Kathy](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Montano, Sonya](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Fields, Melissa](#); [Hynes, Patricia \(School Board Member\)](#); [Hook, Mary Ellen](#); [Storck, Dan \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Superintendent Garza](#)
Subject: Gender Identity Policy on the Agenda
Date: Friday, May 01, 2015 1:24:33 PM

Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy. I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,
Jennifer Peters

Jennifer Peters



From: [Robert \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Gender Identity policy--interested in speaking to you about community support
Date: Friday, May 01, 2015 7:46:23 AM
Attachments: [Letter to school board 3-13-15 on gender identity.doc](#)
[Highlights from Harsh Realities about staff comments and educational outcomes for transgender students.doc](#)

Dear Mr. McElveen,

I cannot thank you enough for proposing to the board that they add "Gender Identity" to the non-discrimination policy, both for its effect on the broader LGBT community in our Fairfax schools, and for its impact on the transgender and gender-non-conforming students in my Gay-Straight Alliance at West Potomac.

I was one of the organizers back in 2001-2002 in the efforts to add Sexual Orientation to the policy (alas for the then attorney-general's advisory policy that stopped Fairfax), and worked with the superintendent in 2000 to change the policy on GSAs, allowing students to join.

I spoke to the board on April 23rd during citizen participation, when you were out of town. I've attached my comments here.

We're organizing now to get as much support at the meeting on the 7th, and inviting people (including students) to sign up to speak, on Monday morning (you can imagine how eager the students are to be up at 6 a.m!).

If you are interested, I'd like to speak with you and get your thoughts on how the community can best support the board members in approving this policy (Josh Israel suggested I contact you). My cell is [REDACTED]. I'm busy teaching during the day of course. If you'd be interested in talking, we could set up a time for a phone call (the weekend is free for me).

As an aside, I know that the American Family Association has put the board's email on their national website (they do this with local issues), so you may be getting emails from around the country in opposition. As far as our efforts go, I've been contacted by some parents of transgender teens in Loudoun and Falls Church city who wanted to speak to the board. I told them that they were ineligible as non-residents, but it couldn't hurt for the Fairfax School Board to hear the thoughts and experiences of parents of transgender students. Other than that, our outreach has been in to Fairfax County.

It's interesting that the members of my GSA (even those who are transgender or gender-non-conforming) are not incredibly motivated to come to the meeting, or email. My impression in knowing them over the course of the year is that they feel so powerless in their lives, in their conflicts with parents, peers and teachers, that the idea of doing something about the conditions of the school system is beyond the scope of what they think they can accomplish. These kids need as much support as we can offer them.

Let me know if you'd like to speak, or we could communicate by email
([REDACTED], or [REDACTED]@fcps.edu), given how busy we are.

Sincerely,

Robert [REDACTED]

[REDACTED]
West Potomac High School

Dear members of the Fairfax County School Board,

My name is Robert [REDACTED]. I have been a teacher in Fairfax County since 1999, in elementary, middle and high schools, and am currently a Latin teacher at West Potomac High School. I am also the sponsor of the Gay-Straight Alliance at WestPo. I was a member of the group working in 2001 and 2002 for the inclusion of "sexual orientation" in the SR&R anti-harassment policy, and the school system's non-discrimination policy (we succeeded in the former, but not the latter).

I was pleased to learn that the school board added "sexual orientation" to the non-discrimination policy this fall. I support Mr. McElveen's move to include "gender identity" in the policy.

As the sponsor of the GSA at two schools over the years, and from hearing from students and parents, I can say that harassment and discrimination based on sexual orientation have decreased during my time working for Fairfax. However, transgender students and students who do not display traditional gender expression (i.e. may not be typically "masculine" or "feminine", to varying degrees) continue to experience a great degree of harassment; their friends and family members also hear some amazingly negative comments. Many staff may not be aware of how to treat students with different gender identities and expressions, and, quite frankly, some have had some fairly negative impacts on students over the years. Our whole community (staff and students) need to be more conscious of the concerns of students who are different in this way.

The school board has the authority and opportunity to make a crucial difference in the lives of our students, to take the first steps towards making school a tolerable place for transgender students.

I have attached three files: 1) the Virginia Snapshot from the 2013 National School Climate Survey (by GLSEN, the Gay, Lesbian and Straight Educational Network), about the experiences of transgender and non-gender-conforming students in our state; 2) some highlights from Harsh Realities related to staff comments and education outcomes (missed school, GPAs, college attendance) for transgender students; and 3) the full Harsh Realities report (it's a little long, I know), based on the 2007 National School Climate Survey.

As a brief note, if you receive negative communications anchored on the bathroom issue, I would say they're a red herring. To my knowledge, there has never been a voyeur relieved of responsibility based on a gender identity claim. Such negative statements amount to scare tactics, a sort of modern-day blood libel.

I have a couple of suggestions (my students will tell you I always have suggestions!):

- 1) First, you may want to change the anti-harassment policy in the SR&R to include gender identity or gender identity/expression;
- 2) You may want to modify the new policy statement from "gender identity" to "gender identity/expression." I realize that is not the language that Mr. Herring used, but it is a broader policy with clearer protections for students who may not have identified as a

different gender, but simply may not have a traditional gender expression (i.e. may not be "boy enough" or "girl enough" for someone).

Thank you for taking the time to read this.

Sincerely,

Robert [REDACTED]

[r\[REDACTED\]@fcps.edu](mailto:r[REDACTED]@fcps.edu)

[REDACTED]

Highlights from “Harsh Realities” on staff comments and educational outcomes for transgender students

(based on 2007 National School Climate Survey)

See other attachment for full report.

- A third of transgender students heard school staff make homophobic (32%) remarks, sexist (39%) remarks, and negative comments about someone's gender expression (39%) sometimes, often, or frequently in the past year.

Almost half of all transgender students reported skipping a class at least once in the past month (47%) and missing at least one day of school in the past month (46%) because they felt unsafe or uncomfortable.

Transgender students were more likely to miss school due to safety concerns than non-transgender students (46% of transgender students compared to 34% of female students, 27% of male students, and 40% of students with other gender identities).

- Transgender students who experienced high levels of harassment had significantly lower grade point averages than those who experienced lower levels of harassment (verbal harassment based on sexual orientation: 2.2. vs. 3.0; gender expression: 2.3 vs. 2.8; gender: 2.2 vs. 2.7).

- Transgender students experiencing high levels of harassment were more likely to report that they were not planning on going to college than those experiencing lower levels of harassment (verbal harassment based on sexual orientation: 42% vs. 30%; gender expression: 40% vs. 30%; gender: 49% vs. 32%).

- Transgender students had lower educational aspirations than male students and reported lower GPAs than male students and marginally lower GPAs than female students.

From: [Andrea \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Gender neutral bathrooms
Date: Monday, May 04, 2015 10:07:52 AM

TO: Mr. Ryan McElveen

FROM: [REDACTED]

Greetings.

I am [REDACTED]. I have concerns about the gender neutral bathrooms being proposed. In fact I disagree with converting our bathrooms to gender neutral bathrooms. I understand the need for everyone to feel comfortable as they use the restroom.

If we convert all the bathrooms to gender neutral bathrooms we would definitely achieve the goal of making those who have gender identity issues feel comfortable as they use the restroom. However other students may be affected when a person of the opposite sex enters the restroom. I know that I would feel uncomfortable [REDACTED] the restroom as I was using the restroom. I am sure other students would feel similar in nature. I believe also that students with gender identity issues would also feel uncomfortable if males or females were entering the restroom while they were using it. I think parents would feel uncomfortable if they knew that males and females were using the bathroom together. This type of situation could lead to more undesirable problems.

An alternative proposal that would solve the problem would be to create a bathroom with one stall designated for use by those with gender identity issues, this way males and females can continue to use the restrooms as they have previously; in a separate manner.

Students with gender identity issues would have a separate bathroom that can only be used by one person at a time this, would eliminate fears of a male or female walking in while someone of the opposite sex is using the restroom. Having more than one stall opens up a possibility of multiple people using the restroom at the same time.

As the governing board prepares to debate this issue I hope they take in the concerns of all students and find a reasonable solution.

Sincerely,

[REDACTED]

From: [Donna Stites](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: NO to adding gender identity as a protected class
Date: Friday, May 01, 2015 2:29:33 PM

Dear Mr. McElveen:

While I appreciate what the School Board is trying to do in considering adding "gender identity" as a protected class in Fairfax County Public Schools, this would do a grave disservice to all students, including those you are seeking to protect.

Allowing boys who identify as female to use the girls' restroom or locker facilities is an invasion of privacy to biological girls. It is outrageous that the vast majority of females should be made to feel uncomfortable and discriminated against to enable a very small number of gender confused boys to feel comfortable. The same applies to girls using the boys' facilities. No student should be forced to allow a student of the opposite sex to see them in a state of undress. This is common sense.

And how will you prevent boys from misusing this "protected status" to prey on girls?

Furthermore, the biological differences of boys in terms of muscle mass and strength make it unfair to girls to allow boys on girls' sports teams. Again, this is common sense.

Gender is not a social construct, but flows from biology. The sexes are not interchangeable. Allowing students to choose their gender as regards FCPS facilities attempts to normalize what the American Psychiatric Association until 2012 called "gender identity disorder." This is encouraging gender confusion and endangering a fundamental foundation of human society. The reality is that this condition is a mental health issue which has a host of pathologies common to it. If you respect facts and statistics, then you will know this to be true.

Finally, I think the School Board is taking more authority than it has to add a protected class. This should be decided at the state legislative level.

Again, FCPS would do a grave disservice to both the children struggling with gender confusion and to the rest of the student population by attempting to view gender confusion as normal. These children need compassion and mental health services, not enabling them to be more comfortable with their disorder.

I strongly urge you to vote "No" on this issue.

Please let us know your decision.

Sincerely,

Robert and Donna Stites

[REDACTED]

From: [Kenneth LeRoy](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please reject transgender bathrooms.
Date: Sunday, May 03, 2015 10:26:25 PM

- Transgender bathrooms have not been explored by this Board; there is no material understanding by this Board of very real and germane issues, including budgetary matters around facility and operational issues regarding implementation of such a policy, and taking into account safety and privacy for students and employees alike in all FCPS buildings and classrooms.
- Without understanding the implications or intent of such proposed policy, there is no basis for a Board Member to answer constituents' constructive concerns. This becomes particularly important when noting there are school divisions where such sweeping policy changes have significantly impacted the environment for teachers, academics and even student athletics:

From: [McElveen, Ryan \(School Board Member\)](#)
To: jwynmcp@verizon.net
Subject: RE: Gender Identity Policy on the Agenda
Date: Friday, May 01, 2015 1:49:17 PM

Dear Ms. Peters,

Here is the policy information for your review: <http://www.boarddocs.com/vsba/fairfax/Board.nsf/goto?open&id=9W3DC434E90E>

Ryan

From: jwynmcp@verizon.net [jwynmcp@verizon.net]

Sent: Friday, May 01, 2015 1:24 PM

To: School Board; McElveen, Ryan (School Board Member); Turpin, Melanie; Moon, Ilryong (School Board Member); Kinney, Joann V.; Velkoff, Theodore (School Board Member); Partlow, Kathy; McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Montano, Sonya; Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Evans, Sandy (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Fields, Melissa; Hynes, Patricia (School Board Member); Hook, Mary Ellen; Storck, Dan (School Board Member); Smith, Kathy L (School Board Member); Superintendent Garza

Subject: Gender Identity Policy on the Agenda

Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy.

I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,

Jennifer Peters

Jennifer Peters



From: [McElveen, Ryan \(School Board Member\)](#)
To: [Robert \[REDACTED\]](#)
Subject: RE: Gender Identity policy--interested in speaking to you about community support
Date: Friday, May 01, 2015 11:43:55 AM

Robert,

Thanks so much for your email. One thing you could help with is this: a reporter with the Washington Post is hoping to profile at least one transgender student to give a human perspective to this policy change. Could you inquire if any of your students would be willing to speak with him? They have ways of protecting identity if that is a concern.

Thanks.

Ryan

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 7:43 AM
To: McElveen, Ryan (School Board Member)
Subject: Gender Identity policy--interested in speaking to you about community support

Dear Mr. McElveen,

I cannot thank you enough for proposing to the board that they add "Gender Identity" to the non-discrimination policy, both for its effect on the broader LGBT community in our Fairfax schools, and for its impact on the transgender and gender-non-conforming students in my Gay-Straight Alliance at West Potomac.

I was one of the organizers back in 2001-2002 in the efforts to add Sexual Orientation to the policy (alas for the then attorney-general's advisory policy that stopped Fairfax), and worked with the superintendent in 2000 to change the policy on GSAs, allowing students to join.

I spoke to the board on April 23rd during citizen participation, when you were out of town. I've attached my comments here.

We're organizing now to get as much support at the meeting on the 7th, and inviting people (including students) to sign up to speak, on Monday morning (you can imagine how eager the students are to be up at 6 a.m.!). If you are interested, I'd like to speak with you and get your thoughts on how the community can best support the board members in approving this policy (Josh Israel suggested I contact you). My cell is [REDACTED]. I'm busy teaching during the day of course. If you'd be interested in talking, we could set up a time for a phone call (the weekend is free for me).

As an aside, I know that the American Family Association has put the board's email on their national website (they do this with local issues), so you may be getting emails from around the country in opposition. As far as our efforts go, I've been contacted by some parents of transgender teens in Loudoun and Falls Church city who wanted to speak to the board. I told them that they were ineligible as non-residents, but it couldn't hurt for the Fairfax School Board to hear the thoughts and experiences of parents of transgender students. Other than that, our outreach has been in to Fairfax County.

It's interesting that the members of my GSA (even those who are transgender or gender-non-conforming) are not incredibly motivated to come to the meeting, or email. My impression in knowing them over the course of the year is that they feel so powerless in their lives, in their conflicts with parents, peers and teachers, that the idea of doing something about the conditions of the school system is beyond the scope of what they think they can accomplish. These kids need as much support as we can offer them.

Let me know if you'd like to speak, or we could communicate by email [REDACTED] or [REDACTED]y@fcps.edu), given how busy we are.

Sincerely,

Robert [REDACTED]
[REDACTED]

West Potomac High School

From: [McElveen, Ryan \(School Board Member\)](#)
To: Robert [REDACTED]
Subject: RE: Gender Identity policy--interested in speaking to you about community support
Date: Friday, May 01, 2015 12:24:08 PM

Thanks again!

Ryan

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 11:56 AM
To: McElveen, Ryan (School Board Member)
Subject: Re: Gender Identity policy--interested in speaking to you about community support

Thanks, Ryan. I've been working on getting some kids to talk to Taylor Shapiro. I know he's talked to some of them, though I don't know if he's got the information he wanted. I've contacted some other GSA sponsors about getting word out to their students too.

Of course, as teachers and people who care for youth, we're a little cautious about students' private information, but I think we can help him.

Thanks again for all you've done. We'll be there Thursday.

[REDACTED]

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
To: Robert [REDACTED]
Sent: Friday, May 1, 2015 11:43 AM
Subject: RE: Gender Identity policy--interested in speaking to you about community support

Robert,

Thanks so much for your email. One thing you could help with is this: a reporter with the Washington Post is hoping to profile at least one transgender student to give a human perspective to this policy change. Could you inquire if any of your students would be willing to speak with him? They have ways of protecting identity if that is a concern.

Thanks.

Ryan

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 7:43 AM
To: McElveen, Ryan (School Board Member)
Subject: Gender Identity policy--interested in speaking to you about community support

Dear Mr. McElveen,

I cannot thank you enough for proposing to the board that they add "Gender Identity" to the non-discrimination policy, both for its effect on the broader LGBT community in our Fairfax schools, and for its impact on the transgender and gender-non-conforming students in my Gay-Straight Alliance at West Potomac.

I was one of the organizers back in 2001-2002 in the efforts to add Sexual Orientation to the policy (alas for the then attorney-general's advisory policy that stopped Fairfax), and worked with the superintendent in 2000 to change the policy on GSAs, allowing students to join.

I spoke to the board on April 23rd during citizen participation, when you were out of town. I've attached my comments here.

We're organizing now to get as much support at the meeting on the 7th, and inviting people (including students) to sign up to speak, on Monday morning (you can imagine how eager the students are to be up at 6 a.m.). If you are interested, I'd like to speak with you and get your thoughts on how the community can best support the board members in approving this policy (Josh Israel suggested I contact you). My cell is [REDACTED]. I'm busy teaching during the day of course. If you'd be interested in talking, we could set up a time for a phone call (the weekend is free for me).

As an aside, I know that the American Family Association has put the board's email on their national website (they do this with local issues), so you may be getting emails from around the country in opposition. As far as our efforts go, I've been contacted by some parents of transgender teens in Loudoun and Falls Church city who wanted to speak to the board. I told them that they were ineligible as non-residents, but it couldn't hurt for the Fairfax School Board to hear the thoughts and experiences of parents of transgender students. Other than that, our outreach has been in to Fairfax County.

It's interesting that the members of my GSA (even those who are transgender or gender-non-conforming) are not incredibly motivated to come to the meeting, or email. My impression in knowing them over the course of the year is that they feel so powerless in their lives, in their conflicts with parents, peers and teachers, that the idea of doing something about the conditions of the school system in beyond the scope of what they think they can accomplish. These kids need as much support as we can offer them.

Let me know if you'd like to speak, or we could communicate by email [REDACTED], or [REDACTED]@fcps.edu<[mailto:\[REDACTED\]@fcps.edu](mailto:[REDACTED]@fcps.edu)>), given how busy we are.

Sincerely,

Robert [REDACTED]
[REDACTED]

West Potomac High School

From: [Robert \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Gender Identity policy--interested in speaking to you about community support
Date: Friday, May 01, 2015 11:59:16 AM

Thanks, Ryan. I've been working on getting some kids to talk to Taylor Shapiro. I know he's talked to some of them, though I don't know if he's got the information he wanted. I've contacted some other GSA sponsors about getting word out to their students too.

Of course, as teachers and people who care for youth, we're a little cautious about students' private information, but I think we can help him.

Thanks again for all you've done. We'll be there Thursday.

[REDACTED]

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
To: Robert [REDACTED] >
Sent: Friday, May 1, 2015 11:43 AM
Subject: RE: Gender Identity policy--interested in speaking to you about community support

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Thanks.

Ryan

From: Robert [REDACTED]
Sent: Friday, May 01, 2015 7:43 AM
To: McElveen, Ryan (School Board Member)
Subject: Gender Identity policy--interested in speaking to you about community support

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Let me know if you'd like to speak, or we could communicate by email [REDACTED] or [r\[REDACTED\]@fcps.edu](mailto:r[REDACTED]@fcps.edu)), given how busy we are.

Sincerely,

Robert [REDACTED]
[REDACTED]

West Potomac High School

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Foster, John](#)
Cc: [Donohue, Christine W.](#); [Guilfoyle, Matt](#); [Cornell, Lora L.](#); [Fields, Melissa](#)
Subject: RE: Gender Identity Statement
Date: Monday, May 04, 2015 2:38:05 AM

Following up on previously posed questions regarding potential impact of 1450 – kindly advise.

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: Schultz, Elizabeth (School Board Member)
Sent: Thursday, April 23, 2015 5:23 PM
To: Garza, Karen; Lockard, Steven; Foster, John
Cc: Donohue, Christine W.; Guilfoyle, Matthew; Fields, Melissa
Subject: RE: Gender Identity Statement
Importance: High

Within [hours](#) of the marriage equality decision by the Governor on October 6th, we had a statement from John indicating an immediate movement to ensure implementation of healthcare, etc.

The statement provided below does not address what happens if this Board passes language without first understanding the implications. In passing the policy, its effect is immediate unless it states otherwise. Without a consultant report being contracted and reported out to the Board, never mind any public engagement, what effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what? What are parental and student rights in such a situation? If a student or employee is dressed as their biological identity, but ‘identifies’ with the other, will they be allowed to use that gender’s restroom and locker facilities? What will happen the next day or week after the vote in male and female employee bathrooms and locker rooms?, etc.

The statement issued does not account or provide for functional implementation issues around first passing something into policy [then](#) reading it to learn what’s in it.
Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:32 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy – [REDACTED]:

[REDACTED]
[REDACTED]
[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [School Board Members](#); [Garza, Karen](#); [Lockard, Steven](#)
Subject: Re: Policy 1450 & public flyers being handed out
Date: Sunday, May 03, 2015 11:35:26 AM

Please see below...

Megan O. McLaughlin
School Board Member
Braddock District

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to FOIA.

Begin forwarded message:

From: Krista <kkms@earthlink.net>
Date: May 2, 2015 at 9:05:12 PM EDT
To: "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>
Subject: Policy 1450

Ms. McLaughlin,

Today I was doing some plant shopping at Walmart, when a gentleman approached me very concerned about something the school board was due to vote on soon. He handed me a sheet of paper full of fear-mongering and assured me that if this proposition passes, men in dresses will be teaching my children. I am glad he brought this to my attention, but I must admit I don't share his concerns. I am truly happy that "gender identity" will be added to the non-discrimination policy and I am proud to live in a school district that would consider the dignity of transgendered people an important issue. I do hope you plan to vote to pass this change in the policy.

Thanks!

Krista Sheetz
FCPS Parent

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [School Board Members](#); [Garza, Karen](#); [Lockard, Steven](#)
Subject: Re: Policy 1450 & public flyers being handed out
Date: Sunday, May 03, 2015 11:35:22 AM

Please see below...

Megan O. McLaughlin
School Board Member
Braddock District

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Begin forwarded message:

From: Krista <kkms@earthlink.net>
Date: May 2, 2015 at 9:05:12 PM EDT
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Thanks!

Krista Sheetz
FCPS Parent

From: [McElveen, Ryan \(School Board Member\)](#)
To: [McLaughlin, Megan \(School Board Member\)](#)
Subject: Re: Policy 1450 & public flyers being handed out
Date: Sunday, May 03, 2015 11:38:59 AM

:-)

On May 3, 2015, at 11:35 AM, McLaughlin, Megan (School Board Member) <momclaughlin@fcps.edu> wrote:

Please see below...

Megan O. McLaughlin
School Board Member
Braddock District

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Begin forwarded message:

From: Krista <kkms@earthlink.net>
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Krista Sheetz
FCPS Parent

From: [Anna LaNave](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Transgender vote
Date: Friday, May 01, 2015 12:10:15 PM

No way Ryan!

I am a very tolerant person politically, but not where my children are concerned...

Separate one person bathrooms can be used for locker rooms for these cases.

No on language to add Gender to code. Not necessary at this time. Non-discrimination already exists.

FYI – This is my first email to any school board member in 15 years...

Thanks,

Anna LaNave

[REDACTED]

[REDACTED]

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [School Board Members](#); [Garza, Karen](#); [Lockard, Steven](#)
Subject: Va news story on transgender bathroom use
Date: Friday, May 01, 2015 7:32:30 AM

Re: Policy 1450 community input.

I just read this article from the Va Daily Education Newsfeed and thought you might find it relevant to the recent surge of emails on this issue.

"....Gloucester's restroom use policy apparently was used as a guideline by the Stafford County School Board in Northern Virginia, which according to reports by the Free Lance-Star, passed a similar policy in March requiring a transgender elementary student to use a single-stall restroom or the restroom of the student's biological gender.

As was the case in Gloucester, before the policy, the student in Stafford had been allowed to use the restroom of the gender with which the student identifies, according to the report.

The Washington Post reported that officials in Stafford were hoping lawmakers will step in to provide some guidance for school divisions. No Virginia law, local school policies, or Virginia Department of Education guidelines exist to address bathroom use and gender identity."

<http://touch.dailypress.com/#section/-1/article/p2p-83420496/>

Kind regards,
Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

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From: [Brianna Stout](#)
To: [Smith, Marty K.](#)
Subject: Virginia Daily Education News, Friday, May 1, 2015
Date: Friday, May 01, 2015 5:02:15 AM

VIRGINIA DAILY EDUCATION NEWS



Friday, May 1, 2015

The *Virginia Daily Education News* is a daily update (Monday through Friday) of education news throughout Virginia. Links are created to various media outlets throughout the state. Click the underlined headlines to view the articles.

[County and School Division agree to hire asst. superintendent](#)

After months of deliberation, the county school division will be funded for an assistant superintendent position for the 2015-2016 fiscal year. The new position comes after both the county School Board and Board of Supervisors...

[Groups challenge Va. school proposal](#)

Anti-LGBT groups have strongly criticized a proposal that would add gender identity to Fairfax County Public Schools' non-discrimination policy.

[Former School Board chairwoman to challenge Mary Jones for supervisors seat](#)

Ruth Larson, former chairwoman of the WJC School Board, announced her candidacy Thursday morning for the Berkeley District seat on the James City Board of Supervisors. She'll take on three-term incumbent Mary Jones...

[Va. Beach teachers seek raise during budget negotiations](#)

The Virginia Beach Education Association is confident City Council will approve a sizable increase in teacher wages, as the city moves into the final round of contentious budget negotiations. Trenace Riggs, president of the VBEA...

[Gloucester: School cannot grant transgender student access to boys restroom](#)

The Gloucester County School Board sent more than 1,000 pages of documentation to the U.S. Department of Justice on Wednesday regarding a federal civil rights complaint filed by a Gloucester High School transgender...

[Court finds Loudoun schools not in violation of FOIA laws](#)

Loudoun's Circuit Court declared Loudoun schools not in violation of Virginia's Freedom of

Information Act on April 29. Loudoun's School Board and school and IT staff were called to court last week when Lansdowne parent, Brian...

[Mathews recognizes its teachers of the year](#)

Tuesday was a night for celebrating educational excellence, as the Mathews County School Board took time to recognize the division's three teachers of the year. During the meeting in the Mathews High School media center...

[Despite his disabilities, WMMS seventh-grader remains Determined](#)

A William Monroe Middle School student will meet with state education and advocacy leaders this summer to discuss issues important to children with disabilities. Ryan Flynn, a seventh-grader at WMMS, was one of 120...

[Protesters call for school changes](#)

Members of the Grayson Citizens for Better Schools staged a peaceful demonstration Monday morning in front of the Grayson County School Board office in Independence, calling for changes in leadership and protesting...

[Military chopper makes emergency landing at Va. school](#)

An Air Force helicopter experiencing mechanical troubles made an emergency landing next to an Alexandria school Thursday morning, city police say. The helicopter landed on a field next to William Ramsay Elementary School...

[Va. student charged after sword found in book bag at school](#)

Portsmouth police have charged a 17-year-old male with possessing a sword to school. Media outlets report the student at I.C. Norcom High School was charged Wednesday with brandishing a bladed weapon, possession of a weapon on school property...

[Car catches fire after collision with school bus in Va.](#)

Police in Henrico County say a car caught fire after it collided with a Richmond school bus carrying special needs students. Media outlets report the bus was stopped when it was struck...

If you wish to be removed from our mailing lists, please contact khodges@vsba.org with a subject line prefix of "Opt Out Daily Ed News".

200 Hansen Road - Charlottesville, Virginia 22911 434-295-8722

Sincerely,

Brianna Stout
Coordinator of Board Development
Virginia School Boards Association
200 Hansen Road, Suite 2
Charlottesville, VA 22911
800-446-8722 or 434-295-8722 Office
434-295-8785 Fax
brianna@vsba.org; www.vsba.org

Virginia School Boards Association, a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through advocacy, training and services.

From: [Frank&Debbie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Vote AGAINST
Date: Monday, May 04, 2015 10:57:58 AM

I have lived in Fairfax County my whole life, attended Weyanoke Elementary, Holmes Intermediate (as it was called then), and graduated from [REDACTED]. [REDACTED]. Some of [REDACTED]. I want to express my disagreement with the last phrase of the proposed following change to the Student Rights and Responsibilities and ask that it be deleted or you vote against the change at the May 7 School Board Meeting.

I. In chapter II.A.2.b.(3), added "Discriminatory harassment (which is harassment based on a person's race, color, religion, national origin, gender, disability, personal or physical attributes, or matters pertaining to sexuality, **including sexual orientation, gender identity, or gender expression**)."

Sincerely,
Debra McCreery

[REDACTED]

From: [Craig Correa](#)
To: [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#)
Subject: Vote no against 1450
Date: Friday, May 01, 2015 4:32:11 PM

Good day to all of you.

I'm writing to each of you as a concerned citizen, one concerned about the ongoing trend of a minority of people who have a specific agenda who seek out positions of political leadership in order to push the envelope of tolerance far beyond tolerance to intolerance of those who simply desire to study and work in an environment free of flamboyant distraction. The circumstantial evidence that as a group you are being swayed by forceful advocacy to elevate, not merely tolerate those with gender confusion is made into profound proof through your collective efforts at taxpayer expense while avoiding open, direct and honest communication with the community. Your actions can only be interpreted as intent upon ruling by fiat rather than representing all of those who put you into position of authority.

It is clear from the evidence that as a group you are failing to contemplate the scope of profound flamboyance and distraction that can emerge in a society incrementally as agenda driven group think takes hold in the interest of "tolerance". The direct, open and honest approach for you to take is to tell your elective constituency, faculty and students that in the interest of gender and sexual preference neutrality that you decree that there shall be coeducational enforcement in all respects within the school environment. There shall be only one lavatory and only one locker room for all students and faculty. You might even go beyond to mandate all sports teams to be coed. Ask yourself, if you cannot bring yourself to do this today, what do you seek to accomplish by in effect doing the exact same thing by decreeing that the standard of acceptable behavior is for a young man who might secretly obsess over the female form to don a dress and partake in the female locker room? Ridiculous! you probably think. Yet it is you who appear to be determined to create the precise environment and incentives within this would occur.

If as a society we are going to go beyond tolerance to elevation of every trait-agenda on the basis of a small minority of voices that work their way into a position of influence and power, how long will it be before we find ourselves contemplating the interests of teachers and students who are emotionally and sexually attracted to one another? For if one's trait of identifying as the opposite sex can be elevated above that of another who identifies with their genital sex, must we not again raise the bar of tolerance for teachers who might genuinely "love" a student or the student that genuinely "loves" the teacher? How long might it be before we find ourselves searching for a way to "tolerate" a transgender student that is "gay" (a gendered male that identifies as female and is sexually attracted to females)? Or as a final example what about students or faculty that have a deep and abiding need to be accompanied by their pet or pets to school (I have personal knowledge where this has happened)? Ask yourself: where can you possibly draw the line?

Please foresee the outcomes of your incrementalism and the futility to tolerate every form of flamboyance that arises in the pursuit of individuality by going beyond standards of what every reasonable person would consider to be reasonable accommodation. Schools that excel in education more often than not have standards in dress and behavior and they find ways to embrace and educate those with various challenges and traits without undermining the overall educational environment. Focus on the education and everything else will work itself out.

Your standard of tolerance should simply be this: where a student, faculty or staff is being oppressed, singled out, ridiculed, made to feel uncomfortable or bullied as a result of any physical, emotional or psychological trait then they and those who marginalize should be dealt with justly on the case by case basis. This standard should include the protection of those feel oppressed, singled or and made to feel uncomfortable because their physical, emotional and psychological traits do not include confusion about gender or sexual identity.

C. Correa

From: [bruce kemp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Vote NO on Policy 1450 change for Gender Identity
Date: Friday, May 01, 2015 2:19:53 PM

Dear Mr. McElveen,

As my at-large school board representative I ask you to vote NO on Policy 1450 change to accommodate Gender Identity. The potential for very bad impact so far outweighs the potential to have a few students or employees possibly feel better about themselves. This policy change is ill-conceived. Please vote NO.

Thanks. Bruce

Bruce Kemp

[REDACTED]
[REDACTED]
[REDACTED]

From: [Catalina Robinson](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [School Board](#)
Subject: Vote No to Transgender Policy
Date: Thursday, April 30, 2015 11:30:56 PM

Dear Board Members:

I strongly disagree with this policy, which intends to protect transgendered teachers, but not students or parents.

Please VOTE NO!

Catalina Robinson

Sent from my iPhone

From: [Guilfoyle, Matthew](#)
To: [Donohue, Christine W.](#)
Cc: [Smith, Marty K.](#); [Torre, John](#); [Garant, Jay](#); [Thomas, Kathleen](#)
Subject: Chairman's 4/29
Date: Tuesday, April 28, 2015 1:51:05 PM
Attachments: [SRR changes 415 with edit.docx](#)
[Remarks for School Board Chair Tammy Derenak Kaufax for.docx](#)

Chris – below are my notes for tomorrow:

Will provide update on budget communication roll-out.

Excellent story from Peggy Fox/Channel 9 about our budget situation that ran last Friday night. She told the story of McLean HS teacher Lori Wagoner who is leaving FCPS because her salary does not allow her to continue to live and work here. She testified before the BOS during the public hearing requesting that they provide sufficient funding for teacher compensation.

<http://www.wusa9.com/story/news/local/fairfax%202015/04/25/fairfax-county-teacher-pay/26354019/>

Posted on Facebook at 10 am Monday:

- 57,856 people reached
- 915 likes
- 318 shares
- More than 100 comments

Twitter: 67 retweets and 58 favorite

Compared to our last snow day on March 5:

- 40,160 people reached
- 1,131 likes
- 185 shares
- More than 100 comments

Channels 4 & 7 showed up at Ravensworth ES Monday morning to report on the reported attempted abduction of a Ravensworth student Friday afternoon which later turned out to be a false report.

Police say the 12 year old student made it all up.

http://www.nbcwashington.com/news/local/Man-Tried-to-Grab-Boy-in-Front-of-Va-Elementary-School-301396581.html?_osource=SocialFlowTwt_DCBrand

<http://www.wjla.com/articles/2015/04/fairfax-co-police-investigate-attempted-abduction-in-springfield-113536.html>

Fox 5, NBC 4, ABC 7 and the Post all did stories last week about the gender identity proposal.

(Tammy was interviewed for the Channel 7 story and did a nice job) Expect the same media and

probably others to return to cover the May 7 vote.

<http://www.nbcwashington.com/video/#!/news/local/Supporters-Push-Fairfax-to-Include-Gender-Identity-in-Nondiscrimination/301277461>

<http://www.wjla.com/articles/2015/04/-gender-identity-could-be-added-to-fcps-non-discrimination-policy-113495.html>

The plan is to issue the SR&R news release next Monday (May 4) so it doesn't get lost in the gender identity story at next Thursday's board meeting . Release is attached.

Nice story ran in the Fairfax Time about Thoreau MS students who had their hair cut and donated the hair to create wigs for cancer patients.

<http://www.fairfaxtimes.com/article/20150423/NEWS/150429630/1267/thoreau-middle-school-students-x2018-make-the-cut-x2019&template=fairfaxTimes>

Retirement ceremony Thursday – Mary Shaw developed remarks for Chairman use – attached.

Held great partnership event at South Lakes with arts community, next month is health science.

FOR IMMEDIATE RELEASE

October 19, 2015

SR&R Changes Improve Student Outcomes

Recent changes made in the student disciplinary process under the Fairfax County Public Schools (FCPS) Student Rights and Responsibilities (SR&R) regulation have resulted in an increase in the use of restorative discipline conferences as an alternative to suspensions, a reduction in the number of out-of-school suspensions in high schools, a reduction in the average number of days students were suspended from school pending completion of the disciplinary process, and fewer recommendations for expulsion.

The School Board adopted significant changes to the SR&R for the 2013-14 and 2014-15 school years. Comparing the first semester of 2013-14 to the first semester of 2014-15, has resulted in the following positive outcomes:

- A 226 percent increase in the use of restorative justice conferences as a disciplinary response.
- A 24 percent reduction in the number of out-of-school suspensions in high schools.
- A 56 percent reduction in referrals to the Superintendent for disruptive behaviors.
- A 56 percent reduction in referrals to the Superintendent for students in grades K-6.
- A total of 92 percent fewer recommendations for expulsion from the Hearings Office to the School Board.

In addition, 66 percent of students eligible for expedited review, following first time marijuana offenses, were permitted to return to class following a five day in-school suspension and there was a 41 percent reduction in the average number of days (7.01 vs. 11.84) students were suspended from school pending completion of the disciplinary process, following the elimination of the required 10-day suspension when a case is referred to the Superintendent's office.

Remarks for School Board Chair Tammy Derenak Kaufax for
FCPS Retirement Ceremony on Thursday, April 30, 2015

I am so pleased to be here to personally thank all of you for your years of service to FCPS. Some of you have spent many years of your lives serving the public and supporting our students in so many ways and for that, we are deeply appreciative. Your skills and abilities have made FCPS stronger and have provided a richer learning experience for our students. Everyone from classroom teachers—who have direct contact with students every day—to the people who manage the district's finances, maintain our facilities, drive school buses, screen and hire new employees, plan and evaluate testing, upgrade and maintain our computer network, and plan and lead professional development for our employees are vital to ensuring that FCPS functions at the highest level. It is the work of all employees that makes FCPS one of the best—if not the best—school system in the United States. On behalf of the entire School Board, thank you for everything you have done to support our students during your career. We sincerely appreciate your efforts.

You have much to look forward to as you enter this new phase of your lives that will—hopefully—include the opportunity to rest, relax, recharge, and do exactly what you want to do. I hope you can see new places, meet new people, and undertake a hobby or activity that you've been putting off during your career. Treat yourself! And please know that we would welcome you back with open arms as a volunteer.

This year's retirement class includes 86 teachers and 71 support employees. We have someone who is retiring with 40 years of service, our longest-serving retiree in

2015. I salute you, and I bet you could write quite the narrative about the changes you have seen over the past four and a half decades.

Our retirees made quite the impact on our students and school district during their years on the job. One of this year's retirees had a minor planet named for her in honor of her advancement of student research. Another employee—a school social worker—helped homeless refugees from war-torn countries find housing in their new country. She also worked with community agencies and the family of a dying student to help him achieve his dream of high school graduation at his bedside the week he passed away.

Another of our retirees began her career with FCPS registering language minority students from all over the world. In the past 15 years, she has been in charge of evaluating foreign transcripts for students from over 100 countries.

And one of our teachers, a 16-year veteran, helped students learn about themselves as well as learning to read, write, and do math. She was an expert in developing student self-esteem; memorably, she encouraged a student whose mother was in serious condition in a local hospital to perform in a school talent show. At the end of her performance, the entire audience joined the student in song.

So while we will miss your unique contributions, talents, and skills, I wish you all the best as you continue your life's journey into retirement. I hope it lives up to your expectations. All the best.

Of those students permitted to attend alternative instructional settings pending appeals of their disciplinary process before the School Board, 41 percent opted to enroll in an assigned alternative setting to continue instruction; 35 percent opted to continue home-based services; 18 percent opted to continue work independently, supplemented by face-to-face sessions with out-of-school support teachers, and 6 percent remained in an alternative setting within their base school.

A combination of school level data analysis, professional development, and targeted coaching for school support personnel have resulted in sustained improvement, according to FCPS Chief Academic Officer Kim Paddison Dockery, who added that improving the student disciplinary process is an ongoing effort.

Changes made in 2014-15 included providing increased discretion by principals regarding mandatory sanctions; expanded educational options for students in the disciplinary process; the opportunity to provide favorable consideration when a student voluntarily turns in a weapon under certain conditions; permitting students to return to class after a five-day, in-school suspension; reducing the maximum short-term suspension to five days; and additional levels of intervention. High schools have added system of support advisors (SOSAs) to provide additional academic support and in-school intervention opportunities for students in the disciplinary process along with social and emotional support, strategies to help students avoid additional offenses, and support for teachers.

FCPS, in collaboration with the Fairfax County Police Department, the Fairfax County Juvenile and Domestic Relations District Court, and the Northern Virginia Mediation Service have initiated a unique agreement where students who commit non-violent, first time offenses while at school can be diverted to the FCPS restorative justice team to determine if it would be appropriate to deal with the situation through an restorative justice conference, rather than filing a formal complaint.

The Board is scheduled to vote on changes to the 2015-16 SR&R at its business meeting on Thursday, May 7. Most of the changes to the 2015-16 SR&R are an effort to align language with the substantive changes in policy made in 2014-15 and to reflect new state legislation. Added to the proposed 2015-16 SR&R are new definitions of harassment and sexual harassment.

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Note: For more information, contact the FCPS Office of Communication and Community Relations at 571-423-1200.

Remarks for School Board Chair Tammy Derenak Kaufax for
FCPS Retirement Ceremony on Thursday, April 30, 2015

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You have much to look forward to as you enter this new phase of your lives that will—hopefully—include the opportunity to rest, relax, recharge, and do exactly what you want to do. I hope you can see new places, meet new people, and undertake a hobby or activity that you've been putting off during your career. Treat yourself! And please know that we would welcome you back with open arms as a volunteer.

This year's retirement class includes 86 teachers and 71 support employees. We have someone who is retiring with 40 years of service, our longest-serving retiree in

2015. I salute you, and I bet you could write quite the narrative about the changes you have seen over the past four and a half decades.

Our retirees made quite the impact on our students and school district during their years on the job. One of this year's retirees had a minor planet named for her in honor of her advancement of student research. Another employee—a school social worker—helped homeless refugees from war-torn countries find housing in their new country. She also worked with community agencies and the family of a dying student to help him achieve his dream of high school graduation at his bedside the week he passed away.

Another of our retirees began her career with FCPS registering language minority students from all over the world. In the past 15 years, she has been in charge of evaluating foreign transcripts for students from over 100 countries.

And one of our teachers, a 16-year veteran, helped students learn about themselves as well as learning to read, write, and do math. She was an expert in developing student self-esteem; memorably, she encouraged a student whose mother was in serious condition in a local hospital to perform in a school talent show. At the end of her performance, the entire audience joined the student in song.

So while we will miss your unique contributions, talents, and skills, I wish you all the best as you continue your life's journey into retirement. I hope it lives up to your expectations. All the best.

From: [Hynes, Patricia \(School Board Member\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Clinging to a dangerous past: Dr Paul McHugh's selective reading of transgender medical literature | The TransAdvocate
Date: Monday, April 27, 2015 4:11:47 PM

FYI. We received an email against the policy change, which cited Paul McHugh as an authority. The background on him is that he's an 85 year old Catholic conservative who's been on a crusade to label gender nonconformity as a mental illness or social fad.

http://www.transadvocate.com/clinging-to-a-dangerous-past-dr-paul-mchughs-selective-reading-of-transgender-medical-literature_n_13842.htm

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

From: [Lauretta Brown](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: CNS News Interview Request
Date: Tuesday, April 28, 2015 11:10:42 AM

Dear Mr. McElveen,

This is Lauretta Brown with CNS News. I would like to speak with you about the proposed expansion of Fairfax County Public School's non-discrimination policy to include gender identity as a protected group. Please let me know if you would be available to discuss this with me soon. My number is [571-267-3500 extension 3606](#) and I can always be reached at this e-mail.

Lauretta Brown
CNS News

From: ["Dibby \(Edith\) Clark"](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Turpin, Melanie](#); [Moon, Ilryong \(School Board Member\)](#); [Kinney, Joann V.](#); [Velkoff, Theodore \(School Board Member\)](#); [Partlow, Kathy](#); [Reed, Patty \(School Board Member\)](#); [Partlow, Kathy](#); [Evans, Sandy \(School Board Member\)](#); [Fields, Melissa School Board](#)
Cc: [School Board](#)
Subject: Fairfax County Consideration of Possible Mixed-Gender Bathrooms to accommodate "trans-gender" individuals
Date: Thursday, April 30, 2015 2:04:46 PM
Importance: High

To Fairfax County School Board Members,

I understand that the Fairfax County School Board will decide at meetings on April 23 (already passed) and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "trans-gender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, I understand that parents will be unable to move children from the class of a transgendered teacher.

I personally object strenuously to any such experiment or implementation of mixed-gender bathrooms to accommodate "trans-gender" teachers or students.

I am extremely concerned that Fairfax County has selected children -- the most vulnerable, most impressionable, most easily impacted, and least powerful people in our county -- as lab animals for such an experiment/implementation. Those members of the Fairfax County School Board with psychology/sociology/child development or related educations/degrees/backgrounds should well know the negative effects of should exposure could have on a child's development.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned before birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate a potential condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the concerns of parents who object to exposing their developing children to this behavior is long overdue.

Government decisions & actions that affect the entire Fairfax County School system/school populations should accommodate the common good and the beliefs of the majority and not be dictated by a very small minority concerns about which should be directly addressed to that minority or any other minority and, in a democracy, not imposed on the majority and especially not on extremely impressionable developing children - the age group which is bracketed by birth and a legally aged adult in the district of concern when they can make their own choices.

We've accommodated minorities to the extent that the US educational system has been "dumbed down" to such an extent that we are no longer the superior educational system that we once were. Let us aim to lift up our children. Let us respect the rights of the majority as well as protect our minorities.

Edith C. Clark



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: DO NOT use mixed gender bathrooms - UNABLE TO DETERMINE DISTRICT
Date: Monday, April 27, 2015 4:16:26 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: D S [mailto:suddartd@yahoo.com]
Sent: Monday, April 27, 2015 2:35 PM
To: School Board
Subject: DO NOT use mixed gender bathrooms

Please DO NOT experiment with mixed gender bathrooms. I was a substitute teacher with fcps for many years. All of the schools had adult single user bathrooms. These could be used to accommodate the very small number of transgender individuals without disrupting everyone else. An experiment with mixed gender bathrooms would have many unintended and disastrous consequences for our students and therefore all Fairfax County residents such as myself. Please do not experiment with our children.

From: [Kirkbride, Sue](#) on behalf of [Superintendent Garza](#)
To: [Garza, Karen](#); [Donohue, Christine W.](#)
Subject: FW: Has FCPS lost all common sense?
Date: Monday, April 27, 2015 5:19:18 PM

From: Jennifer [mailto:lfamily@pcisys.net]
Sent: Monday, April 27, 2015 3:40 AM
To: Hynes, Patricia (School Board Member); Hynes, Patricia (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member); Superintendent Garza; Lockard, Steven
Cc: Turpin, Melanie; Kinney, Joann V.; Partlow, Kathy; Montano, Sonya; Hook, Mary Ellen; Fields, Melissa
Subject: Has FCPS lost all common sense?

[Superintendent Garza, Deputy Superintendent Lockard, FCPS Administrators, and School Board Members,](#)

[We understand the school district is contemplating experimentation with "mixed gender" bathrooms so as to accommodate gender confused students and teachers.](#)

[First of all, how many of those students and teachers are in the district in comparison to the students and teachers who do not have a problem being the sex they were born with? We would be willing to wager it is a bare hundredths of a percent.](#)

[We clearly recognize the next forefront in homosexual "rights" is advancing the transgender agenda. We clearly recognize this has become a hot button political correctness issue. And we clearly recognize school districts are facing the pressure of the homosexualists to placate them on this issue or they will make your lives miserable as they have for countless others who refuse to cave into their demands. There is a word to describe this: fascism.](#)

[We are here to tell you that the vast majority of your students and teachers are not confused as to their gender. To completely put those people at risk just so you can bow before the politically correct altar of homosexuality is a huge mistake.](#)

[It is a simple rule, if you have male anatomical parts you use the boys room and if female anatomical parts you use the girls room. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs and safety of the majority.](#)

[To be perfectly frank we are thrilled that more and more parents are making the conscious choice to remove their children from public education. American schools have become so infested with political correctness and indoctrination into unnatural sexual behaviors that have no place in education in the first place. Please STOP the politically correct madness and put common sense back into the schools of Fairfax, VA.](#)

[Sincerely,
Jennifer and Keith Lorensen](#)

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: I strongly support gender identity protections in Faiurfax County schools PROVIDENCE DISTRICT
Date: Thursday, April 30, 2015 4:38:59 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Charles Keener [mailto:ckeener20005@aol.com]

Sent: Tuesday, April 28, 2015 5:08 PM

To: School Board

Subject: I strongly support gender identity protections in Faiurfax County schools

These sort of protections are long overdue and are the right thing to do

Charles Keener



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Please vote against transgender proposal BRADDOCK DISTRICT
Date: Tuesday, April 28, 2015 10:52:36 AM

FYI – This gentleman has also called and left voicemails on several of our staff members' phones. Mine was recorded at 8:34 p.m. April 27.

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067***

From: Ron Dickey [mailto:rondickey@hotmail.com]
Sent: Monday, April 27, 2015 8:49 PM
To: School Board
Subject: Please vote against transgender proposal

Hello. My name is Ron Dickey and [REDACTED]. I am disappointed and appalled by the current transgender proposal being considered by the school board. Please protect our children by voting against this proposal on May 7.

Thank you, and have a great day!
Ron

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: please vote NO MOUNT VERNON DISTRICT
Date: Tuesday, April 28, 2015 10:55:11 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Andrea Albanese [mailto:andrea.albanese1@gmail.com]

Sent: Monday, April 27, 2015 9:23 PM

To: School Board

Subject: please vote NO

Dear school board,

As an engaged and concerned parent of children in fcps please vote "no" to the addition of the gender identity Clause on May 7th. Our children are already protected under the nondiscrimination policy.

Thank you for your support!

Andrea Albanese

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: School Board Meeting/Agenda May 7 DRANESVILLE DISTRICT
Date: Tuesday, April 28, 2015 11:03:33 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: mizzybarga@aol.com [mailto:mizzybarga@aol.com]

Sent: Tuesday, April 28, 2015 10:16 AM

To: School Board

Subject: School Board Meeting/Agenda May 7

Dear School Board,

I am aware that there is to be a Fairfax County School Board vote on May 7th that may allow transgendered individuals the use of restrooms of their choice.

I have questions about such a policy from a safety perspective, especially when young children may be impacted. I understand the overall good intention to allow transgendered individuals to live their lives as a protected class. But it would undoubtedly send a mixed message, especially to younger children, about protecting their rights to privacy, and to protect them from potential sexual predators who may use this opportunity to exploit children of any age.

I urge you and the Fairfax County School Board to give this matter careful consideration.

Is there another way to address the need of a protected class without infringing upon the majority rights of others?

The bottom line is, in the age of stranger danger and other sexual predator considerations -- I wouldn't want my child to find himself/herself in the scenario of feeling vulnerable or threatened by the presence of an opposite sex adult individual while they are using a public restroom facility -- it would be too confusing and intrusive. There are an infinite number of permutations where this kind of scenario could be problematic. Again, I understand the objective of the greater good -- but at what expense to public safety?

In this case, I'm not talking about those transgendered individuals who hold good intentions for themselves -- I'm talking about pedophiles and other violent individuals who would undoubtedly see this as a government-sanctioned stalking opportunity.

Personally, I wouldn't want to be faced with the quandary of using such a restroom. It may be a false sense of security, but a ladies' restroom is supposed to be a sanctuary of privacy -- free of the potential for sexual assault or the appearance of sexual assault. Opening this door, literally, sends a message to women that they may continue to be victimized at will -- even if no such threat is actually viable. Just the appearance of it is enough to victimize women, and especially women who have suffered actual assault.

I urge the Fairfax County School Board not to rush into any such decision without careful consideration.

I also the Fairfax County School Board to encourage public comment on this matter, to fully publish agendas which fall into this category. I found out about this upcoming vote through back-door channels, and it does a greater disservice to the community when the School Board and/or our elected officials aren't transparent about their agendas.

Thank you for your careful consideration of this hot-button topic.

Sincerely, Kelly Carpenter

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Support Gender Equality MASON DISTRICT
Date: Monday, April 27, 2015 3:02:23 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: kline3537@aol.com [mailto:kline3537@aol.com]

Sent: Friday, April 24, 2015 4:58 PM

To: School Board

Cc: rachelkline19@gmail.com

Subject: Support Gender Equality

I am writing to request that you support Gender Equality. I can't say it any better than Ryan McElveen and Senator Adam Ebbin did:

"It's critical for Fairfax County, as the largest school division in the state, to make the statement that we unequivocally protect, value and embrace all of our students and employees for who they are," said McElveen, a 2004 graduate of Fairfax's George C. Marshall High School. "Statistics show that half of all transgender teens will attempt suicide by the time they turn 20, and it's time that we bring this issue to light."

"Every Virginian has the right to live, learn, and work without fear of discrimination," Herring (D) said in a written statement. "That's a Virginia value, and one that we must guard even more carefully when it comes to our children."

Please vote in support of Gender Equality because it is the right thing to do.

Thank you,
Robin Kline

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender Bathrooms SPRINGFIELD DISTRICT
Date: Monday, April 27, 2015 4:59:02 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: ORENE BLUM [mailto:ORENE.BLUM@COX.NET]
Sent: Sunday, April 26, 2015 10:46 PM
To: School Board
Subject: Transgender Bathrooms

PLEASE do not allow transgender bathrooms in our public schools. It's hard for me to fathom why this is even an issue taking up your valuable time. It also strengthens my resolve to keep beating the drum that homeschooling or private school is the only safe way to educate our children. We truly live in an upside down world!

Orene McKenzie Blum



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgender Issue PROVIDENCE DISTRICT
Date: Tuesday, April 28, 2015 10:39:13 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Rebecca Pick [mailto:rebeccapick@cox.net]
Sent: Tuesday, April 28, 2015 10:23 AM
To: School Board
Subject: Transgender Issue

This is going too far. At best, give them their own T.G. bathroom. I will be at the meeting on May 7th, along with some others.
Thank you.

Rebecca



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender Policy MASON DISTRICT
Date: Tuesday, April 28, 2015 10:57:11 AM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***

Ph: 571-423-1062

Fax: 571-423-1067

From: Lori Nicole K [mailto:lorinicolek@gmail.com]

Sent: Tuesday, April 28, 2015 7:56 AM

To: School Board

Subject: Transgender Policy

I am against this transgender policy that is up for vote on May 7. I know it will be extremely frightening for young girls. Please allow common sense to prevail.

Thank you

Lori Kremers



From: [Partlow, Kathy](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#)
Subject: FW: Transgender Proposal
Date: Monday, April 27, 2015 5:09:43 PM

Per this constituent's request – I am forwarding this email to both of you.

Kathy Partlow

Phone: 571-423-1064

Fax: 571-423-1067

Executive Administrative Assistant to:

Ted Velkoff, Vice Chairman and Member At Large

Patricia S. Reed, Providence District

From: Matthew Tyson [mailto:tysonmj@live.com]
Sent: Sunday, April 26, 2015 10:36 AM
To: Partlow, Kathy
Subject: Fwd: Transgender Proposal

Hi Ms. Partlow,

Please see to it that Ms. Reed and Mr. McElveen get my email below. The email addresses for both of them on the Board's website were rejected.

Thank you,
Matt Tyson

Sent from my Verizon Wireless 4G LTE DROID

----- Original Message -----

Subject: Transgender Proposal

From: Matthew Tyson <tysonmj@live.com>

To: patty.reed@fcps.edu

CC: Matt Tyson <tysonmj@live.com>, ryan.mcelveen@fcps.edu

Dear Ms. Reed,

I am a Fairfax City resident and [REDACTED]. I was disturbed to hear that a proposal was made to add special, additional protections for transgendered persons in the FCPS system.

I am writing to register my view that I do not support this proposal and ask that the Board more closely consider its agenda in the future. I believe that this sort of issue is a distraction from many, much more important issues facing our schools and children, that merely raising this issue makes FCPS a magnet for transgendered individuals--thus confusing children, creating problems for parents, and hindering educational progress--and ask that you not support any further discussion of the proposal.

Sincerely,

Matt Tyson

Sent from my Verizon Wireless 4G LTE DROID

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#); [Hook, Mary Ellen](#)
Subject: FW: Vote NO! SULLY DISTRICT
Date: Thursday, April 30, 2015 4:20:31 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Veronica Bradford [<mailto:vcbradford@me.com>]
Sent: Tuesday, April 28, 2015 2:26 PM
To: School Board
Subject: Vote NO!

I vote absolutely not for transgender bathrooms!

Veronica Bradford

Sent from my iPhone

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Vote yes on May 7th SPRINGFIELD DISTRICT
Date: Monday, April 27, 2015 5:03:09 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Brunberg, Katherine
Sent: Sunday, April 26, 2015 9:37 AM
To: School Board
Subject: Vote yes on May 7th

Hello, members of the school board.

When you're voting to adopt the Gender Identity Nondiscrimination Policy in May 7th, consider your own mission statement that is already in place:

"Each student is entitled to an excellent education that meets his or her individual needs."

"Dynamic and supportive partnerships among students, parents, educators, and the community are critical to meet student needs and provide enriching experiences."

"Everyone thrives in a vibrant, healthful, safe, enriching, and respectful environment."

"FCPS values its diversity, and acknowledges that all people contribute to the well-being of the community. FCPS provides opportunities for all its students and employees to grow educationally, personally, and professionally."

ALL students. Not excluding those whose lifestyles you may not agree with. Please vote to create a more supportive policy for those who face discrimination every day.

Thanks you,

Katherine Brunberg



Sent from my iPhone

Sent from my iPhone

From: [Hynes, Patricia \(School Board Member\)](#)
To: [School Board Members](#)
Subject: Fwd: Gender Identity Nondiscrimination policy
Date: Tuesday, April 28, 2015 6:49:19 PM

My constituent has asked me to pass her comments along to the whole board, FYI.

Pat

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

Begin forwarded message:

From: Carol Lewis <wf.pflag@gmail.com>
Date: April 28, 2015 at 12:30:33 PM EDT
To: "Hynes, Patricia (School Board Member)" <pmhynes@fcps.edu>
Subject: Gender Identity Nondiscrimination policy

Dear Ms Hynes,

In support of the proposed gender identity nondiscrimination policy, I write as

1. the mother of a gay former FCPS student, now in his 30s, who knew he was gay in middle school but decided if anyone found out he would kill himself... the schools are safer now for LGB students but not for transgender students;
2. the co-facilitator of PFLAG Fairfax, a local community group of Metro DC PFLAG, attended by parents and families of LGBTQ children who seek to more fully understand and accept their children and to educate their world safer for and accepting of them;
3. the coordinator of FLY (Fairfax LGBTQ Youth), a PFLAG-sponsored youth group for LGBTQ teens and allies...over the five years of FLY's existence, it has provided a safe place for LGBTQ teens to gather, be who they are, and express themselves in a confidential environment.
4. a long-time resident and voter in Fairfax County.

Discrimination against LGBTQ people has affected my family, my community group, their children, and our county. It can lead to depression, self-harm, suicide. The harm is immeasurable. This is not about bathrooms and locker rooms - the numbers of children who will make this request is very small. They don't seek to harm others; they just want to use bathrooms for their intended purpose. This is about allowing people to be who they are, to live authentic lives, as they see themselves from within.

Please vote to approve this policy for the sake of all our children, our families,
and our community.

Carol Lewis



From: [Gordon Wang](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: opposition to allow the use of school bathrooms by opposite sex
Date: Wednesday, April 29, 2015 11:18:23 PM

Dear Mr. McElveen,

I am a Fairfax county resident, and I [REDACTED].
I am writing to strongly oppose the school board's proposal to open bathrooms and locker rooms for use by the opposite sex if they claim to be transgendered.

I agree every person should be equally respected regardless of their gender and sexual preference. However, I think it is beyond outrageous to try to mix up the use of bathrooms and locker rooms by the opposite sex. It harms the privacy and causes safety problems to the mass majority of non-transgender students and staff. As a parent, I don't feel my daughter is safe when a male student or staff is present and stand next to her when she uses bathroom or she changes clothes in locker room.

Best regards,

Xiang Wang

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Samuel Yan](#)
Subject: RE: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 29, 2015 8:16:22 AM

Mr. Yan,

Thanks again for your input. Here is the proposal: <http://www.boarddocs.com/vsba/fairfax/Board.nsf/goto?open&id=9VNA3Y673041>

Ryan

From: Samuel Yan [samuelyan@msn.com]
Sent: Tuesday, April 28, 2015 9:22 PM
To: McElveen, Ryan (School Board Member)
Subject: RE: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT

Ryan,

I am glad to hear back from you so quickly.

Personally, I don't want [REDACTED]. Would you allow a male teacher to use girl's restroom just because of his gender preference being a woman? Maybe I haven't see the whole proposal. I will read it if you can send it my way.

I really think that the school board should focus on solving education crisis that our country is facing now - starting from elementary school, less focus on politics. Asian voters are mostly very conservative in terms of sexual things - these proposals are turning them off ...

Best Regards,

-Sam

> From: rlmcelveen@fcps.edu
> To: samuelyan@msn.com
> Date: Tue, 28 Apr 2015 17:59:28 -0400
> Subject: Re: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
>
> Dear Mr. Yan,
>
> It's wonderful to hear from you. I hope things are going well at the Hope Chinese School!
>
> I think there has been some miscommunication regarding the current school board proposal, which is merely to protect students from discrimination based on gender identity, just as we protect students from discrimination based on sexual orientation, race and ethnicity.
>
> Let me know if you have any further questions. I'd be happy to speak over the phone or in person.
>
> Sincerely,
>

> Ryan

>

>

> On Apr 28, 2015, at 5:33 PM, Samuel Yan <samuelyan@msn.com<<mailto:samuelyan@msn.com>>> wrote:

>

> Hi Ryan,

>

>

> This Samuel Yan. I was the guy who accompanied you at Westfield high school to give a talk to Chinese school before the school board election in 2011(?).

>

> Anyway, I observed you have been working hard on school issues and some one forwarded me a proposed policy change to allow mis-used restrooms in Fairfax county public school, as stated in the subject.

>

> I really need to confirm that you are not the one proposed this change or if the board should have more urgent things on the plate.

>

> Thanks and look forward to hearing from you.

>

> -Samuel Yan

>

> VP, 80-20 DC Chapter

>

>

>

From: [Samuel Yan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
Date: Tuesday, April 28, 2015 9:22:52 PM

Ryan,

I am glad to hear back from you so quickly.

Personally, I don't want [REDACTED]. Would you allow a male teacher to use girl's restroom just because of his gender preference being a woman? Maybe I haven't see the whole proposal. I will read it if you can send it my way.

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> VP, 80-20 DC Chapter

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>

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From: [Samuel Yan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 29, 2015 4:07:41 PM

Ryan,

Thanks for the link. I think the board made it too easy of adding the word. The consequence will be very different. I will have people to go to the next week board meeting.

Good day,

-Sam

> From: rlmcelveen@fcps.edu
> To: samuelyan@msn.com
> Date: Wed, 29 Apr 2015 08:16:22 -0400
> Subject: RE: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
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> Thanks again for your input. Here is the proposal:
> <http://www.boarddocs.com/vsba/fairfax/Board.nsf/goto?open&id=9VNA3Y673041>
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> > Date: Tue, 28 Apr 2015 17:59:28 -0400

> > Subject: Re: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT

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> > -Samuel Yan

> >

> > VP, 80-20 DC Chapter

> >

> >

> >

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Samuel Yan](#)
Subject: Re: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
Date: Tuesday, April 28, 2015 5:59:29 PM

Dear Mr. Yan,

It's wonderful to hear from you. I hope things are going well at the Hope Chinese School!

I think there has been some miscommunication regarding the current school board proposal, which is merely to protect students from discrimination based on gender identity, just as we protect students from discrimination based on sexual orientation, race and ethnicity.

Let me know if you have any further questions. I'd be happy to speak over the phone or in person.

Sincerely,

Ryan

On Apr 28, 2015, at 5:33 PM, Samuel Yan <samuelyan@msn.com> wrote:

Hi Ryan,

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Anyway, I observed you have been working hard on school issues and some one forwarded me a proposed policy change to allow mis-used restrooms in Fairfax county public school, as stated in the subject.

I really need to confirm that you are not the one proposed this change or if the board should have more urgent things on the plate.

Thanks and look forward to hearing from you.

-Samuel Yan

VP, 80-20 DC Chapter

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Evans, Sandy \(School Board Member\)](#)
Cc: [Goddard, Pam](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Garza, Karen](#)
Subject: Re: playing with our kids
Date: Monday, April 27, 2015 11:01:24 PM

Haven't had this type of situation yet. Pam can we please pass this to safety and security and work through them to possibly pass it to the police to investigate if our security team feels it is credible?

Never a dull moment. Thanks for catching this one Sandy.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

On Apr 27, 2015, at 10:29 PM, Evans, Sandy (School Board Member) <ssevans@fcps.edu> wrote:

Pam and Tammy, This individual is making threats against School Board members. While we could ignore this and assume he doesn't mean it literally, I do think there should be some repercussions for making these types of threats. How do we generally handle this type of thing? Sandy

From: lancaste@gdls.com [<mailto:lancaste@gdls.com>]
Sent: Friday, April 24, 2015 11:17 AM
To: School Board
Subject: playing with our kids

Those pushing the idea of 'transgender' bathroom are perverts bent on the destruction of the family unit. All of those who support this effort ought to be dragged into the street and have your asses beat. yes, I said asses beat. Pull this shit on my grandchild and **I will hunt you down and and administer militia justice on you. Change your ways and stop playing with our kids or your shit will be weak when the moms and dads come to your house and visit with you and your family.**

David B. Lancaster

lancaste@gdls.com

Deus pascit corvos

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Karen Avery Solon](#)
Subject: Re: Resource: APA Document, Karen Franklin PhD, "Prevalence of Antigay Aggression...."
Date: Wednesday, April 29, 2015 2:58:08 PM

Hi Karen,

Thanks for your support. To be honest, the board has been overwhelmed by emails regarding the proposal (most against), so it's hard to say if anyone will read another email too closely. But you're certainly welcome to send the link.

Ryan

On Apr 29, 2015, at 2:52 PM, Karen Avery Solon <kesolon@gmail.com> wrote:

Dear Fairfax County School Board Member McElveen -

At the April 23 School Board meeting, I spoke during the public comment portion (9th speaker), in support of your proposal to add "Gender Identity" to the non-discrimination policy.

Further, I am in the process of seeking permission from the American Psychological Association to reproduce a copyrighted document written by Forensic Psychologist Karen Franklin, P.D, entitled "Prevalence of Antigay Aggression among a College Sample, " in hopes of distributing the document to your fellow Fairfax County School Board members. Meanwhile, I hope you will find time to view the short document via the link below, or with a Google search for it, or at the APA.org website (Search for "Karen Franklin, and click on the article that begins "Prevalence of Anti-Gay....").

Dr. Franklin's work was originally presented at a conference in 1998. That year, I received her handwritten permission to share her copyrighted study, giving proper credit, as I did in the now-decades-ago failed attempt to bar discrimination based on "Sexual Orientation." Those two words, thankfully, were finally added last November.

Dr. Franklin specifically mentioned in her short note to me, ***"...how harmful our culture's rigid gender norms are to children,"*** as both her study and her summarized findings for the APA document make very clear. Her study clearly supports the need for SCHOOLS to intervene. Adding "Gender Identity" (and I hope, "Expression" as well), is an important step forward.

Near the end of my remarks, I referenced the need for the School Board policy to make clear to those students who do NOT identify as glbt, that treating their peers badly is wrong, and that it is their civic responsibility to treat their gender variant peers with respect. My point was, in the words of former Board member Robert Frye, that "Words matter."

Given my lack of professional authority on this subject, I wonder whether Dr.

Franklin's work, as summarized in the American Psychological Association' document at the link below, might bolster support for the proposal. **And I'd welcome your thoughts on whether the link itself is sufficient, or whether you'd recommend I pursue my effort to seek permission to reproduce it for each Board member.**

The APA summary, most particularly the "Implications" section, seem specifically targeted to the mission to create a safe climate for ALL students.

<http://www.apa.org/about/gr/issues/lgbt/anti-gay.aspx>

Many thanks,
Karen E. Solon



From: [McElveen, Ryan \(School Board Member\)](#)
To: [Phyllis Payne](#)
Subject: Re: Support for Adding Gender Identity to Non-Discrimination Policy
Date: Tuesday, April 28, 2015 6:28:12 PM

Thanks, Phyllis :-)

On Apr 28, 2015, at 6:22 PM, Phyllis Payne <phyllispayne1@verizon.net> wrote:

Dear School Board members:

I can't say it any better than Harris did:

<http://www.fcps.edu/dss/summit/2015/agenda.pdf>

I'm writing to let you know that there are people in the community who agree and support your steps forward on this.

Best, Phyllis

From: [Phyllis Payne](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Support for Adding Gender Identity to Non-Discrimination Policy
Date: Tuesday, April 28, 2015 6:32:48 PM

Thank YOU.

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
To: Phyllis Payne <phyllispayne1@verizon.net>
Sent: Tuesday, April 28, 2015 6:28 PM
Subject: Re: Support for Adding Gender Identity to Non-Discrimination Policy

Thanks, Phyllis :-)

On Apr 28, 2015, at 6:22 PM, Phyllis Payne
<phyllispayne1@verizon.net><mailto:phyllispayne1@verizon.net>> wrote:

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Best, Phyllis

From: [Karen Avery Solon](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Resource: APA Document, Karen Franklin PhD, "Prevalence of Antigay Aggression...."
Date: Wednesday, April 29, 2015 2:52:55 PM

Dear Fairfax County School Board Member McElveen -

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Further, I am in the process of seeking permission from the American Psychological Association to reproduce a copyrighted document written by Forensic Psychologist Karen Franklin, P.D, entitled "Prevalence of Antigay Aggression among a College Sample, " in hopes of distributing the document to your fellow Fairfax County School Board members. Meanwhile, I hope you will find time to view the short document via the link below, or with a Google search for it, or at the APA.org website (Search for "Karen Franklin, and click on the article that begins "Prevalence of Anti-Gay....").

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Given my lack of professional authority on this subject, I wonder whether Dr. Franklin's work, as summarized in the American Psychological Association' document at the link below, might bolster support for the proposal. **And I'd welcome your thoughts on whether the link itself is sufficient, or whether you'd recommend I pursue my effort to seek permission to reproduce it for each Board member.**

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<http://www.apa.org/about/gr/issues/lgbt/anti-gay.aspx>

Many thanks,
Karen E. Solon





From: [Phyllis Payne](#)
To: [Storck, Dan \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [LaTeef, Harris](#); [Moon, Ilryong \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Smith, Kathy L. \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: Support for Adding Gender Identity to Non-Discrimination Policy
Date: Tuesday, April 28, 2015 6:22:41 PM

Dear School Board members:

I can't say it any better than Harris did:

<http://www.fcps.edu/dss/summit/2015/agenda.pdf>

I'm writing to let you know that there are people in the community who agree and support your steps forward on this.

Best, Phyllis

From: [Segunda Acosta](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: The Fairfax County Board Members
Date: Tuesday, April 28, 2015 8:37:40 PM

Dear Board Members,

This email concerns the upcoming school board policy change on gender identity. I would like to express some thoughts on the matter.

As a parent, doctor, and citizen I am concerned about this issue. I feel that there are potential negative consequences that could result from such a policy change especially within an education-centered environment. It is important for our children to be in an environment where they are not distracted and can feel safe, i.e. how does one not know a harmful action could be done when a male is in an enclosed female restroom? Thus, we should do what is best to uphold a safe environment.

Is it possible to make a single locked bathroom for people who have a gender identity crisis? Maybe this can be taken into consideration so the innocent is not compromised. The number of students who suffer from such a problem is miniscule in comparison to the total student population.

In my clinical work as a psychotherapist, I have encountered teenagers who have been harassed, bullied, and sexually assaulted in the school bathroom. What more are the dangers of exposing the students to the presence of the opposite sex in their bathroom? Even perverts can use the excuse of dressing up for the purpose of entering bathroom of the opposite sex for their malicious intent.

I strongly urge the board members to think about the serious consequences that could arise from such a policy change. Thank you for your consideration.

Sincerely,


Dr. Segunda Acosta

From: [Chris Kelly](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Transgender Policy discussion
Date: Wednesday, April 29, 2015 7:59:43 AM

Dear Board Member McElveen,

With your authority comes responsibility. I understand that there are serious concerns regarding the suicide rates for transgender individuals and that as a society we need to move to support this group. However, the broad step you are about to take has many implications. As our elected representative, your responsibility is to all the children in the system. If you don't have the implications of the policy understood and addressed, it seems to me that you are taking a premature step. I understand that social change comes by acting boldly but as a school board leader those steps are in educating our children in an environment that addresses their needs in totality. It is not clear that you have done the homework and education of the community necessary to adopt the policy change suggested. I encourage to say no until you can answer your constituents questions.

Respectfully,
Chris Kelly



From: [JenO](#)
To: [Reed, Patty \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#)
Subject: Upcoming Non-Discrimination Policy Vote
Date: Monday, April 27, 2015 10:04:50 PM

Dear Ms. Reed and Messers Velkoff, McElveen and Moon,
I have learned of the upcoming vote on May 9, 2015 regarding the addition of gender identity to the schools' non-discrimination policies. I can hardly believe this topic requires a vote, that it is not already abundantly clear in this country, in 2015, that we DO NOT DISCRIMINATE against anyone based on race, class, religion, politics or gender.

As a female voter in Fairfax County, I am well aware that there was a time when educating women was considered controversial, at best. Thankfully, there were those who believed that the education of women was essential to the development of a civilized and just society. I do not believe I am alone in saying unfettered access to education is essential for ALL people. The idea that a group of individuals might be singled out because of their gender identity is incompatible with the very essence of education. Education, at its root, demands that we embrace non-discriminatory policies.

It is often said that the mark of a well-educated person is their ability to be open-minded, to consider many points of view and sources of information. I believe you to be educated people. And, I believe education is meant to enlighten and prepare our young people for mature life. ALL of our young people. How can we claim to do this if we do not protect and include ALL of the children? How can we claim to teach children fair and balanced reasoning if we discriminate against educators based on how they identify?

Discrimination is a learned behavior. Children learn it from the adults around them. Arbitrary discrimination is a terrible legacy to give to our children. In addition, we have all seen throughout human history that discrimination is an ugly and slippery slope. Given its nature, I ask you to consider when might you expect the lens of arbitrary discrimination to turn on you? And then I ask you to do the right thing, to protect the rights and the associated access to our educational system for ALL children. Protect the rights of educators, regardless of how they identify. Do not allow discrimination to taint the experience of enlightenment for some students or some educators.

We are truly fortunate to live in a country and a time in which we can prevent discrimination from proliferating via thoughtful legislation. We are truly fortunate to live in a country and a time in which we DO NOT ALLOW DISCRIMINATION against anyone based on race, class, religion, politics or gender. Let's not move backward in Fairfax County. Please vote to safeguard our neighbors, friends, colleagues and children by adding gender identity to the schools' non-discrimination policies. I appreciate your time and consideration of my letter on this important topic, and I look forward to hearing that the Fairfax County Public Schools non-discrimination policies have been expanded to include and protect gender identity.

Sincerely,
Jennifer Owen Cumming



From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Voicemail from a Winchester Star reporter
Date: Monday, April 27, 2015 4:18:27 PM

Ryan,

Sally (I couldn't understand her last name) from the Winchester Star, left a voicemail message and asked that you call her at 540-667-3205. She covers Dave LaRock's district and was talking to him today about the School Board efforts pertaining to transgendered students.

Melanie A. Turpin

Fairfax County School Board Office
Executive Administrative Assistant to:
 Ryan McElveen, Member At-Large
 Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Voicemail from reporter Jill Palermo of InsideNova.com
Date: Monday, April 27, 2015 3:38:09 PM

Ryan,

Jill Palermo, a reporter from InsideNova.com, just left a voicemail as she is wanting to learn more about your proposal to protect transgender students. She can be reached at 703-608-3739. She said she'd also send an email to me, but it has yet to come in to my mailbox.

Melanie A. Turpin

Fairfax County School Board Office
Executive Administrative Assistant to:
Ryan McElveen, Member At-Large
Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

From: [Ralph Bell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Vote NO on expanding the anti-discrimination policy
Date: Tuesday, April 28, 2015 4:50:25 PM

Mr. McElveen,

I live in Fairfax County and ask you to vote **AGAINST EXPANDING** the anti-discrimination policy to include transgender, sexual orientation and gender identity. This is totally against my beliefs and how I raised my 3 children. I certainly do not want a person of not a heterosexual orientation teaching my grandchildren. When it comes time to vote on this issue please think of majority of Fairfax residents who are opposed to this and we are the majority.

Thank you,
Ralph Bell

[REDACTED]
[REDACTED]

From: [Max](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Anti discrimination policy for transgender students
Date: Sunday, April 26, 2015 4:53:02 PM

Dear Mr. McElveen:

I write in support of your efforts to prohibit discrimination against LGBT students in the Fairfax County Schools. I am a Fairfax County homeowner [REDACTED]. As a parent and taxpayer, I am glad that the school board is setting an example of tolerance and diversity for our children. I am particularly offended that Del. Robert Marshall, who neither represents nor pays taxes in Fairfax County and who once claimed that autism was linked to abortion, would have the temerity to interfere in this matter. His views should be given no weight whatsoever, for the reasons described above.

Thank you for your continuing work on behalf of our public school students.

Regards,

Max Lapertosa
[REDACTED]

Sent from my iPhone

From: svoth@winchesterstar.com
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Dave LaRock
Date: Monday, April 27, 2015 12:41:28 PM

Hi Ryan,

I saw the Washington Post article today about last week's school board meeting and the issue of including transgender students and staff in a non-discrimination policy. I cover the 33rd District, and have gotten Del. Dave LaRock's take. I was wondering if you could tell me what the proposal is, where it stands, and your reaction to delegates from outside Fairfax getting involved in the process.

I'll be leaving the office at 2 p m., and coming back around 4 p m. If you can speak to me, great. If not, email would work.

Thank you,

Sally Voth

Business/Politics

Phone: 540-667-3200, ext. 263

Fax: 540-667-1649

Email: svoth@winchesterstar.com



From: [Bill Plott](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Cc: [Turpin, Melanie](#); [Kinney, Joann V.](#); [Partlow, Kathy](#)
Subject: FCPS Policy vote
Date: Friday, April 24, 2015 4:45:32 PM

Mr. McElveen, Mr. Moon, and Mr. Velkoff,

Your FCPS School Board roles are undoubtedly performed without the thanks of the many you serve, so before I raise an issue, let me preface my statement with a "thank you" for all you do.

I learned on Thursday morning that FCPS will be voting on a measure to allow mixed gender use of bathrooms. I viewed the 23 April meeting on TV and as a father of five sons currently enrolled in three different FCPS schools, I find this a major concern.

According to the FCPS Beliefs, "Everyone thrives in a vibrant, healthful, safe, enriching, and respectful environment." A move towards allowing members of the opposite sex into the bathrooms of our students is anything but safe and respectful. How does FCPS plan to ensure the safety of children in the restrooms? Have the potential financial implications of the proposed measure been estimated? Would there be added restrooms to accommodate any children who might consider their birth gender different from their perceived gender? How will these children be identified to ensure that only they cross into the opposite sex bathroom or locker room? How does FCPS plan to protect the privacy of those who consider sharing locker room and bathroom activities with the opposite sex unwelcome? What is to prevent opposite gender students from more freely accessing these private spaces for sexual activity if it is OK'd to share the same restroom?

Given the projected \$8M shortfall in the FY16 FCPS budget, what additional funds or insurance are being pursued in order to address potential legal challenges as rights to privacy and protection are breached? Would it not be prudent to focus on averting unnecessary costs rather than inviting lawsuits? My sons readily perceive the problems associated with the proposed policy and the abuse of it that would result. It is foolish in their eyes to even entertain it, yet FCPS has chosen to discuss and vote on the issue without even notifying the parents.

I reviewed the 22 April "MY FCPS " email and find no mention of the proposed transgender policy that would be discussed the next evening. Given the ramifications, I find this silence alarming.

I urge each of you to take these concerns under consideration and oppose any measures to approve mixed gender bathrooms.

Thank you for your time.

Sincerely,

Bill Plott



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Absolutely no way! UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:55:28 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Katherine Shapiro [<mailto:shapirokat@verizon.net>]
Sent: Friday, April 24, 2015 8:47 AM
To: School Board
Subject: Absolutely no way!

In regards to the idea of hiring transgender teachers, it is what it is. But to expect both sexes to use the same bathroom at such an early age would be utterly confusing for those young children. I can see it being different in the high school level but it is unacceptable K-6.
Please keep those young children, or any children in mind, when making this decision. It might actually do way more harm than help. Thank you for your consideration.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: do not need to allow students who are biologically male to use female facilities, or vice versa || UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:55:07 PM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067***

From: GW [mailto:gremwang@yahoo.com]
Sent: Friday, April 24, 2015 8:35 AM
To: School Board
Subject: do not need to allow students who are biologically male to use female facilities, or vice versa ||

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Additionally, Fairfax County also has a very sound dress code policy. In part it says:

Any clothing that interferes with or disrupts the educational environment is unacceptable ...

Let's keep the focus on education in a safe, and orderly environment.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Fairfax schools considering transgender policy, parents can not opt children out SULLY DISTRICT
Date: Friday, April 24, 2015 12:56:58 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Joel Stevao [mailto:joel.m.stevao@hotmail.com]
Sent: Friday, April 24, 2015 10:06 AM
To: School Board
Subject: RE: Fairfax schools considering transgender policy, parents can not opt children out

Dear Members of the Board,

Please stop this before it is too late. This will result in violation of other peoples rights.

Thanks,

Joel

Subject: Fairfax schools considering transgender policy, parents can not opt children out
Date: Thu, 23 Apr 2015 09:42:41 -0500
To: joel.m.stevao@hotmail.com
From: actionalert@afasy.net

[American Family Association](#)



**Fairfax schools considering transgender policy, parents can
not opt children out**

Thursday, April 23, 2015



Dear Joel,

Please read this important message from our friends at Traditional Values Coalition: The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

We strongly encourage parents, pastors and anyone else who objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

Contact School Board Members here

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American Family Association

P O Drawer 2440 | Tupelo, MS 38803 | 1-662-844-5036

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From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: first time writing UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:53:58 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Theresa O'Malley [<mailto:tmomalley@verizon.net>]
Sent: Thursday, April 23, 2015 8:47 PM
To: School Board
Subject: first time writing

Hello,

This is the first time I have written to the Fairfax County School Board. [REDACTED]

Experimenting with transgender restrooms in Fairfax County public schools will create so many problems within the school system, it is impossible to list them all in this e-mail.

Why are you making a policy that affects the entire population based on such an extremely minute number of people? If the school system is hiring transgender people, then the school system can designate a bathroom only for them to use.

If you subscribe to the 'discrimination' suggestion, then there will be no end to the troubles you will face trying to accommodate each and every individual with his/her issues.

Sincerely,

Theresa O'Malley

[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: gender identity PROVIDENCE DISTRICT
Date: Monday, April 27, 2015 2:57:10 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Nina Wieczorek [mailto:lttlebook@gmail.com]
Sent: Monday, April 27, 2015 1:40 PM
To: School Board
Cc: Chris Wieczorek
Subject: gender identity

Dear Members of the Fairfax County School Board,

I'm asking you to reconsider the adoption of any "Gender Identity" changes to the anti-discrimination policy. The adoption of such a policy could permit children who self-identify as a girl but are biologically a boy (and vice versa) to use the girls (boys) bathroom, locker rooms, sports teams, and other facilities that are biologically sex specific. I personally don't want my little girl being observed by a boy who self-identifies as a girl. This isn't anti-discrimination but protection for boys and girls from voyeurism, sexual exploitation, and for their own bodily comfort.

This policy would not pass with adults; for an example if one was at a gym, an individual who is biologically a man cannot shower in the women's shower facility. I suspect if such a thing existed, adults would not use that facility. I ask that you recognize the right our sons and daughters have to be afforded the same degree of protection.

Thank you,
Chris and Nina Wieczorek

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Gender Identity SPRINGFIELD DISTRICT
Date: Monday, April 27, 2015 2:50:26 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Douglas & Karen [mailto:sailinmaine@verizon.net]
Sent: Friday, April 24, 2015 11:51 AM
To: School Board
Subject: Gender Identity

Dear Members of the FCPS School Board,

As a parent of three children enrolled in three FCPS schools, I am absolutely appalled by your desire to “experiment” with our vulnerable children regarding gender identity. It is not the school’s role, responsibility, or right to force the confusion of an incredibly small minority onto the minds and hearts of the majority of children/youth who are not confused about their gender. Our children need an emotionally stable environment for learning and this would have a tremendous negative impact in the classroom and in the community.

Hiring transgender teachers as an “experiment” is outrageous and discriminatory. As a former teacher, I firmly believe teachers should be hired based on their qualifications and passion to inspire learning, not based upon their sexual identity. The proposed policy change would not give parents the right to “opt out” of a classroom with a transgender teacher. It is beyond comprehension that the School Board of a PUBLIC school system would revoke parental rights when it comes to our children’s educational environment. There is a tremendous amount of trust placed in the educators who have great influence over our children and we have every right to opt-out of a social experiment that has nothing to do with the Standards of Learning.

FCPS already has a non-discrimination policy in place protecting transgendered youth from harassment. I firmly believe all children should be accepted, however, they should not be permitted to share bathrooms/locker rooms. FCPS should not allow students who are biologically female to use male facilities, or vice versa, under the guise of preventing bullying. This would be a tremendous safety concern and violates both staff and student privacy.

Not only would the social-emotional ramifications of this “experiment” be devastating, but this is a fiscal nightmare. With the budget shortfalls, rising class sizes, steep staffing cuts of recent years, it is financially irresponsible of you to approve this policy change. Implementing such a change will require funding not only for facilities, staff training, etc. I’m outraged that you would consider

pouring our tax dollars, when every cent counts, into a policy with absolutely no forethought as to what this change will cost or how this will impact our children and district as a whole.

It seems that the whims of media and pop culture have taken a front seat to common sense and excellence in education.

The reputation of FCPS as one of our nation's leading school districts is on the line. Let's continue to shine in our high standards and not become a headline on a tabloid.

I implore you to NOT approve this policy change.

Respectfully,
Karen Erickson

From: [Goddard, Pam](#)
To: [School Board Members](#)
Cc: [Turpin, Melanie](#)
Subject: FW: I FAVOR Trans* child protections--BRADDOCK DISTRICT
Date: Friday, April 24, 2015 4:39:28 PM

Pam

Pam Goddard

Executive Assistant and

Clerk of the School Board

571.423.1060



Please consider the environment before printing this email

From: eemasarah@gmail.com [mailto:eemasarah@gmail.com] **On Behalf Of** Sarah Schultz
Sent: Friday, April 24, 2015 2:38 PM
To: School Board
Subject: I FAVOR Trans* child protections

My Name is Sarah Schultz, [REDACTED]

I run the Northern Virginia Transgender Allies group through meetup. We meet on the Second Saturday of the month from 3:30-5 pm at the Ravensworth Baptist Church. Our meetings are open to the public.

I have seen an EVOLUTION of understanding in Fairfax county when it comes to LGB rights. But it saddens me that there are still NO Protections for Trans* kids in Fairfax County. Please protect our trans* kids from bullying and hate. Please hold schools and administrators and fellow students responsible for each other. Please make our schools welcoming for those who are "different"

Thank you for all you continue to do for our kids. Best, Sarah

From: [Evans, Sandy \(School Board Member\)](#)
To: [School Board Members](#)
Cc: [TorresBarthel, Lizette](#)
Subject: FW: May 7 FCPS School Board vote
Date: Friday, April 24, 2015 2:08:13 PM

Hello, everyone, My constituent has asked me to pass this on to all Board members. Sandy

From: Debbie Ratliff [mailto:debbie.ratliff@gmail.com]
Sent: Friday, April 24, 2015 11:52 AM
To: Evans, Sandy (School Board Member)
Subject: May 7 FCPS School Board vote

Sandy,

Please share this message with the entire school board today.

I am writing to support that FCPS recognize the gender identity equality and non-discrimination policies already ruled upon and adopted by the federal government, EEOC, as well as Virginia government.

In January 2014, Virginia Governor McAuliffe signed Executive Order No. 1, prohibiting discrimination based on sexual orientation or gender identity in Virginia state government (<https://governor.virginia.gov/newsroom/newsarticle?articleId=2561>). "The foundational tenet of this Executive Order is premised upon a steadfast commitment to foster a culture of inclusion, diversity, and mutual respect for all Virginians," he said in the text of the Executive Order.

Non-discrimination laws and policies should be at the forefront of our culture, not just in employment and treatment of adults, but even more so in our treatment and respect for our children. How can we recognize that transgender non-discrimination policies should exist for adults but then put discriminatory policies in place for our children? Are we telling them that only when they become adults can they expect to be treated with respect and not discriminated against? How many of these children who are discriminated against will never make it to adulthood because of the inherent harm to them fostered by discrimination when they are a child? The suicide rate among the LGBT community is extremely high, and particularly high for transgender children.

Opponents of FCPS adopting a non-discrimination policy for transgender adults and children frequently rely on false fears concerning bathroom/locker room issues. It should be noted that more than 100 cities across America have already passed similar non-discrimination laws and policies, implemented them successfully, and did not experience the negative impact that opponents claim would happen. As long ago as 2011, 16 states and the District of Columbia had passed laws protecting transgender people from discrimination, and that number has grown in recent years. More than 125 cities and counties protect transgender people under their non-discrimination laws. These policies are fortunately being adopted on a widespread basis, and have been implemented successfully all over America.

The White House in April 2015 clarified its own policies by announcing that "[t]he White House allows staff and guests to use restrooms consistent with their gender identity." Federal employees

have also had the right to use facilities consistent with their gender identity since 2011. In addition, in April 2015, a new Equal Employment Opportunity Commission (EEOC) decision ruled that denying transgender people access to restrooms or respecting name changes violates federal sex discrimination law.

Non-discrimination should be rooted in our core values: fairness and equality; the principle that all people—including transgender people—should be respected and treated equally.

We strongly support FCPS adoption of transgender non-discrimination policies for our schools. Our 2 sons support this position as well.

Debbie Ratliff

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: oppose the gender identity addition SULLY DISTRICT
Date: Friday, April 24, 2015 12:56:11 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: minyuan cai [mailto:minyuancai@hotmail.com]
Sent: Friday, April 24, 2015 9:49 AM
To: School Board
Subject: oppose the gender identity addition

[REDACTED]. I strongly oppose the addition of 'Gender identity' to the policy. This will cause tremendous safety problem in the schools especially from bath rooms and locker rooms. And may potentially incur expensive lawsuits if incidents happen.

Thanks for your consideration

Concerned parent
Minyuan Cai

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Please support transgender equality MASON DISTRICT
Date: Monday, April 27, 2015 2:35:15 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Kathy Siviter [mailto:siviter.kathy@gmail.com]
Sent: Friday, April 24, 2015 10:52 AM
To: School Board
Subject: Please support transgender equality

Hello, I am writing to support that FCPS recognize the transgender equality and non-discrimination policies already ruled upon and adopted by the federal government, EEOC, as well as Virginia government.

The White House in April 2015 clarified its own policies by announcing that “[t]he White House allows staff and guests to use restrooms consistent with their gender identity.” Federal employees have also had the right to use facilities consistent with their gender identity since 2011. In addition, in April 2015, a new Equal Employment Opportunity Commission (EEOC) decision ruled that denying transgender people access to restrooms or respecting name changes violates federal sex discrimination law.

In January 2014, Virginia Governor McAuliffe signed Executive Order No. 1, prohibiting discrimination based on sexual orientation or gender identity in Virginia state government (<https://governor.virginia.gov/newsroom/newsarticle?articleId=2561>). “The foundational tenet of this Executive Order is premised upon a steadfast commitment to foster a culture of inclusion, diversity, and mutual respect for all Virginians,” he said in the text of the Executive Order.

How then can FCPS adopt a transgender discrimination policy that absolutely contradicts policies adopted not only by Virginia Government but also by the President, Federal Government, and EEOC?

Non-discrimination laws and policies should be at the forefront of our culture, not just in employment and treatment of adults, but even more so in our treatment and respect for our children. How can we recognize that transgender non-discrimination policies should exist for adults but then put discriminatory policies in place for our children? Are we telling them that only when they become adults can they expect to be treated with respect and not discriminated against? How many of these children who are discriminated against will never make it to adulthood because of the inherent harm to them fostered by discrimination when they are a child? The suicide rate

among the LGBT community is extremely high, and particularly high for transgender children.

Opponents of FCPS adopting a non-discrimination policy for transgender adults and children frequently rely on false fears concerning bathroom/locker room issues. It should be noted that more than 100 cities across America have already passed similar non-discrimination laws and policies—and implemented them successfully. Those cities simply did not experience the terrible things that opponents of these policies claim would happen. As long ago as 2011, 16 states and the District of Columbia had passed laws protecting transgender people from discrimination, and that number has grown in recent years. More than 125 cities and counties—many of them major ones—protect transgender people under their non-discrimination laws. These policies are fortunately being adopted on a widespread basis, and have been implemented successfully all over America.

Non-discrimination should be rooted in our core values: fairness and equality; the principle that all people—including transgender people—should be respected and treated equally.

We strongly support FCPS adoption of transgender non-discrimination policies for our schools. We currently have 2 sons in FCPS school system, both of whom support this position as well.

Kathy and Jeremy Siviter

[REDACTED]
[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Protect the Children UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:56:34 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: tsowa [mailto:tsowa@cox.net]
Sent: Friday, April 24, 2015 10:02 AM
To: School Board
Subject: Protect the Children

As a long time, voting, tax paying citizen of Fairfax County I strongly encourage you to make the right choice and vote against experimenting with mixed gender bathrooms in order to accommodate "transgender" teachers and students. The overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. As a parent I should not be forced to subordinate my sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Sincerely,
Tom Sowa

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Strong objection to mixed gender bathroom experiment in FCPS - PROVIDENCE DISTRICT
Date: Monday, April 27, 2015 2:49:50 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Jacob Chang [mailto:kejing@yahoo.com]
Sent: Friday, April 24, 2015 10:50 AM
To: School Board
Subject: Strong objection to mixed gender bathroom experiment in FCPS

Dear Board Members:

Thank you very much for serving at the Fairfax County School Board.

I heard that the Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

I'm writing you to voice our family's **strong objections**. My wife and I are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab subjects for this experiment.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help. But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity.

Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Our family firmly objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

We are **completely against this experiment** and truly hope that FCPS will accommodate the direction of parents who object to this experiment.

Thank you again for your service at FCPS.

Sincerely,
Jacob Chang

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Support Gender Identity Protection BRADDOCK DISTRICT
Date: Monday, April 27, 2015 2:51:22 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Janice Hallmark [mailto:janicehallmark@yahoo.com]
Sent: Friday, April 24, 2015 12:26 PM
To: School Board
Subject: Support Gender Identity Protection

Dear Fairfax County School Board Members,

I am urging you to give support to those people in our community who may need gender identity protection [REDACTED] As a former teacher for FCPS, I know we need to protect all of our students and staff from discrimination of all types. Please help us support all members of our community and teach our students and parents to do the same.

Thank you for your consideration.

Sincerely,

Janice Hallmark

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Education and Bathrooms UNABLE TO DETERMINE DISTRICT
Date: Monday, April 27, 2015 2:51:02 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Brenda Katz [mailto:bkatz.cim@comcast.net]
Sent: Friday, April 24, 2015 12:24 PM
To: School Board
Subject: Re: Transgender Education and Bathrooms

Dear Members of the Fairfax County School Board,
In learning of your decision to consider Transgender education for all students with no opt out for parents.. as well as transgender bathrooms.. I was very disheartened..

First.. the rights of one minority group should not be able to trump the rights of another. Therefore, if parents would like to have their children opt out of this curriculum.. they should have the right to do so.

Secondly, My son attended a college with liberal coed dorm policies, including coed, transgender bathrooms.
This took place nearly a decade ago..

As sophisticated and open minded as my son was/is.. he never could see the wisdom or benefit in this experience.. and said it felt invasive, humiliating and meaningless... for both parties. As a Resident Advisor.. he also felt that it lead to very dangerous situations for sexual abuse or misconduct. Trust me.. my son is a well adjust man who has no issues with his body..
.. but felt that there are some places, such as the restroom, where having some semblance of privacy was preferred by both parties..

I hope you will take this matter under very serious consideration..

More and more in this country.. we are being so concerned with being politically correct and attentive to the 1% politically charged minority.. that

we are stomping all over the rights and dignities and sensibilities to an often, all too silent but agonized majority.

Be mindful please of that majority, of the impact of your decision on them as well!

A Concerned But Compassionate Citizen,
Brenda Katz,

Confidentiality Statement:

This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender Policy SPRINGFIELD DISTRICT
Date: Monday, April 27, 2015 2:58:03 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Diane [mailto:supermom3879@aol.com]

Sent: Monday, April 27, 2015 1:53 PM

To: School Board

Subject: Transgender Policy

Dear school board members:

I am appalled and outraged at the systematic way the concerns for the vast majority of the children in the Fairfax County School System are overruled by the concerns for a very small minority. It seems that common sense has been thrown out of the window to accommodate political correctness. I am embarrassed that I live in a county that seems more interested in satisfying the sensitivities of a very small number of students than protecting the privacy/sensitivities/decencies of the rest of the student population of this vast school system. Why can't each school designate one bathroom for these students? I would almost bet that there will be no students in most schools that will need the special accommodations by this "decree," but protecting the vast majority is far more important!

Diane C Sellers

[REDACTED]

From: [Jennifer](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Superintendent Garza](#); [Lockard, Steven](#); [Dockery, Kim P.](#); [Smith, Marty K.](#); [Quinn, Susan S.](#); [Donohue, Christine W.](#); [Foster, John](#); [Foundation](#)
Cc: [Turpin, Melanie](#); [Kinney, Joann V.](#); [Partlow, Kathy](#); [Montano, Sonya](#); [Hook, Mary Ellen](#); [Fields, Melissa](#)
Subject: Has FCPS lost all common sense?
Date: Saturday, April 25, 2015 12:15:32 AM

Superintendent Garza, Deputy Superintendent Lockard, FCPS Administrators, and School Board Members,

We understand the school district is contemplating experimentation with "mixed gender" bathrooms so as to accommodate gender confused students and teachers.

First of all, how many of those students and teachers are in the district in comparison to the students and teachers who do not have a problem being the sex they were born with? We would be willing to wager it is a bare hundredths of a percent.

We clearly recognize the next forefront in homosexual "rights" is advancing the transgender agenda. We clearly recognize this has become a hot button political correctness issue. And we clearly recognize school districts are facing the pressure of the homosexualists to placate them on this issue or they will make your lives miserable as they have for countless others who refuse to cave into their demands.

We are here to tell you that the vast majority of your students and teachers are not confused as to their gender. To completely put those people at risk just so you can bow before the politically correct altar of homosexuality is a huge mistake.

It is a simple rule, if you have male anatomical parts you use the boys room and if female anatomical parts you use the girls room. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs and safety of the majority.

To be perfectly frank we are thrilled that more and more parents are making the conscious choice to remove their children from public education. American schools have become so infested with political correctness and indoctrination into unnatural sexual behaviors that have no place in education in the first place. Please STOP the politically correct madness and put common sense back into the schools of Fairfax, VA.

Sincerely,
Jennifer and Keith Lorensen

From: [Debbie Seidner](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#)
Subject: May 9 School Board Vote - gender identity being added to non-discrimination policies
Date: Friday, April 24, 2015 1:30:54 PM

Hello,

As I understand, the Fairfax County School Board is set to vote on May 9th to add gender identity to the schools' non-discrimination policies. As a parent and member of this community, I am delighted to hear that the school board is going to vote on such an important issue and I am firmly in favor of the board passing this proposal. All teachers and students within Fairfax County should feel safe and protected, regardless of how they identify. I hope you will vote in favor of the gender identity non-discrimination proposal.

Thank you.
Deborah Seidner
Fairfax County Resident

From: stevensrmiller@gmail.com on behalf of [Stevens R. Miller](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Non-Discrimination Policy
Date: Friday, April 24, 2015 6:07:57 PM

Dear Mr. McElveen,


Five years ago, when I was a member of the Loudoun county board of supervisors, I proposed an addition to the county's policy documents that would forbid discrimination by county personnel based on sexual orientation or gender identity. My proposal passed on a 6-2-1 vote.

Before passage, the proposal provoked the same tiresome "bathroom" arguments, and a number of related nonsensical objections, that always arise when equality for members of the LGBT community looms. However, despite dire predictions that fairness in the workplace would lead to predatory creeps terrorizing patrons of The Ladies Room, I believe the reported number of such incidents continue to stand at zero.

I hope your proposal to extend equality in Fairfax schools to transgender staff and students will pass. Please ignore the intrusions from Delegate Marshall and Delegate LaRock. Mr. Marshall has no Fairfax precincts. He used to have some Loudoun precincts, before redistricting, so, to some extent, his presence in the house of delegates is our fault. Mr. LaRock, with most of his constituents living in Loudoun today, is undeniably our responsibility. I know them both and can tell you their brand of Tea will not sell well in most of Fairfax.

AG Herring has weighed in and declared what you have proposed to be constitutional in Virginia. For what it is worth, I agree. When we passed our non-discrimination policy here, the sitting AG held the opposite opinion. However, what all opponents have overlooked is that, even in a Dillon state like ours, power to enforce the United States constitution is inherent in every office of government, while the option to violate the United States constitution is not available to any office of government. In my view, that alone authorized the guarantee of equal protection that my board passed, and yours seeks to enlarge.

Please keep up the fight. Reason is winning, because of people like you.

Stevens Miller


From: [Adam Shubert](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please support adding "gender identity" to non-discrimination policies
Date: Saturday, April 25, 2015 1:58:39 AM

Hello Ryan---a very close friend of mine brought to my attention that the board is considering adding "gender identity" to the schools' non-discrimination policies. I strongly support doing this, reflecting the equality and fairness that we are now realizing in our society in so many different spheres. This would send a vital message to not just adults but also children that we are to accept all people no matter how they come to us, and also perhaps just as importantly let these same children (and adults) know that they are accepted without question.

I have an expectation that you are inclined to also support this but I wanted to make sure you heard from your constituents. Thanks very much Ryan.

Adam Shubert

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [Kevin and Connie Ikeda](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please vote NO to transgendered bathrooms at FCPS
Date: Friday, April 24, 2015 4:23:04 PM

Dear School Board Member,

I believe a teenage boy's presence into the bathroom for teenage girls is very hard on young girls who are just coming into finding themselves in their identity. It's harassing, it's embarrassing, it's intimidating. It violates their right to privacy. They will feel violated.

I can remember as a teenager in high school having a very difficult time even in gym class with other female students and feeling embarassed that I had to change clothes in front of them. I can't even imagine the shock and trauma I would be feeling now if I were still a teenager in this situation where a boy could walk in and expose himself.

I vehemently oppose having transgendered bathrooms in any Fairfax County Public School.

Sincerely,
Connie Ikeda

[REDACTED]
[REDACTED]

From: [Heather Smith](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Turpin, Melanie](#)
Subject: Radio Interview - Washington, DC - Monday
Date: Friday, April 24, 2015 5:07:18 PM

WMAL's morning-drive show in DC would love to have Board Member McElveen join us on **Monday at 7:35, 8:05 or 8:35 am ET for 10 minutes via phone.**

TOPIC: Fairfax Co. schools debating proposal to protect transgender students, teachers from discrimination <http://www.myfoxdc.com/story/28886855/fairfax-co-schools-transgender-non-discrimination-proposal?config=H264>

SHOW: Washington, DC's popular morning drive news-talk radio show "Mornings on the Mall" is hosted by **LARRY O'CONNOR and BRIAN WILSON**. Show airs in the Washington, DC area (DC, VA, MD and part of PA and West VA). Show can be heard [from 5-9 am EST](#) on AM 630, 105.9 FM in the DC area and online at [Wmal.com](#).

Please let me know if you have time to join us on Monday and the best number to reach you.

Thank you!

Heather Smith
Executive Producer
Mornings on the Mall w/ Brian & Larry
Drive at Five w/ Larry O'Connor
WMAL 105.9 FM / AM 630
[4400 Jenifer Street NW, 4th Floor](#)
[Washington](#), D.C. 20015
[202-906-9935](#) mobile
[202-686-3018](#) studio hotline
www.wmal.com
Twitter: [@wmalmornings](#) / [@heatherlsmith](#) / [@WMALDriveAtFive](#)

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Max](#)
Subject: Re: Anti discrimination policy for transgender students
Date: Monday, April 27, 2015 4:04:09 AM

Dear Mr. Lapertosa,

Thank you for your message of support. I am confident that this change will pass.

All the best,

Ryan

> On Apr 26, 2015, at 4:53 PM, Max <mplapert@aol.com> wrote:

>

> Dear Mr. McElveen:

>

> I write in support of your efforts to prohibit discrimination against LGBT students in the Fairfax County Schools. I am a Fairfax County homeowner [REDACTED]. As a parent and taxpayer, I am glad that the school board is setting an example of tolerance and diversity for our children. I am particularly offended that Del. Robert Marshall, who neither represents nor pays taxes in Fairfax County and who once claimed that autism was linked to abortion, would have the temerity to interfere in this matter. His views should be given no weight whatsoever, for the reasons described above.

>

> Thank you for your continuing work on behalf of our public school students.

>

> Regards,

>

> Max Lapertosa

> [REDACTED]

>

>

> Sent from my iPhone

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Donohue, Christine W.](#)
Cc: [School Board Office](#); [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [Torre, John](#)
Subject: RE: Gender Identity Statement
Date: Saturday, April 25, 2015 11:14:27 PM

This is the first I have heard about us hiring a consultant for this. Can someone explain why that is necessary?

Ryan

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450): [http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Donohue, Christine W.](#)
Cc: [School Board Office](#); [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [Torre, John](#)
Subject: RE: Gender Identity Statement
Date: Saturday, April 25, 2015 11:13:23 PM

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Ryan

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Donohue, Christine W.](#)
Cc: [School Board Office](#); [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [Torre, John](#)
Subject: RE: Gender Identity Statement
Date: Saturday, April 25, 2015 11:14:28 PM

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Wright, Kristin \(NBCUniversal\)](#)
Cc: [Turpin, Melanie](#)
Subject: RE: non discrimination policy
Date: Saturday, April 25, 2015 11:19:49 PM

Kristin,

I am in Beijing and won't get back until Sunday at 8pm. I apologize that I haven't been able to respond until now, but I haven't been able to access my emails.

Ryan

From: Wright, Kristin (NBCUniversal) [Kristin.Wright@nbcuni.com]
Sent: Friday, April 24, 2015 12:48 PM
To: McElveen, Ryan (School Board Member)
Subject: non discrimination policy

Hi Ryan,

Today at 5p, I'm following up on the meeting last night. I want to talk with you for a few minutes about your proposal to amend the non-discrimination policy to include gender identity. I left you a voicemail just now. Please give me a call when you can. 202-507-3125.

Kristin

KRISTIN WRIGHT
Reporter NBC4

4001 Nebraska Avenue NW<x-apple-data-detectors://9>
Washington, DC 20016<x-apple-data-detectors://9>

cell 202-507-3125<tel:202-507-3125>
@kwrightnbc4

Sent from my iPad

From: [Wright, Kristin \(NBCUniversal\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: non discrimination policy
Date: Monday, April 27, 2015 9:46:44 AM

No problem. John Torre was able to answer my questions. Thank you!

-----Original Message-----

From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
Sent: Saturday, April 25, 2015 11:20 PM
To: Wright, Kristin (NBCUniversal)
Cc: Turpin, Melanie
Subject: RE: non discrimination policy

Kristin,

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Reporter NBC4

4001 Nebraska Avenue NW<x-apple-data-detectors://9> Washington, DC 20016<x-apple-data-detectors://9>

cell 202-507-3125<tel:202-507-3125>
@kwrightnbc4

Sent from my iPad

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Stevens R. Miller](#)
Subject: RE: Non-Discrimination Policy
Date: Saturday, April 25, 2015 11:26:08 PM

Dear Mr. Miller,

Thanks so much for your heartfelt note. I truly appreciate it. I am confident that this proposal will pass, as yours did.

All the best,

Ryan

From: stevensrmiller@gmail.com [stevensrmiller@gmail.com] On Behalf Of Stevens R. Miller
[steve@millerhousehold.com]
Sent: Friday, April 24, 2015 6:07 PM
To: McElveen, Ryan (School Board Member)
Subject: Non-Discrimination Policy

Dear Mr. McElveen,

Five years ago, when I was a member of the Loudoun county board of supervisors, I proposed an addition to the county's policy documents that would forbid discrimination by county personnel based on sexual orientation or gender identity. My proposal passed on a 6-2-1 vote.

Before passage, the proposal provoked the same tiresome "bathroom" arguments, and a number of related nonsensical objections, that always arise when equality for members of the LGBT community looms. However, despite dire predictions that fairness in the workplace would lead to predatory creeps terrorizing patrons of The Ladies Room, I believe the reported number of such incidents continue to stand at zero.

I hope your proposal to extend equality in Fairfax schools to transgender staff and students will pass. Please ignore the intrusions from Delegate Marshall and Delegate LaRock. Mr. Marshall has no Fairfax precincts. He used to have some Loudoun precincts, before redistricting, so, to some extent, his presence in the house of delegates is our fault. Mr. LaRock, with most of his constituents living in Loudoun today, is undeniably our responsibility. I know them both and can tell you their brand of Tea will not sell well in most of Fairfax.

AG Herring has weighed in and declared what you have proposed to be constitutional in Virginia. For what it is worth, I agree. When we passed our non-discrimination policy here, the sitting AG held the opposite opinion. However, what all opponents have overlooked is that, even in a Dillon state like ours, power to enforce the United States constitution is inherent in every office of government, while the option to violate the United States constitution is not available to any office of government. In my view, that alone authorized the guarantee of equal protection that my board passed, and yours seeks to enlarge.

Please keep up the fight. Reason is winning, because of people like you.

Stevens Miller

[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Josh I](#)
Subject: RE: Thank you for supporting non-discrimination
Date: Saturday, April 25, 2015 11:19:07 PM

Thanks, Josh, for your communications in support of this

Ryan

From: Josh I [jeisrael@gmail.com]
Sent: Friday, April 24, 2015 12:27 PM
To: McElveen, Ryan (School Board Member)
Subject: Thank you for supporting non-discrimination

Mr McElveen

As your constituent, I am writing to thank you for your proposal to add "gender identity" to the FCPS non-discrimination policy. Fairfax must lead the way in protecting all of our teachers, faculty, and students from discrimination against who they are and how they identify.

I watched last night's school board meeting and heard Delegate Bob Marshall of Manassas attempt to convince the school board that Attorney General Herring's advisory opinion is invalid. Delegate Marshall, who authored Virginia's unconstitutional prohibition on same-sex marriage and fought for years to keep Virginia's unconstitutional sodomy law on the books, has consistently put his anti-LGBT ideology over following the law. His comments last night indicated a complete misunderstanding of the AG's opinion and the Virginia constitution.

The substance of Attorney General Herring's opinion (<http://www.washingtonblade.com/content/files/2015/03/Ebbin-Opinion.pdf>)

is that Fairfax County's school board and other duly elected school boards "unquestionably" have the explicit constitutional power and responsibility to protect employees and students against discrimination, under Article VIII, Section 7 of Virginia's constitution, which grants you the "supervision of schools." Marshall's claim that several <https://webmail.fcps.edu/owa/?ac=PreFormAction&t=IPM>Note&a=ReplyAll&id=RgAAAC4uG2BxBORoexZi4LCI9VBwAAru7l36XSQp0ZBOLUyy%2fEAABXLUkuAABdV4pVBjITT5ROc5bg4Fn%2fAADwzvFvAAAJ#ttorneys> general in the past have advised that county boards do not have the authority to ban non-governmental discrimination in their human rights ordinances nor to create domestic partnership benefits incorrectly equated Dillon Rule questions about local power with this question about school boards doing their constitutional duty.

Not only do you have the power to do this, it is the right thing to do. Our greatest strength in Fairfax is our extraordinary diversity. To have the best schools and community we can have, we need to send the message that everyone is valued and welcome and that the only thing that matters is qualification and performance. The ugly and hateful views expressed last night by those few who seek to discriminate and divide do not represent the Fairfax I know and am proud to call my home -- and neither do those state legislators from other parts of Virginia.

I hope the board gives this measure a resounding yes on May 9. I have already communicated my support to Mr. Moon, Mr. Velkoff, and Ms. Reed, but let me know if there is anything else I can do to help.

Sincerely,

Josh Israel



From: [jackie cartagena](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: transgender policy- opposed
Date: Friday, April 24, 2015 2:01:02 PM

Mr. McElveen,

I am a very concerned parent that has two children in Fairfax County Public schools. I have been informed that Fairfax County is considering transgender policy & that parents can not opt children out.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. As a parent I strongly object to exposing my children to this confused behavior & should not be forced to subordinate our sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason. As a direct parent who objects to this behavior I am extremely upset that this has not been more open discussion with families in Fairfax County.

I object to this confused behavior & I plan on speaking up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

I am looking forward to hearing back from you.

Regards
Jackie Cartagena

From: [Brianna Stout](#)
To: [Smith, Marty K.](#)
Subject: Virginia Daily Education News, Monday, April 27, 2015
Date: Monday, April 27, 2015 5:00:35 AM

VIRGINIA DAILY EDUCATION NEWS



Monday, April 27, 2015

Crozet Elementary School Earns National Green Ribbon School Award

An Albemarle County elementary school is getting some recognition for being green. Crozet Elementary School is receiving the Virginia Department of Education's Green Ribbon School Award....

Whipple supports Goldstein in Arlington School Board race

Former state Sen. Mary Margaret Whipple (D-31st) has announced her support for Reid Goldstein for the Arlington County Democratic Committee's School Board endorsement. Goldstein has "in-depth knowledge of the challenges our schools face...

Albemarle Co. School Board Passes Budget

The Albemarle County School Board has approved its budget for the new fiscal year. Thursday night, the board voted 5-1 to pass a budget of just over \$167 million for the next school year. The school system was facing a budget...

City schools name Fulcher division Teacher of the Year

Martinsville City Public Schools named Elizabeth Fulcher, a second-grade teacher at Patrick Henry Elementary School, as city Teacher of the Year on Thursday night. Fulcher's honor was one of many presented to faculty and staff...

School board trims next year's budget

The Henry County School Board on Thursday approved a fiscal 2016 school budget to reflect an increase of \$300,000 in county funding — less than half the \$660,072 increase in county funding the school board had requested earlier. The \$300,000...

Va. delegates bash effort to protect transgender students

Two state Republican delegates spoke out against a proposal in Fairfax County to include transgender students and staff in the school system's non-discrimination policy. The proposal, submitted by School Board Member Ryan McElveen (At Large)....

At Charles Barrett Elementary, a social worker goes the distance

When a students show up at Charles Barrett Elementary with worn-through shoes held together by tape, or when they're falling behind on homework, or when they miss class for days at a time, it's likely they will end up in Ana Bonilla-Galdamez's office....

Winchester schools chief serves as role model with book club

At the beginning of the school year, Frederick Douglass Elementary School Principal Stephanie Downey was concerned that some of her students might not have enough male role models. The school has only two male teachers out of a teaching...

Drug Forum Held at Orange County High School

Law enforcement and first responders are trying to make sure no more teenagers die from heroin. Orange County Sheriff Mark Amos and members of Orange Co. Fire and EMS hosted a forum at Orange County High School Friday that was...

Loaded gun at Chesterfield middle school, no lockdown

A robo-call alerted parents to a loaded gun at a Chesterfield middle school Friday, more than an hour after students' afternoon dismissal. Police charged one male juvenile with possession of a firearm on school property, after officers responded...

Get Schooled: YCSD Names Seniors of the Month for April

The York County School Division recognizes one senior from each of the division's four high schools during the school year for their exceptional achievements in academics and community involvement for the Senior of the Month Award....

Ex.-Va. teacher, assistant principal sentenced in sex case

A former middle school assistant principal has been sentenced to 17 years in prison for having a sexual relationship with a student. Media outlets report 33-year-old Jonathan Edward Bell of Salem was sentenced Friday in Pulaski County...

The *Virginia Daily Education News* is a daily update (Monday through Friday) of education news throughout Virginia. Links are created to various media outlets throughout the state. Click the underlined headlines to view the articles.

If you wish to be removed from our mailing lists, please contact khodges@vsba.org with a subject line prefix of "Opt Out Daily Ed News".

200 Hansen Road - Charlottesville, Virginia 22911 434-295-8722

Sincerely,

Brianna Stout
Coordinator of Board Development
Virginia School Boards Association
200 Hansen Road, Suite 2
Charlottesville, VA 22911
800-446-8722 or 434-295-8722 Office
434-295-8785 Fax
brianna@vsba.org; www.vsba.org

Virginia School Boards Association, a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through advocacy, training and services.

From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#)
Subject: Voicemail about gender identity and bathrooms
Date: Friday, April 24, 2015 2:15:28 PM

Mrs. Mary Ann Suddarth ([REDACTED]) left a voicemail for both of you on the subject of gender identity and bathrooms at FCPS schools. [REDACTED] and says that she is opposed to mixed gender bathrooms and hopes that a commonsense approach will be used in addressing this issue. She says that there is usually a gender neutral restroom that may be used in schools where she has substituted.

I returned her call and told her that I would pass her message along to both of you, and advised that the issue is scheduled for action on May 7. She provided me with an email address for a response from you: suddartd@yahoo.com. She indicated that she might also send an email to you herself.

Melanie A. Turpin

Fairfax County School Board Office
Executive Administrative Assistant to:
Ryan McElveen, Member At-Large
Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Voicemail message from late Friday
Date: Monday, April 27, 2015 10:40:38 AM

Ryan,

There was a voicemail message late Friday from Rabbi Jack Molene, the Executive Director of Interfaith Alliance, which is a national organization that advocates First Amendment rights (with a special focus on LGBT individuals). He is from Alexandria, VA and is offering his help, should you need it, in promoting your initiative on accommodations for transgendered students. His office number is [REDACTED], and his cell is [REDACTED]

Melanie A. Turpin

Fairfax County School Board Office
Executive Administrative Assistant to:
Ryan McElveen, Member At-Large
Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

From: [Liu, Yanling \(NIH/NCI\) \[C\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Turpin, Melanie](#)
Subject: Concern about FCPS experiment with mixed gender restrooms
Date: Thursday, April 23, 2015 2:13:57 PM

Hello Ryan,

I am writing as a [REDACTED] about the experiment with mixed gender restrooms in Fairfax County Public School systems. I currently live in Fairfax County. I strongly object this experiment and deeply concerned that Fairfax County has selected children as lab animals for this experiment.

Although there is a natural concern for these psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth, the overriding concern must be with the vast majority of students who had *no* confusion about their sexual identity. This practice, mixed gender restrooms, opens the door for any predatory individual to claim this gender identity to enter the restroom of the opposite sex and prey upon our children behind closed doors. It is not acceptable to throw away the rights of majority of children for the wants of *some* confused children.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

Looking forward to hear from you.

Regards,

Yanling Liu, Ph.D. (Contractor)
Manager, Imaging and Visualization Group, ABCC

[REDACTED]

yanling.liu@nlcr.nih.gov

NOTICE: This communication may contain privileged or other confidential information. If you are not the intended recipient, or believe that you have received this communication in error, please do not print, copy, retransmit, disseminate or otherwise use the information. Please indicate to the sender that you have received this email in error and delete the copy you received.

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Guilfoyle, Matt](#)
Cc: [School Board Members](#)
Subject: FCPS considering transgender policy, parents can not opt children out
Date: Thursday, April 23, 2015 3:02:01 PM

I just received this email below from a former FCPS parent who lives in Vienna....I am very worried about the false social media on this issue.

How can FCPS get out in front of this? Is a countywide KIT message like today's statement given to the SBMs warranted?

Please advise,
MM

From: [AFA ActionAlert](#)
Sent: 4/23/2015 11:07 AM
To: jrs_reaccess@hotmail.com
Subject: Fairfax schools considering transgender policy, parents can not opt children out

[American Family Association](#)



Fairfax schools considering transgender policy, parents can not opt children out

Thursday, April 23, 2015



Dear Joe,

Please read this important message from our friends at Traditional Values Coalition:

The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children -- the most

vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

We strongly encourage parents, pastors and anyone else who objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

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American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

[Contact School Board Members here](#)

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American Family Association

P O Drawer 2440 | Tupelo, MS 38803 | 1-662-844-5036

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From: [Guilfoyle, Matthew](#)
To: [Garza, Karen](#); [Smith, Marty K.](#); [Torre, John](#); [Lockard, Steven](#); [Foster, John](#); [Lipp, Jane H](#); [Dockery, Kim P.](#)
Subject: Fox 5 transgender story
Date: Thursday, April 23, 2015 11:03:07 PM

FYI - Fox 5 news story from tonight at school board, tweet and link below - shows a couple of the speakers on the issue (neither delegate is shown)



FOX 5 DC (@fox5newsdc)

[4/23/15, 10:57 PM](#)

Fairfax Co. schools debating proposal to protect transgender students, teachers from discrimination myfoxdc.com/story/28886855... [#fox5dc](#)

[Download](#) the Twitter app

Matt Guilfoyle
Executive Director
Communication and
Community Relations
Fairfax County Public Schools
571-585-3163 (mobile)
@mguilfoylefcps

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: "gender identity, UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 10:31:59 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: J Podg [mailto:j4podgorski@verizon.net]
Sent: Thursday, April 23, 2015 10:06 AM
To: School Board
Subject: "gender identity,

Please do not pass or even consider the passage of "gender identity". Children are already being exposed to so much and this issue deals with privacy when dressing and using the bathroom. It is wrong and we should not allow it. We need to protect our children not expose them to situations where they may be compromised.

Janet Podgorski

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Against Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:11:15 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Merry Brooke [<mailto:merrybrooke@gmail.com>]
Sent: Thursday, April 23, 2015 2:38 PM
To: School Board
Subject: Against Transgender Policy

To the School Board Members -

I wanted to voice my objection to the suggestion of implementing a transgender policy at FCPS. I live within your boundaries and do not feel comfortable having my children exposed to this. This takes away their privacy and I feel makes schools less safe. Please do not consider this policy.

Thank you,

Meredith Betz

Sent from my iPhone

From: [Jane Waddell](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: Fw: Fairfax schools considering transgender policy
Date: Friday, April 24, 2015 11:36:28 AM

Dear Sirs,

I sent the following to my District Representative, Megan McLaughlin, and am forwarding it to you as well. I am very concerned that the county is even considering placing children at risk via this policy and am strongly opposed to it. Please vote against it. Thank you.

Sincerely,

Jane Waddell, Ph.D

----- Original Message -----

From: [Jane Waddell](#)
To: Megan.McLaughlin@fcps.edu
Sent: Friday, April 24, 2015 11:31 AM
Subject: Fairfax schools considering transgender policy

Dear Ms. McLaughlin,

I had a commitment last night and another commitment on May 7th, so was unable to attend the meeting last night am unable to attend the second meeting and speak in person. Therefore, I will express my concern in writing.

I am **strongly opposed** to this concept of transgender rest rooms. I served in federal law enforcement for 28 years, and one of the two nationwide child pornography teams reported to me. There are a lot of very sick individuals out there. My concern is this is setting the foundation for predators who may be voyeurs and/or rapists to be in the same areas of the schools that should be private and safe - bathrooms (and down the road, locker rooms?).

Unfortunately, we're seeing far too many news stories of teachers and priests who sexually abused children entrusted to them. Since this policy would include teachers, we would be setting the perfect stage for pedophiles to feed their sick fantasies - or worse - to act them out. Please vote against this policy. Thank you in advance for watching out for our most vulnerable - the children.

Respectfully,

Jane Waddell, Ph.D.

[REDACTED]

From: [Guilfoyle, Matthew](#)
To: [Thomas, Kathleen](#); [Torre, John](#); [Smith, Marty K.](#)
Subject: FW: FCPS considering transgender policy, parents can not opt children out
Date: Thursday, April 23, 2015 4:35:32 PM

FYI

From: McLaughlin, Megan (School Board Member)
Sent: Thursday, April 23, 2015 3:02 PM
To: Garza, Karen; Lockard, Steven; Guilfoyle, Matthew
Cc: School Board Members
Subject: FCPS considering transgender policy, parents can not opt children out

I just received this email below from a former FCPS parent who lives in Vienna....I am very worried about the false social media on this issue.

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MM


From: [AFA ActionAlert](#)
Sent: 4/23/2015 11:07 AM
To: jrs_reaccess@hotmail.com
Subject: Fairfax schools considering transgender policy, parents can not opt children out

[American Family Association](#)



Fairfax schools considering transgender policy, parents can not opt children out

Thursday, April 23, 2015

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From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Gender Identity non-discrimination PROVIDENCE DISTRICT
Date: Friday, April 24, 2015 12:17:41 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Jennifer G [REDACTED]
Sent: Thursday, April 23, 2015 2:13 PM
To: School Board
Subject: Gender Identity non-discrimination

Hello,

I'm writing to urge you to add gender identity to the FCPS non-discrimination clause. I'm not sure why there's a question about whether to allow discrimination against a group of people.

You may not be aware of the dangers of the oppression transgender people face. 41% attempt suicide, primarily due to rejection and discrimination. That number is higher among youth and lower if there's family and community acceptance.

A recent study out of Berkley estimates transgender people make up 3% of the population

. D

ue to societal oppression, though, many feel the need to remain closeted

. I hope you would feel honored to be a part of liberating our children and co-workers to live authentically.

[REDACTED]

[REDACTED] ! While many people don't understand much about transgender people - probably due to lack of exposure - the school and county personnel we've interacted with showed only good will and a desire to learn more.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Don't we want all our children to know, at least within their schools, that they count as much as anyone else?

Acceptance of everyone, no matter the group is wonderful, but some people aren't able to feel that way and it can't change overnight. All we ask is that transgender people be accorded the same respect and rights as anyone else. Please support the protection of transgender people from discrimination within the FCPS system!

Thank you for considering my position.

Peace,
Jennifer

[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity Non-Discrimination UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:20:18 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Duncan Cooper [mailto:duncan.l.cooper@gmail.com]

Sent: Thursday, April 23, 2015 1:24 PM

To: School Board

Subject: Gender Identity Non-Discrimination

Ladies and Gentlemen:

As a Fairfax County resident, and the parent of a Fairfax County public school graduate (Marshall High School, 2010), I am very much in favor of adding Gender Identity to the non-discrimination policy. [REDACTED]

[REDACTED]

Thank you,

Duncan Cooper

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender identity policy- UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 10:31:34 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Elissa Mutumanje [<mailto:elissa.anne@gmail.com>]
Sent: Thursday, April 23, 2015 9:59 AM
To: School Board
Subject: Gender identity policy

Dear Fairfax County School Board Members,

It has come to my attention that the School Board is preparing to add gender identity to its non-discrimination policy. [REDACTED] and I am concerned that this is being enacted before the logistics of how to implement this policy are fully in place. I am primarily concerned with how this will affect bathroom policy. I do not feel comfortable with a biological adult male, or even an upper elementary or teenage boy, entering the girls restroom. As an adult biological female, I have always entered the girls restroom next to the school office so I want to know what would prevent an adult biological male with female gender identity from doing the same. Please address this. I want all children regardless of gender identity to be protected. I urge you to not to pass this policy but instead put in place procedures to ensure the safety of all children regardless of gender identity. Thank you for your time.

Sincerely,
Elissa Mutumanje

Sent from my iPhone

From: [Guilfoyle, Matthew](#)
To: [Torre, John](#); [Smith, Marty K.](#)
Subject: FW: Gender Identity Statement
Date: Thursday, April 23, 2015 5:23:46 PM
Importance: High

From: Schultz, Elizabeth (School Board Member)
Sent: Thursday, April 23, 2015 5:23 PM
To: Garza, Karen; Lockard, Steven; Foster, John
Cc: Donohue, Christine W.; Guilfoyle, Matthew; Fields, Melissa
Subject: RE: Gender Identity Statement
Importance: High

Within [hours](#) of the marriage equality decision by the Governor on October 6th, we had a statement from John indicating an immediate movement to ensure implementation of healthcare, etc.

The statement provided below does not address what happens if this Board passes language without first understanding the implications. In passing the policy, its effect is immediate unless it states otherwise. Without a consultant report being contracted and reported out to the Board, never mind any public engagement, what effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what? What are parental and student rights in such a situation? If a student or employee is dressed as their biological identity, but ‘identifies’ with the other, will they be allowed to use that gender’s restroom and locker facilities? What will happen the next day or week after the vote in male and female employee bathrooms and locker rooms?, etc.

The statement issued does not account or provide for functional implementation issues around first passing something into policy [then](#) reading it to learn what’s in it.
Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:32 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy – [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies.

No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:44:19 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Jenni Brown [<mailto:brown.jenni@cox.net>]
Sent: Thursday, April 23, 2015 5:42 PM
To: School Board
Subject: Gender Identity

As a parent of a FCPS student, I feel strongly against adding the words "gender identity" to the discrimination policy. Potentially having children and teachers of the opposite sex using the bathrooms and locker rooms of my child invades my child's privacy. Only children and teachers of the same biological sex should be permitted in areas (such as the locker rooms or bathrooms) where children need privacy due to the removal of clothing for bathroom needs or to change clothing. I implore you to not add this wording.

Thank you,
Jennifer Brown

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: I Oppose Transgender Bathrooms - MOUNT VERNON DISTRICT
Date: Friday, April 24, 2015 12:02:07 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Casey Ketcham [mailto:caketcham@yahoo.com]
Sent: Thursday, April 23, 2015 12:39 PM
To: School Board
Subject: I Oppose Transgender Bathrooms

I am a [REDACTED] and I oppose the use of Transgender Bathrooms. Please do not make this an issue my school aged children have to deal with at such a young age. It's confusing and unnecessary and will create an unpleasant environment for my children to go to school.

I am a longtime resident of Fairfax County and alumni of it's school system.

Sincerely,

Casey Ketcham

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: I support adding gender identity to nondiscrimination rules - PROVIDENCE DISTRICT
Date: Friday, April 24, 2015 12:01:45 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Picone Family [mailto:piconefamily@verizon.net]
Sent: Thursday, April 23, 2015 12:31 PM
To: School Board
Subject: I support adding gender identity to nondiscrimination rules

Dear school board members,

I am writing to express my full support for adding gender identity to FCPS nondiscrimination policy. I am sure you will hear many facts and figures tonight and in the days before the decision, but I know from being the [REDACTED] who attended FCPS schools in the early 2000s that it is extremely important to the mental health and safety of all students that gender identity and expression be a part of this policy. Please read these words written [REDACTED] [REDACTED], when [REDACTED] addressed the school board just over 10 years ago, on 4/14/2005, regarding the climate at [REDACTED] for gay students. Much of what [REDACTED] faced was related to being non-gender-conforming. Thank you for your time.

Regards,
Andrea Picone

[REDACTED]
[REDACTED] speech to the school board:

Every once in a while, a friend at another high school will comment on how supportive [REDACTED] is towards its gay students and teachers.

My name is [REDACTED]. As an openly-gay senior at [REDACTED], I know all-too-well that it was once as threatening and unsafe as many other schools in Fairfax County.

The story behind this transformation started in my freshman year. During the fall, I was just beginning to tell my closest friends that I was gay. I didn't dare let it slip out to the rest of that school a school brimming with hatred towards gays. As I walked through the school halls, trying not to listen to the hundreds of conversations all around me, I heard too many anti-gay remarks to count. Statements such as, "That's so gay," "you

stupid fag,” and [REDACTED] such a queer” assaulted me over and over again, reminding me of my secret and the need to protect it. The fear inside me when I walked those halls was intense, even though I had many supportive friends. I can’t imagine what other gay students must have gone through those with no support, no good friends like mine.

By the beginning of sophomore year, almost everyone in the school knew I was gay. The familiar feeling of fear escalated into panic each time I entered the halls now the anti-gay insults were directed straight at me. They grew gradually worse, evolving from simple jeers to threats and rumors. I even had teachers advise me to “tone it down” yet nobody seemed to understand that things only got worse if I tried to hide it. I talked to teachers, the tenth-grade principal, the school’s principal, even the school board but nothing could stop the homophobia in our school.

Then, on November 23rd, I attended a GLSEN conference and met Robert Rigby, an openly gay teacher in Fairfax County. He introduced me to Judy Lynn, a teacher at [REDACTED] who would be willing to start a Gay Straight Alliance.

With the help of my friends and the support of Mrs. Lloyd, the principal at [REDACTED]’s [REDACTED], the GSA began having weekly meetings. At first, our circle was small, but with each new poster taped to the wall, more and more people began to come and more and more students became aware that we even existed. And with the success of our first Day of Silence, in which more than twenty people participated, the entire school was forced to confront their own bigotry for the first time.

The acceptance of gays at [REDACTED] didn’t arrive overnight, of course. Throughout my junior and senior year, some amount of homophobia continued to exist in our school... and some amount probably always will.

But one thing has changed since the first GSA meeting at [REDACTED]: We no longer have to face this alone. With the GSA active in our school, we always have somewhere to turn, someone to talk to, a place that we can feel free to be ourselves. For an hour a week, we no longer need to feel hopeless and alone.

As I leave Fairfax County Public Schools, I can only hope that GSAs will continue to grow and that someday, no student, gay or straight, will ever need to feel alone again.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: In support of gender identity protection - UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 11:46:27 AM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Emily Mitchell [mailto:emilymitch5@gmail.com]
Sent: Thursday, April 23, 2015 11:00 AM
To: School Board
Subject: In support of gender identity protection

Dear Fairfax County School Board,

[REDACTED]

[REDACTED] I can tell you that there are many students in FCPS who are struggling with gender identity, certainly more than you realize. They are often terrified to come out to their families, peers and school leadership. Having a non-discrimination policy in place would not only help to ease these students' fears and help them feel more accepted, it would give them the assurance that they will be treated equally and fairly in the school environment. That is huge for these kids.

As someone who has been there, I ask that you please include gender identity as a protected class of students. All we want is for our children to be treated fairly, equally and respectfully - and for them to have the opportunity to learn, free from discrimination. Thank you.

Sincerely,

Emily Mitchell

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Mixed Bathrooms UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:09:58 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Gary Marcantoni [mailto:gamarco7@hotmail.com]
Sent: Thursday, April 23, 2015 11:58 AM
To: School Board
Subject: Mixed Bathrooms

I just found out that the Fairfax County Public Schools system is in the process of experimenting with mixed bathroom use to accommodate transgender people. Are you kidding? Really, now, from pre-school through the 12th grade??? That is totally ridiculous. How does a pre-schooler, or a second-, third-, or fourth-grader for that matter, determine that he or she is a she or he, respectively? Perhaps the reason why a few people are mixed up about their sex is due to the fact that our government entities and media are blowing this issue to proportions beyond belief and causing young people, and now children, to think they are what they are not. When I was growing up, there was a conscious effort to remove any references to God from the public school system. We have degraded as a society, not improved, as a result of the removal of our Creator from the equation. Going down this dark road will have a direct impact on innocent minds, and will cause more societal damage than one can imagine. Frankly, there are much better ways to spend taxpayer dollars. I am asking each of you to re-consider this item on the agenda of your school system. Please stick to teaching.

A Concerned American,
Gary Marcantoni

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Non Discrimination Policy UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:45:55 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*


From: Susan Bennett [mailto:eurekagrl@gmail.com] **On Behalf Of** Susan Bennett
Sent: Thursday, April 23, 2015 3:13 PM
To: School Board
Subject: Non Discrimination Policy

Honorable Members of the School Board,

I am writing to support the proposed change to the FCPS Policy of Non-Discrimination to include the wording "gender identity" that you will be discussing on tonight's agenda. As a parent of two adult children who attended FCPS, it is important to me that Fairfax County uses specific language to help protect those in our society who feel vulnerable based on their "non-conforming" identity expressions. All children deserve a safe place to learn (and all employees deserve a safe place to work), and children who fall in these categories of "non traditional" gender identity are at much greater risk of violence and suicide.

When my adult children were in middle school and high school they had several friends who were gender "non-conforming". Thankfully they all survived into adulthood but those close to them were painfully aware of the increased risk of suicide among these children and the bullying they experienced. Please do what you can to make sure that ALL children are safe in our schools.

I understand the vote on this matter is May 7. I encourage all members to vote unanimously to support this language change.

Susan Bennett


From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Non-discrimination policy. Support Inclusion. PROVIDENCE DISTRICT
Date: Thursday, April 23, 2015 10:30:58 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Amy Briggs [<mailto:atbriggs@verizon.net>]
Sent: Thursday, April 23, 2015 9:56 AM
To: School Board
Subject: Non-discrimination policy. Support Inclusion.

Dear School Board Members,

I support the inclusion of transgender children to the non-discrimination policy. It is preposterous to suggest that any child would claim to be transgender, and suffer through all the associated harassment and difficulties, just to 'use the opposite sex bathroom and locker room.' Please don't give in to uneducated and ill-informed fear mongers. All children should be protected from discrimination. This is a chance to help many kids and maybe spread a little tolerance.

Amy Briggs, M.Ed.
Fairfax County Parent

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please add gender identity to the nondiscrimination policy UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:04:10 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Torie Gorges [mailto:torie.gorges@gmail.com]
Sent: Thursday, April 23, 2015 12:56 PM
To: School Board
Subject: Please add gender identity to the nondiscrimination policy

Dear School Board Members,

I'm adding my voice to those who support adding gender identity to the FCPS nondiscrimination policy. Please use your positions of power to protect transgender students. We all bear responsibility for their physical and emotional safety in our schools.

Sincerely,

Torie Gorges

[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please Do NOT Consider Transgender Policy! UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:45:30 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Paul and Kathleen Brown [mailto:browns4him@gmail.com]

Sent: Thursday, April 23, 2015 3:03 PM

To: School Board

Subject: Please Do NOT Consider Transgender Policy!

Dear Fairfax County School Board Members,

I, along with many friends, colleagues and family members, am very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- for this social engineering experiment of accommodating transgenders.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts with which they were born. These people deserve understanding, professional counseling and other help.

But the overriding concern must remain with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

I urge you to be courageous, stand up for common sense, and vote against this unhealthy transgender policy. This bad idea will not foster a safe, healthy environment for the vast majority of our children in Fairfax County schools.

Most Sincerely,
Kathleen Brown

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please do not waste taxpayer funds on mixed gender bathroom facilities UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:43:56 PM
Importance: High

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Powell, Ricky H [mailto:rpowell@washingtonconsulting.com]
Sent: Thursday, April 23, 2015 5:32 PM
To: School Board
Subject: Please do not waste taxpayer funds on mixed gender bathroom facilities
Importance: High

To the Fairfax County School Board,

I understand that there is a meeting tonight to consider an experiment with providing mixed gender bathrooms to accommodate “transgender” teachers and students.

As a Fairfax County native for 59 years, having attended 12 years of Fairfax County schools myself, and [REDACTED], **please do NOT waste my hard earned tax dollars on something so stupid.**

The fact is that there is NO way to prove with certainty that anyone is either Lesbian, Gay, Bisexual, Transgendered, Questioning, or Allied (LGBTQA, which I believe is the latest alphabet soup being touted). These labels can be claimed by anyone at any time, as it is merely their word (with no required visible proof of regular behavior, such as proof of having sexual relations with someone of the same sex – like how would anyone in the school system truly know?).

However, there is ONE way to determine with visible proof whether a person today has either male or female genitalia (i.e. such as having a licensed medical doctor report this during a required physical examination). **Whichever external genital organs that a teacher or student possess on any given day is the SOLE factor as to which restroom facility (either male or female) they may enter.**

Should someone undergo a sex change operation, then after the fact and upon a medical physicians exam, the person permanently changes the restroom (and gym changing room) that they are authorized to use (again, either male or female). There is no need to have mixed gender bathrooms. Save your money for truly needed education programs.

If possible, I would appreciate if this message can be read into the meeting minutes tonight, as I have a prior obligation to celebrate my son's 25th birthday tonight.

Thank you.

Sincerely,

Rick Powell

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Policy Concerns UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:53:39 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Dawn & George Opie [mailto:opieteam@yahoo.com]
Sent: Thursday, April 23, 2015 7:05 PM
To: School Board
Cc: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member)
Subject: Policy Concerns

Dear Fairfax County School Board Members:

As a Fairfax County resident and parent, I want to state my objection to making special transgender bathrooms in our County schools. It is extremely inappropriate and wrong to expose our children to this "anatomical experiment" and to present this extreme alternative as a mainstream option in our institutions. Please carefully consider the consequences that allowing transgender bathrooms would create, as well as forcing parents to keep their children in classrooms with transgender teachers who would promote this as "normal". I urge you to vote against any measure that would facilitate the public endorsement of sexual choices. The personal decisions of an individual regarding transitioning from one gender to another can, and ought to, remain private.

Sincerely,

Dawn M. Opie



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Support policy to protect employees and students -BRADDOCK DISTRICT
Date: Thursday, April 23, 2015 11:05:01 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Cathy Baskin [mailto:cathy.baskin24@gmail.com]
Sent: Thursday, April 23, 2015 11:02 AM
To: McLaughlin, Megan (School Board Member)
Cc: School Board
Subject: Support policy to protect employees and students

Hi Ms. McLaughlin. I want to encourage you to support the proposed policy to protect employees and students regardless of sexual orientation or gender identity.

I believe these protections are essential to non-discriminatory hiring, and to ensuring the mental health of ALL students. You know from the Fairfax Youth Survey that LGBTQ students are over represented in having symptoms of depression and suicidal thoughts. Anything we can do to protect employees and reduce the stress on our children is positive.

You will hear some who will talk about harm to students if transgender children are allowed to use the restroom of their choice. I urge you to do some fact finding about schools that have already implemented these measures, and think about the FEW numbers of children who will actually make this request.

As marriage equality sweeps this country, I believe we are going to find more persons, our neighbors, who are LGBTQ or transgender having the freedom to live their lives authentically. However, I don't envision a tsunami of trans kids begging to go in the bathroom of their choice!!! These matters involve deep issues of identity from an early age.

I might also state I am a Baptist Christian. I live in King's Park, and I attend Ravensworth Baptist Church. We will be going downtown next week to be a witness for marriage equality at the Supreme Court.

I only mention that to let you know that more and more of your constituents are persons of faith who ALSO are welcoming and affirming to our LGBTQ neighbors, and want them to live freely and authentically. Acceptance can only help our communities to be places where everyone's mental health is valued.

Thank you for your thoughtful work.

Cathy Baskin

[REDACTED]



From: [Goddard, Pam](#)
To: [Smith, Marty K.](#); [Donohue, Christine W.](#)
Subject: FW: synthesis of correspondence- CHART REQUESTED ON POLICY 1450 CORRESPONDENCE
Date: Thursday, April 23, 2015 7:25:48 PM
Attachments: [Simple Tally of Policy 1450 Non discrimination SB Mailbox messages as of April 23.pdf](#)

FYI

-----Original Message-----

From: TorresBarthel, Lizette
Sent: Thursday, April 23, 2015 4:37 PM
To: School Board Members; TorresBarthel, Lizette
Cc: School Board Office; Garza, Karen; Foster, John; Guilfoyle, Matthew
Subject: RE: synthesis of correspondence- CHART REQUESTED ON POLICY 1450 CORRESPONDENCE

Please see attached.

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 12:28 PM
To: Goddard, Pam
Cc: School Board Members
Subject: RE: synthesis of correspondence

Thank you!
Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

From: Goddard, Pam
Sent: Thursday, April 23, 2015 12:11 PM
To: Reed, Patty (School Board Member)

Cc: School Board Members
Subject: RE: synthesis of correspondence

We're putting together a chart of pro/con by district. Will send it to everyone via email before tonight's meeting.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060

Please consider the environment before printing this email

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 10:19 AM
To: Goddard, Pam
Cc: School Board Members
Subject: synthesis of correspondence
Importance: High

Pam-

As you know, we are receiving a deluge of mail about the transgender issue. Could someone in the office attempt to tally the pro and con for SBMs, as well as district, prior to tonight's meeting? This would be very helpful. Also, I understand a common message from DCCO is forthcoming. There is no need for all of us to be addressing every email.

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

Tally of Policy 1450 Non discrimination SB Mailbox messages as of April 23, 2015

DISTRICT	FOR (#)	AGAINST (#)
Braddock	2	4
Dranesville	1	5
Hunter Mill	1	1
Lee	0	1
Mason	5	1
Mount Vernon	0	2
Providence	3	3
Springfield	0	13
Sully	0	7
UNABLE TO DETERMINE DISTRICT	13	28
TOTAL (87)	25	62

From: [TorresBarthel, Lizette](#)
To: [School Board Members; TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Trans-gender bathroom SULLY DISTRICT
Date: Friday, April 24, 2015 12:37:46 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Shirley Mautz [mailto:shirleymautz@me.com]
Sent: Thursday, April 23, 2015 4:37 PM
To: School Board
Subject: Trans-gender bathroom

Dear Fairfax County Board members,

I am writing to express my opinion on your up coming meeting about having trans-gender bathrooms in our schools in Fairfax County. I have had five children go through Fairfax County schools and have been proud of our school system. I am afraid I no longer feel pride in a school system with the kind of thinking I am seeing. Over the years I have watched while one person takes away the rights of hundreds of students, ie prayer In school, reciting the pledge to our flag, and other things. One person doesn't believe in God and so we conform to what that one person wants. I cannot be silent when I see this happening again. Voting for all bathrooms to be transgender is wrong. If I child has an issue with what sex he/she wants to be, that does not mean that it has to affect every other child in school. If the board wants to provide for this child or children, then you should take an area in the school and build a bathroom, with the cost going to the parents who are insisting on this right for their child.

Please vote NO to having the bathrooms in our school system be transgender.

Thank you.
Shirley Mautz



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender issues in the schools UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:37:07 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Susan Pless [mailto:s_pless@att.net]
Sent: Thursday, April 23, 2015 3:31 PM
To: School Board
Subject: Transgender issues in the schools

Please do not make a decision to accommodate a few people when it will negatively impact the majority. I cannot imagine being a child or teenager and having to share restrooms with those of the opposite sex. As an adult, I would avoid venues where that is allowed. If you need to provide accommodations of some sort, designate a specific restroom facility for that use. If children are forced to share with others of the opposite sex, many will refuse to use restrooms at school. This could cause medical problems.

Susan Pless
Fair fax County taxpayer

Sent from my iPad

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgender non-discrimination PROVIDENCE DISTRICT
Date: Friday, April 24, 2015 12:38:07 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Ryan [REDACTED]
Sent: Thursday, April 23, 2015 5:14 PM
To: School Board
Subject: Transgender non-discrimination

Hi,

I've recently been informed about the board meeting going on tonight about gender identity non-discrimination. [REDACTED]
[REDACTED] Fairfax County, I'm pressing for non-discrimination against non-binary student.

[REDACTED]
[REDACTED] I know that for some of my friends who are transgender or gender non-conforming, they've had issues with bullying and no one has done anything about it.

Although most of the people I've talked to about being transgender have been accepting and welcoming, I feel the need to be very careful with who I tell. I fear people finding out at school, not because I'm concerned about bad reactions – [REDACTED] but that nothing would be done about it by the staff. [REDACTED]

[REDACTED]
[REDACTED] School should be a place where we, and everyone else, should be able to feel safe.

Thank you for reading and I appreciate your time.

Sincerely,
Ryan

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 12:18:04 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Pat McClaughry [mailto:pmcclaughry@gmail.com]

Sent: Thursday, April 23, 2015 1:44 PM

To: School Board

Subject: Transgender Policy

I am very concerned about transgender students use of the bathrooms of their opposite sex. Please avoid all the issues this may bring, by providing alternative facilities for transgender children.

In Christ, Pat.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgendered students & teachers? PROVIDENCE DISTRICT
Date: Friday, April 24, 2015 12:45:01 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: The Portners [mailto:portner@cox.net]
Sent: Thursday, April 23, 2015 6:24 PM
To: School Board
Subject: Transgendered students & teachers?

Members of the Fairfax County School Board,

Will you please stop pandering to the voices of the PC ultra-minority and begin considering the concerns of the vast MAJORITY of your students and the citizens of Fairfax?

I do not want the children in Fairfax who have no confusion regarding their birth-gender to be confronted by "accommodations" for those who are confused.

I most strongly urge that you do NOT consider "experimenting" with mixed gender bathrooms or any other accommodations for the transgendered students or teachers in the Fairfax County School system.

Respectfully,
Steven Portner

[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgendering schools??? UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 12:15:20 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Kathryn Weber [<mailto:sevenwebs@cox.net>]
Sent: Thursday, April 23, 2015 11:42 AM
To: School Board
Subject: Transgendering schools???

Dear School Board,

As Fairfax County residents and parents, my husband and I are APPALLED that our county would even begin to consider experimenting with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

While there is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth, and these people deserve understanding and require counseling and other help, the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity.

Furthermore, parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

We will be watching your vote on this issue very closely. What happens with this issue is of very great concern to us, as it should be to all parents!

Sincerely,
Kathryn and Mark Weber

From: [Al Smith](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Fwd: Gender Identity Discrimination Policy
Date: Thursday, April 23, 2015 5:44:25 PM

Board Member McElveen:

I am writing regarding the Board's consideration of adding gender and gender identity to the discrimination policy.

Please do not support this change. The Board should defer adopting this policy and associated implementation regulations until the State of Virginia adopts uniform policies and regulations for all Virginia school districts. At a minimum, any action on this topic should be deferred until parents and the public more thoroughly understand how this policy change will be applied and implemented.

- What will the impact be on restrooms, locker rooms and sports teams?
- What about proms, dress codes and acceptable literature in the classroom?
- How will this policy impact the large majority of students and families without gender identity issues?
- How will this policy and implementation regulations impact everybody's dignity?
- What costs will be incurred to implement this policy?

There are many, many questions that need to be evaluated and understood before any actions are taken. If the Board believes this policy needs immediate action, I hope you follow the standard set by Gloucester County earlier this school year that restricts transgender students to either single-stall restrooms or the restrooms designated for their biological gender. The Gloucester School Board approved motion states: "It shall be the practice of the (Gloucester County Public Schools) to provide male and female restroom and locker room facilities in its schools, and the use of said facilities shall be limited to the corresponding biological genders, and students with gender identity issues shall be provided an alternative private facility."

FCPS has numerous other issues impacting our children's education - budget, ESOL, classroom size, later high school start times, closing the achievement gap, managing

school growth, etc. Consideration and implementation of this policy will further stretch our limited administrative, teacher and financial resources.

Please consider these thoughts when you are addressing this complex and evolving issue.

Thank you.

Alan Smith

From: [Smith, Marty K.](#)
To: [Garza, Karen](#); [Lockard, Steven](#)
Subject: Fwd: Gender Identity Statement
Date: Thursday, April 23, 2015 5:45:49 PM

FYI

Marty

Sent from my iPhone

Begin forwarded message:

From: "Guilfoyle, Matthew" <msguilfoyle@fcps.edu>
Date: April 23, 2015 at 5:23:39 PM EDT
To: "Torre, John" <jjtorre@fcps.edu>, "Smith, Marty K." <mksmith@fcps.edu>
Subject: FW: Gender Identity Statement

From: Schultz, Elizabeth (School Board Member)
Sent: Thursday, April 23, 2015 5:23 PM
To: Garza, Karen; Lockard, Steven; Foster, John
Cc: Donohue, Christine W.; Guilfoyle, Matthew; Fields, Melissa
Subject: RE: Gender Identity Statement
Importance: High

Within hours of the marriage equality decision by the Governor on October 6th, we had a statement from John indicating an immediate movement to ensure implementation of healthcare, etc.

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The statement issued does not account or provide for functional implementation issues around first passing something into policy then reading it to learn what’s in it.
Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:32 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy – [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students?
Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

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Cc: Donohue, Christine W.; Guilfoyle, Matthew; Fields, Melissa
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Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
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From: [Smith, Marty K.](#)
To: [Donohue, Christine W.](#)
Subject: Fwd: Gender Identity Statement
Date: Thursday, April 23, 2015 5:56:12 PM

Just sent to Karen and Steve.

Marty

Sent from my iPhone

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Date: April 23, 2015 at 5:23:39 PM EDT
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From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [School Board Members](#)
Cc: [Goddard, Pam](#)
Subject: Fwd: NBC - transgender Kids
Date: Thursday, April 23, 2015 3:20:32 PM

I thought you all might find the news link at the end of this feed informative. It is from NBC nightly news programs airing this week.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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Begin forwarded message:

From: "Derenak Kaufax, Tamara (School Board Member)"
<tdkaufax@fcps.edu>
Date: April 22, 2015 at 6:15:07 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Kirkbride, Sue"
<slkirkbride@fcps.edu>
Cc: "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>,
"Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>
Subject: Re: NBC - transgender Kids

Thank you for sharing this

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

On Apr 22, 2015, at 9:37 AM, Garza, Karen <kkgarza@fcps.edu> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Kirkbride, Sue" <slkirkbride@fcps.edu>
Date: April 22, 2015 at 8:52:36 AM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Meier, Annie" <AKMeier@fcps.edu>, "Cornell, Lora L." <LLCornell@fcps.edu>
Subject: NBC - transgender Kids

This week NBC nightly news is doing stories regarding transgender kids. Last night's story was amazing and a huge learning experience for many.

<http://www.nbcnews.com/storyline/transgender-kids/jacobs-journey-life-transgender-5-year-old-n345131>

From: [Victoria Cobb](#)
Subject: Gender Identity Issue
Date: Thursday, April 23, 2015 1:47:46 PM
Attachments: [Student Privacy Act Letter \(2\).pdf](#)
[Student Privacy Policy \(2\).pdf](#)

April 23, 2015

Dear School Board Member:

As Virginia's oldest and largest pro-family organization, The Family Foundation of Virginia is very concerned regarding a policy that you will soon be voting on which would add "gender identity" to your non-discrimination policy.

While we are troubled that such a policy places teachers and students who have a deeply held religious belief regarding human sexuality at risk for discrimination, termination, ostracization and bullying, we are particularly concerned with a practical implication of the policy regarding the use of bathrooms and locker room facilities. We believe the proposed policy would violate the privacy rights of every student in your school, the rights of the parents of those children, and put your school district at risk for costly litigation.

To assist you, I have attached a model policy and legal analysis, developed by Alliance Defending Freedom. This is an issue that is emerging across the country, and it is our belief that providing alternative facilities for a child struggling with sexual identity issues is appropriate. The model policy reflects current law that protects the privacy rights of children who shouldn't be forced into vulnerable interactions with opposite sex students in secluded restrooms or locker rooms.

At least two federal courts have already concluded that a requirement that someone use the restroom of their biological sex is not discriminatory. No federal court anywhere has concluded that Title IX requires an open door policy on restrooms. Even the Ninth Circuit court in California, considered by many to be the most liberal in the nation, concluded that, (quote) "shielding one's unclothed figure from the view of strangers, particularly strangers of the opposite sex, is impelled by elementary self-respect and personal dignity."

It is abundantly clear that if a school district opens up restrooms and locker rooms to any student regardless of their biological sex that school district would be subject to lawsuits. The model policy we suggest we believe strikes an appropriate balance.

Please feel free to contact me should you have questions.

Sincerely,
Victoria E. Cobb

--

Victoria Cobb
President
The Family Foundation of Virginia
919 East Main Street
Suite 1110
Richmond, Va. 23219

T 804.343.0010

F 804.343.0050

familyfoundation.org

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[Watch our YouTube Channel](#)

[See event photos on our Flickr page](#)

[Follow us on Twitter](#)



October 31, 2014

Re: Schools Are Not Legally Required to Allow Students to Use Opposite-Sex Restrooms, Showers, and Changing Rooms

Dear Friends:

It is our pleasure to provide you with information pertaining to the legal issues surrounding requests by transgender students to use school bathrooms, showers, and changing areas of their choice. By way of introduction, Alliance Defending Freedom is an alliance-building legal organization that advocates for the right of religious students to freely exercise their rights to speak, associate, and learn on an equal basis with other students.

The information that follows will establish that (1) no federal law requires public schools to open restrooms, showers, and changing areas to opposite-sex students, and (2) providing such access violates the fundamental rights of students and parents.

No Federal Law Requires School Districts to Grant Students Access to Facilities Dedicated to the Opposite Sex.

According to Title IX, “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” 20 U.S.C. § 1681. No court has ever interpreted Title IX as requiring schools to give students access to opposite-sex restrooms and changing areas.

In fact, the United States Court of Appeals for the Ninth Circuit found the opposite in *Kastl v. Maricopa County Community College District*, 325 F. App’x 492, 493 (9th Cir. 2009), a case in which a community college banned Kastl, a transsexual man who was both a student and employee of the college, from using the women’s restroom. Kastl sued the college for discrimination under Title IX, Title VII, and the First and Fourteenth Amendments. The Ninth Circuit ruled in the college’s favor because “it banned Kastl from using the women’s restroom *for safety reasons*” and “Kastl did not put forward sufficient evidence demonstrating that [the college] was motivated by Kastl’s gender.” *Id.* at 494 (emphasis added). Kastl’s claims were therefore “doomed.” *Id.* Federal caselaw thus permits school districts to disallow students from accessing opposite-sex restrooms and locker

rooms for privacy and safety reasons without violating Title IX.¹

Courts' reasoning in Title VII cases, which involve claims of employment discrimination, validate this legal analysis. These cases are instructive because Title IX and Title VII are highly similar and courts have repeatedly interpreted Title VII to permit employers to prohibit employees from using restrooms and locker rooms dedicated to the opposite sex. *See, e.g., Etsitty v. Utah Transit Auth.*, 502 F.3d 1215, 1222-1225 (10th Cir. 2007) ("Because an employer's requirement that employees use restrooms matching their biological sex does not expose biological males to disadvantageous terms and does not discriminate against employees who fail to conform to gender stereotypes, UTA's proffered reason of concern over restroom usage is not discriminatory on the basis of sex."); *see also Goins v. West Group*, 635 N.W.2d 717, 723 (Minn. 2001) ("[W]e conclude that an employer's designation of employee restroom use based on biological gender is not sexual orientation discrimination"). Simply put, school districts have no federal legal duty to open restrooms and locker rooms to opposite-sex students. And no "discrimination" results from protecting young children from inappropriate exposure to the anatomy of the opposite sex.

Granting Students Access to Opposite-Sex Changing Areas Could Subject Schools to Tort Liability for Violating Students' and Parents' Rights

Not only may school districts prevent students from accessing opposite-sex restrooms and locker rooms, school districts should do so to avoid violating the rights of students and parents. Students have the fundamental right to bodily privacy and that right is clearly violated when students—much less kindergarteners as young as five years old—are forced into situations where members of the opposite sex may view their partially or fully unclothed bodies. As the Ninth Circuit has recognized, "[s]hielding one's unclothed figure from the view of strangers, *particularly strangers of the opposite sex*, is impelled by elementary self-respect and personal dignity." *Michenfelder v. Sumner*, 860 F.2d 328, 333 (9th Cir. 1988) (emphasis added).

¹ The U.S. Department of Education's April 2014 guidance that "Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity" does not change this analysis. In *Kastl*, the Ninth Circuit agreed that "it is unlawful to discriminate against a transgender (or any other) person because he or she does not behave in accordance with an employer's expectations for men or women." 325 Fed. App'x at 493. But the Ninth Circuit ruled for the college anyway because its decision was motivated by safety reasons, not Kastl's biological sex. *See id.* at 494. Although we disagree with this interpretation of Title IX, *Kastl* demonstrates that the same result applies regardless.

Nor is the executive order signed by President Obama in July 2014 applicable to school districts' restroom and locker room policies. That order simply modified the nondiscrimination rules for federal employees and employees of federal contractors and subcontractors. Students are obviously not employed by the federal government or local school districts.

Forcing students into vulnerable interactions with opposite-sex students in secluded restrooms and locker rooms would violate this basic right. *See, e.g., Sommers v. Budget Mktg., Inc.*, 667 F.2d 748, 750 (8th Cir. 1982) (finding that a transgender individual's use of a women's restroom threatened female employees' privacy interests); *Rosario v. United States*, 538 F. Supp. 2d 480, 497-98 (D.P.R. 2008) (finding that a reasonable expectation of privacy exists in a "locker-break room" that includes a bathroom); *Brooks v. ACF Indus., Inc.*, 537 F. Supp. 1122, 1132 (S.D. W. Va. 1982) (holding that a female would violate a male employee's privacy rights by entering a men's restroom while the male was using it). These scenarios create privacy and safety concerns that should be obvious to anyone truly concerned with the welfare of students.

Courts have even found that prisoners have the right to use restrooms and changing areas without regular exposure to viewers of the opposite sex. *See, e.g., Arey v. Robinson*, 819 F. Supp. 478, 487 (D. Md. 1992) (finding that a prison violated prisoners' right to bodily privacy by forcing them to use dormitory and bathroom facilities regularly viewable by guards of the opposite sex); *Miles v. Bell*, 621 F. Supp. 51, 67 (D. Conn. 1985) (recognizing that courts have found a constitutional violation where "guards regularly watch inmates of the opposite sex who are engaged in personal activities, such as undressing, using toilet facilities or showering" (quotation omitted)). Students possess far more robust legal protections and are obviously entitled to greater privacy rights than prisoners. *See, e.g., Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503, 506 (1969) (noting that students do not "shed their constitutional rights ... at the school house gate"). School districts, quite simply, must ensure that students entrusted to its care may use restrooms and locker rooms without fear of exposure to the opposite sex.

Parents also have the fundamental right to control their children's education and upbringing, including the extent of their children's knowledge of the difference between the sexes. *See, e.g., Troxel v. Granville*, 530 U.S. 57, 66 (2000) (holding that the Constitution "protects the fundamental right of parents to make decisions concerning the care, custody, and control of their children"); *Washington v. Glucksberg*, 521 U.S. 702, 720 (1997) ("In a long line of cases, we have held that, in addition to the specific freedoms protected by the Bill of Rights, the 'liberty' specially protected by the Due Process Clause includes the rights ... to direct the education and upbringing of one's children"); *Santosky v. Kramer*, 455 U.S. 745, 753 (1982) (recognizing "[t]he fundamental liberty interest of natural parents in the care, custody, and management of their child"); *Wisconsin v. Yoder*, 406 U.S. 205, 233 (1972) (recognizing "the liberty of parents and guardians to direct the upbringing and education of children under their control").

Interaction between males and females in restrooms and locker rooms will necessarily result in students uncovering anatomical differences. It would, for example, be quite obvious to male students that female students do not use the

urinal. Likewise, use of the urinal requires a certain level of exposure to which female students should not be subject. Such revelations give rise to questions that most parents would deem inappropriate for younger students to ponder. Information concerning anatomical differences should be disclosed at home when parents deem appropriate, not ad-hoc in a school restroom. Respecting such parental choices requires school districts to prohibit students from accessing restrooms and locker rooms dedicated to the opposite sex.

Many state constitutions also provide strong protections to religious liberty. Religious students are precluded by basic modesty principles from sharing restrooms and locker rooms with members of the opposite sex. State courts faced with claims that school districts' actions violate students' right to the free exercise of religion frequently apply the compelling state interest/least restrictive means test. There is no real argument that providing students access to restrooms and locker rooms dedicated to the opposite sex could pass this test. No compelling interest supports this action and there are numerous less restrictive means of furthering any legitimate goals that school districts seek to promote.

School Districts Should Not Sacrifice the Vast Majority of Students' and Parents' Rights to Satisfy an Activist Agenda.

Identifying the number of transgender people is difficult, but experts have approximated that they represent 0.1-0.5% of the population. *See* Gates, Gary, *How Many People are Lesbian, Gay, Bisexual and Transgender?* (2011), Executive Summary at 5-6, *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf> (last visited Oct. 6, 2014). One recent estimate concluded that 0.3% of adults in the United States identify as transgender—a minuscule percentage. *Id.* at 6. It is simply unfathomable that a school district would sacrifice the clearly established First and Fourteenth Amendment freedoms of 99.7% of students and parents to satisfy activist demands that students have access to restroom and locker room facilities dedicated to the opposite sex. The needs of transgender students can easily be accommodated in other ways. And school districts should use them rather than compromising others' rights.

CONCLUSION

Allowing students to use opposite-sex restrooms and locker rooms would seriously endanger students' privacy and safety, undermine parental authority, violate religious students' right of conscience, and severely impair an environment conducive to learning. These dangers are so clear-cut that a school district allowing such activity would clearly expose itself—and its teachers—to tort liability. Consequently, school districts should reject policies that force students to share restrooms and locker rooms with members of the opposite sex. We advise school districts to adopt the attached policy regarding students' use of restrooms and

changing areas instead. It not only accommodates transgender students, but also protects other students' privacy and free exercise rights, and parents' right to educate their children, as well as insulates school districts from legal liability. If a school district adopts the attached policy and that policy is challenged in court, Alliance Defending Freedom will defend it free of charge.

If you should have any questions regarding this matter, please do not hesitate to contact us at 1-800-835-5233. We would be happy to speak with you or your counsel and to offer any assistance we could provide.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jeremy D. Tedesco", with a stylized flourish at the end.

Jeremy D. Tedesco
Senior Legal Counsel

STUDENT PHYSICAL PRIVACY POLICY

I. PURPOSE

In recognition of student physical privacy rights and the need to ensure student safety and maintain school discipline, this Policy is enacted to advise school site staff and administration regarding their duties in relation to student use of restrooms, locker rooms, showers, and other school facilities where students may be in a state of undress in the presence of other students.

II. DEFINITIONS

“Biological sex” means the biological condition of being male or female as determined at birth based on physical differences, or, when necessary, at the chromosomal level.

III. POLICY

A. Use of School Facilities

Notwithstanding any other Board Policy, student restrooms, locker rooms, and showers that are designated for one biological sex shall only be used by members of that biological sex.

In any other school facilities or settings where a student may be in a state of undress in the presence of other students (*i.e.*, changing costumes during school theatrical productions, etc.), school personnel shall provide separate, private areas designated for use by students based on their biological sex.

B. Accommodation of Biological Sex Non-Conforming Students

Students that exclusively and consistently assert at school that their gender is different from their biological sex shall be provided with the best available accommodation that meets their needs, but in no event shall that be access to the school restroom, locker room, or shower of the opposite biological sex. Such accommodations may include, but are not limited to: access to a single-stall restroom; access to a uni-sex restroom; or controlled use of a faculty restroom, locker room, or shower.

From: [Donohue, Christine W.](#)
To: [School Board Members](#)
Cc: [School Board Office](#); [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [Torre, John](#)
Subject: Gender Identity Statement
Date: Thursday, April 23, 2015 1:53:08 PM

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [tracieplott](#)
To: [Schultz, Elizabeth \(School Board Member\)](#)
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: Mixed Gender Bathrooms!
Date: Thursday, April 23, 2015 8:01:46 PM

Ms. Schultz,

Are you and the rest of the school board seriously considering experimenting with transgender bathrooms? Please tell me you aren't. [REDACTED], I strongly urge you to reconsider! I would rather not have my children be the guinea pigs in this test!!!! Children have a hard enough time growing up without putting more pressure on them to have their morality, spirituality, and sexuality all figured out.

Here is a novel idea...

How about you guys stick to teaching math, language, science, history, PE, and music and let the parents deal with the rest! IT'S NOT YOUR JOB!!!!!!!!!!

Tracie Plott

Sent on a Virgin Mobile Samsung Galaxy S® III

From: [Wright, Kristin \(NBCUniversal\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: non discrimination policy
Date: Friday, April 24, 2015 12:48:12 PM

Hi Ryan,

Today at 5p, I'm following up on the meeting last night. I want to talk with you for a few minutes about your proposal to amend the non-discrimination policy to include gender identity. I left you a voicemail just now. Please give me a call when you can. [REDACTED].

Kristin

KRISTIN WRIGHT

Reporter NBC4

[4001 Nebraska Avenue NW](#)
[Washington, DC 20016](#)

cell [202-507-3125](#)
@kwrightnbc4

Sent from my iPad

From: [Weimin Zhang](#)
To: [Weimin Zhang](#)
Subject: objection to mixed gender bathroom experiment at FCPS
Date: Thursday, April 23, 2015 3:34:29 PM

Dear Sir/Madam:

I heard that the Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

I'm writing you to voice our family's **strong objections**. we object that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab subjects for this experiment. Our family firmly objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

We are **completely against this experiment** and truly hope that FCPS will accommodate the direction of parents who object to this experiment.

Thank you for your service at FCPS.

Sincerely,

Weimin Zhang

From: [Dawn & George Opie](#)
To: [School Board](#)
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Policy Concerns
Date: Thursday, April 23, 2015 7:05:28 PM

Dear Fairfax County School Board Members:

As a Fairfax County resident and parent, I want to state my objection to making special transgender bathrooms in our County schools. It is extremely inappropriate and wrong to expose our children to this "anatomical experiment" and to present this extreme alternative as a mainstream option in our institutions. Please carefully consider the consequences that allowing transgender bathrooms would create, as well as forcing parents to keep their children in classrooms with transgender teachers who would promote this as "normal". I urge you to vote against any measure that would facilitate the public endorsement of sexual choices. The personal decisions of an individual regarding transitioning from one gender to another can, and ought to, remain private.

Sincerely,

Dawn M. Opie

[REDACTED]

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Foster, John](#)
Cc: [Donohue, Christine W.](#); [Guilfoyle, Matthew](#); [Fields, Melissa](#)
Subject: RE: Gender Identity Statement
Date: Thursday, April 23, 2015 5:22:40 PM
Importance: High

Within hours of the marriage equality decision by the Governor on October 6th, we had a statement from John indicating an immediate movement to ensure implementation of healthcare, etc.

The statement provided below does not address what happens if this Board passes language without first understanding the implications. In passing the policy, its effect is immediate unless it states otherwise. Without a consultant report being contracted and reported out to the Board, never mind any public engagement, what effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what? What are parental and student rights in such a situation? If a student or employee is dressed as their biological identity, but ‘identifies’ with the other, will they be allowed to use that gender’s restroom and locker facilities? What will happen the next day or week after the vote in male and female employee bathrooms and locker rooms?, etc.

The statement issued does not account or provide for functional implementation issues around first passing something into policy then reading it to learn what’s in it.
Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:32 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy – [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#); [Garza, Karen](#); [Foster, John](#); [Guilfoyle, Matthew](#)
Subject: RE: synthesis of correspondence- CHART REQUESTED ON POLICY 1450 CORRESPONDENCE
Date: Thursday, April 23, 2015 4:36:59 PM
Attachments: [Simple Tally of Policy 1450 Non discrimination SB Mailbox messages as of April 23.pdf](#)

Please see attached.

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 12:28 PM
To: Goddard, Pam
Cc: School Board Members
Subject: RE: synthesis of correspondence

Thank you!
Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: Goddard, Pam
Sent: Thursday, April 23, 2015 12:11 PM
To: Reed, Patty (School Board Member)
Cc: School Board Members
Subject: RE: synthesis of correspondence

We're putting together a chart of pro/con by district. Will send it to everyone via email before tonight's meeting.

Pam
Pam Goddard
Executive Assistant and

Clerk of the School Board

571.423.1060

Please consider the environment before printing this email

-----Original Message-----

From: Reed, Patty (School Board Member)

Sent: Thursday, April 23, 2015 10:19 AM

To: Goddard, Pam

Cc: School Board Members

Subject: synthesis of correspondence

Importance: High

Pam-

As you know, we are receiving a deluge of mail about the transgender issue. Could someone in the office attempt to tally the pro and con for SBMs, as well as district, prior to tonight's meeting? This would be very helpful. Also, I understand a common message from DCCO is forthcoming. There is no need for all of us to be addressing every email.

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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Tally of Policy 1450 Non discrimination SB Mailbox messages as of April 23, 2015

DISTRICT	FOR (#)	AGAINST (#)
Braddock	2	4
Dranesville	1	5
Hunter Mill	1	1
Lee	0	1
Mason	5	1
Mount Vernon	0	2
Providence	3	3
Springfield	0	13
Sully	0	7
UNABLE TO DETERMINE DISTRICT	13	28
TOTAL (87)	25	62

From: [Reed, Patty \(School Board Member\)](#)
To: [Goddard, Pam](#)
Cc: [School Board Members](#)
Subject: RE: synthesis of correspondence
Date: Thursday, April 23, 2015 12:28:16 PM

Thank you!
Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: Goddard, Pam
Sent: Thursday, April 23, 2015 12:11 PM
To: Reed, Patty (School Board Member)
Cc: School Board Members
Subject: RE: synthesis of correspondence

We're putting together a chart of pro/con by district. Will send it to everyone via email before tonight's meeting.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060

Please consider the environment before printing this email

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 10:19 AM
To: Goddard, Pam
Cc: School Board Members
Subject: synthesis of correspondence
Importance: High

Pam-

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understand a common message from DCCO is forthcoming. There is no need for all of us to be addressing every email.

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

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From: [Goddard, Pam](#)
To: [Reed, Patty \(School Board Member\)](#)
Cc: [School Board Members](#)
Subject: RE: synthesis of correspondence
Date: Thursday, April 23, 2015 12:11:07 PM

We're putting together a chart of pro/con by district. Will send it to everyone via email before tonight's meeting.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060
Please consider the environment before printing this email

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 10:19 AM
To: Goddard, Pam
Cc: School Board Members
Subject: synthesis of correspondence
Importance: High

Pam-

As you know, we are receiving a deluge of mail about the transgender issue. Could someone in the office attempt to tally the pro and con for SBMs, as well as district, prior to tonight's meeting? This would be very helpful. Also, I understand a common message from DCCO is forthcoming. There is no need for all of us to be addressing every email.

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: [Evans, Sandy \(School Board Member\)](#)
To: [Goddard, Pam](#); [Reed, Patty \(School Board Member\)](#)
Cc: [School Board Members](#)
Subject: RE: synthesis of correspondence
Date: Thursday, April 23, 2015 1:48:58 PM

Thanks. What's the status of the response staff was working on?

-----Original Message-----

From: Goddard, Pam
Sent: Thursday, April 23, 2015 12:11 PM
To: Reed, Patty (School Board Member)
Cc: School Board Members
Subject: RE: synthesis of correspondence

We're putting together a chart of pro/con by district. Will send it to everyone via email before tonight's meeting.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060
Please consider the environment before printing this email

-----Original Message-----

From: Reed, Patty (School Board Member)
Sent: Thursday, April 23, 2015 10:19 AM
To: Goddard, Pam
Cc: School Board Members
Subject: synthesis of correspondence
Importance: High

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Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: [Helen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Strong Objection on Mixed Gender Bathrooms Experiment @ FCPS
Date: Thursday, April 23, 2015 3:18:09 PM

Dear Mr. McElveen,

Thank you very much for serving at the Fairfax County School Board.

I heard that the Fairfax County School Board will decide at meetings on April 23 and [May 7](#) whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

I'm writing you to voice our family's **strong objections**. My husband and I are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab subjects for this experiment.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help. But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity.

Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Our family objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

We are **strongly against this experiment** and truly hope that FCPS will accommodate the direction of parents who object to this experiment.

Thank you for your service at FCPS.

Sincerely,
Helen Chen

From: [Douglas Zeng](#)
To: [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#)
Cc: [Liz Zeng](#)
Subject: Strong objection to mixed gender bathroom experiment at FCPS
Date: Thursday, April 23, 2015 4:12:36 PM

Dear Fairfax County School Board Chair, Vice-Chair, and the Members,

Thank you very much for your dedicated services at the Fairfax County School Board.

We heard that the Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

We are writing you to voice our family's **strong objections**. We are very concerned that Fairfax County has selected children -- the most vulnerable people in our county -- as lab subjects for this experiment.

Those individuals, who are confused and don't identify with the body parts they were assigned at birth, deserve understanding and require counseling and other help. But the overriding concern must be with the vast majority of students who possess no confusion about their sexual identity.

Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Our family firmly objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

We are **completely against this experiment** and truly hope that FCPS will accommodate the requests of parents who object to this experiment.

Thank you again for your service at FCPS.

Sincerely,
Douglas and Liz Zeng

From: [Douglas Zeng](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Liz Zeng](#)
Subject: Strong objection to mixed gender bathroom experiment at FCPS
Date: Thursday, April 23, 2015 4:02:18 PM

Dear Mr. McElveen,

Thank you very much for serving as the Chair of Fairfax County School Board.

I heard that the Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

I'm writing you to voice our family's **strong objections**. We are very concerned that Fairfax County has selected children -- the most vulnerable people in our county -- as lab subjects for this experiment.

Those individuals, who are confused and don't identify with the body parts they were assigned at birth, deserve understanding and require counseling and other help. But the overriding concern must be with the vast majority of students who possess no confusion about their sexual identity.

Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Our family firmly objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

We are **completely against this experiment** and truly hope that FCPS will accommodate the direction of parents who object to this experiment.

Thank you again for your service at FCPS.

Sincerely,
Douglas and Liz Zeng

From: [s.gao](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Strong objection to mixed gender bathroom experiment at FCPS
Date: Thursday, April 23, 2015 9:39:04 PM

Dear Ms. McElveen,

Thank you very much for serving at the Fairfax County School Board.

I heard that the Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with **mixed gender bathrooms** in order to accommodate "transgender" teachers and students.

I'm writing you to voice our family's **strong objections**. My husband and I are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab subjects for this experiment.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help. But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity.

Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

Our family objects to this confused behavior. The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.


We are **strongly against this experiment** and truly hope that FCPS will accommodate the direction of parents who object to this experiment.

Thank you for your service at FCPS.

Sincerely,
Shan Gao

From: [Martha Furniss](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Support the inclusion of gender identity in the FCPS nondiscrimination policy.
Date: Thursday, April 23, 2015 5:21:35 PM

Please count me in as a constituent in support of your proposal for the inclusion of gender identity in the FCPS nondiscrimination policy.

Thank you!
Martha Furniss


From: [Josh I](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Thank you for supporting non-discrimination
Date: Friday, April 24, 2015 12:28:00 PM

Mr. McElveen

As your constituent, I am writing to thank you for your proposal to add "gender identity" to the FCPS non-discrimination policy. Fairfax must lead the way in protecting all of our teachers, faculty, and students from discrimination against who they are and how they identify.

I watched last night's school board meeting and heard Delegate Bob Marshall of Manassas attempt to convince the school board that Attorney General Herring's advisory opinion is invalid. Delegate Marshall, who authored Virginia's unconstitutional prohibition on same-sex marriage and fought for years to keep Virginia's unconstitutional sodomy law on the books, has consistently put his anti-LGBT ideology over following the law. His comments last night indicated a complete misunderstanding of the AG's opinion and the Virginia constitution.

The substance of Attorney General Herring's opinion (<http://www.washingtonblade.com/content/files/2015/03/Ebbin-Opinion.pdf>) is that Fairfax County's school board and other duly elected school boards "unquestionably" have the explicit constitutional power and responsibility to protect employees and students against discrimination, under Article VIII, Section 7 of Virginia's constitution, which grants you the "supervision of schools." Marshall's claim that several attorneys general in the past have advised that county boards do not have the authority to ban non-governmental discrimination in their human rights ordinances nor to create domestic partnership benefits incorrectly equated Dillon Rule questions about local power with this question about school boards doing their constitutional duty.

Not only do you have the power to do this, it is the right thing to do. Our greatest strength in Fairfax is our extraordinary diversity. To have the best schools and community we can have, we need to send the message that everyone is valued and welcome and that the only thing that matters is qualification and performance. The ugly and hateful views expressed last night by those few who seek to discriminate and divide do not represent the Fairfax I know and am proud to call my home -- and neither do those state legislators from other parts of Virginia.

I hope the board gives this measure a resounding yes on May 9. I have already communicated my support to Mr. Moon, Mr. Velkoff, and Ms. Reed, but let me know if there is anything else I can do to help.

Sincerely,

Josh Israel





From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: Transgender Policy- UNABLE TO DETERMINE DISTRICT
Date: Friday, April 24, 2015 11:42:46 AM

From: Emily Brobst [<mailto:embro35@verizon.net>]
Sent: Wednesday, April 22, 2015 12:40 AM
To: School Board
Subject: Transgender Policy

Transgenderism doesn't even need to be addressed on the basis of religion.

This issue (and others in a similar vein) has been taken up in a fever of individual rights gone berserk, forcing young children and youth to become confused about whether a problem exists which they now have to confront.

Worse, sensitive children (and others) now have to examine themselves critically to ferret out any hint of what would be considered different from "normal" behavior, based on what they have been advised (or coerced) into thinking.

Notably the Gay Lesbian Straight Education Network (GLSEN) chapters go into some schools ostensibly to foster "safety" among the student population, with their "safe" rooms, homosexual (rainbow) signs above safe-room doors, and "counseling" sessions which according to some authorities amount to insinuation practices: "Have you ever thought you might be "gay"?"

Fads grow like English ivy, a weed which gradually and inexorably takes over the land. Fads become fashionable for a time. "Not sure you're 'gay'? Why not try it; you might like it." This is a hook, ensnaring our vulnerable children into a lifestyle of potential diseases and eventual terminal illness. Who but the most predatory would approach a child with such a vicious lie? I say: *Find the "gay gene"* before completing the corruption of our future via ignorance of true sexuality. The dissolution of society is a certainty owing to our current disordered thinking.

The current rush to provide special facilities (restrooms) for sexually uncertain students is a matter for taxpayers to concern themselves with, alongside mandatory foot-baths and prayer rooms for Muslims. When the fads dissipate, other uses will have to be found for these special accommodations.

Look up lesbian author and conservative activist Tammy Bruce for perspective. She was preyed upon as a young teenager by a woman about a decade older,


manipulated into lesbianism, and even now refers to herself as "a gay woman". The only reason I can see that she does not undergo any kind of reversal therapy is that such practices became a habit, and perhaps helped her to stand out among then-feminist women. Hard to break, habits.. (She was president of her local NOW chapter in CA for several years, and has been a staunch conservative since then.)

I do not think Ms. Bruce would have naturally turned to that lifestyle. Obviously her genes were not the "gay" kind. People CAN choose to become same-sex attracted, and they CAN be counseled to leave it. Activist gays fight tooth and nail to outlaw the counseling of youth leading to life-choices reflected by their apparent physical make-up..

To our school board: Be the school board which has come to its senses. Lead the way. Remember, the people with the most to lose when their lies are exposed are the ones who yell the loudest in claiming homophobia by the rest of us.

Thank you for listening.

Emily Brobst



From: [Melissa Bearden](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Transgender Policy
Date: Friday, April 24, 2015 11:37:05 AM

It is disturbing that you would promote "transgender" restrooms. You were a young man once. Remember the hormones raging? Had you had a chance at this, would you not have taken the opportunity to get yourself in the girls' restrooms/dressing rooms? Would you have "identified" as female? What a chance for a boy to get in there and not telling what he might do! What are you going to do with your first case of sexual assault? You are living in a dream world if you don't think it won't happen. I urge you to rethink your position on this matter. If you plan to continue with this matter, the parents have a right to opt their children out. You may think that once those kids step foot on to school grounds they are yours, but you are sadly mistaken.

Thank you,

Melissa Bearden



From: [Guilfoyle, Matthew](#)
To: [Smith, Marty K.](#); [Torre, John](#)
Subject: Tweet by Alexandra Limon on Twitter
Date: Thursday, April 23, 2015 10:16:16 PM



Alexandra Limon ([@AlexandraFox5DC](#))

[4/23/15, 10:07 PM](#)

How do you protect transgender students/teachers from discrimination? Shared bathrooms? Fairfax County Schools debates. Story in minutes!

[Download](#) the Twitter app

Matt Guilfoyle
Executive Director
Communication and
Community Relations
Fairfax County Public Schools
571-585-3163 (mobile)
[@mguilfoylefcps](#)

From: [Mary Beth Style](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Well-meaning, but ill conceived policy on transgender students
Date: Friday, April 24, 2015 7:50:14 AM

Mr. McElveen, I would like to request a meeting with you about your proposal to add gender identity to the nondiscrimination policies in Fairfax County Public Schools.

I have read your webpage and twitter page and I can see that you are a compassionate, committed person to defending the rights of the oppressed. You particularly, seem to have concern about children. That is commendable.

As a recovering community organizer, I have seen that for the past several decades, passing policies to correct injustice has been the action of choice and possibly the least effective approach to achieving this end. My early idealism has been replaced with the reality that in many cases, particularly this area, the “policy” approach will create more problems than it will serve.

I have been a social worker for 35 years and a parent for 19. I had your same enthusiasm in the first decade of my professional life because I thought I was looking at the big picture and I was going to help the person that was most vulnerable. However, when you actually meet people face to face and get to know them, you find that most programs and policies that we have established do little to help real people. Programs by nature are one size fits all and, like clothes that are made that way, usually don’t fit anyone well. Pope Francis tells us to get rid of the programs and meet the person. That is the best advice if your goal is really to alleviate human suffering. I still am committed to helping the most vulnerable which is why I am challenging your approach.

Every parent will tell you that children go through all kinds of phases with regard to gender identity before they grow up. We used to understand (before it became a political issue) that gender identity was not set until after adolescence. Nothing in science has changed that understanding. A child who appears to “identify” with the gender opposite his/her physical gender at an early age, does not indicate a child who will grow to have gender dysphoria. So an anecdote of “since he was 18 months” tells us nothing and is not an accurate diagnosis.

We also used to have a better understanding of child development when it came to intellectual processing (before political ideology ruled all discussion). Children are concrete thinkers. In other words, they see things in black and white (that is not a racial reference). Nothing in science has changed that understanding. If something is not in black and white it has the potential to create confusion. Children are prisoners of logic. So when adults try to teach children about nuanced issues, the child sees it as nonsense. Now many kids don’t pay any attention, but some kids who are more analytical are going to try to make sense of it. The results can sometimes be comical and

sometimes be heartbreaking. Sometimes this is the etiology of gender confusion. (See "Healing the Hurt Child" by Denis M. Donovan, M.D. and Deborah McIntyre)

We used to understand that the latency period of development should be safeguarded because that is a time when children are developing practical skills and relationship skills. This period is before puberty. For generations it was understood that the introduction of sexual material at this point would distract a child from his necessary developmental tasks and could interfere with future developmental stages. Nothing in science has changed our understanding of human nature with regard to this. But Family Life Education programs have violated this principle and each year we see more and more human problems as a result, including gender confusion.

So all that has changed is that the adults in charge of developing policies and educational programs for children, ignore the reality of children and wonder why there seem to be more problems in schools. We can look at the increase in virtually and social problem following its inclusion in a "program".

But, let's just stick with the issue of gender identity. There are children with genuine gender dysphoria. We don't know how many, but the estimates are between 0.05% - 0.5% of the population. The definition is broad and so this would include individuals with what would be considered mild confusion to the individual who would pursue a sex change. In many cases currently "diagnosed" as transgender with its ridiculously broad definition, it cannot even be termed "confusion", but merely a person who has a trait that society has defined as belonging to the opposite sex. Imagine a girl who likes sports is now convinced as a result of your "sensitizing" that she is transgender. Imagine a boy who loves musical theater who is now convinced as a result of your "sensitizing" that he is transgender. So, are you willing to impose those feelings on them that you attribute to your need to make this policy?

What is astounding and outraging to most parents is that the people pushing the transgender agenda now (be clear it is not a large number of individuals inflicted) were the very ones (Women Studies, Gender Studies Professors) who told us a generation ago that there was no such thing as a "male" or "female" trait. They told us these traits were social constructs. Now these same people because they had to publish a theory in order to obtain tenure tell us that if someone exhibits one of these traits (tomboy, sensitive boy) that previously were not considered legitimate, it indicates that the person is a transgender person. Perhaps we need to leave it to the kids to cut through the nonsense and explain to the bandwagon adults that the Emperor is naked.

Now most elementary schools have never seen a case of true gender dysphoria. Middle schools and high schools will likely see some students "presenting" as transgender, but that does not mean that there is gender dysphoria there. (We used to also know that adolescents often "act out." And we also had the wisdom to know that usually the best plan of action was to watch and ignore it so that when the child outgrows the need to shock adults, he can do so and save face.) Even with the larger estimate, it is not a pressing problem in Fairfax County Public Schools. It certainly does not warrant class lessons or assemblies to "sensitize" children and staff on the matter. And it certainly

does not require policies forcing same sex bathrooms which is the issue discussed in the initiative from the Justice Department.

But more important, this kind of shot gun approach will only create more problems for the children exposed to these “sensitizing” sessions. If the issue comes up before a child can maturely process it, it must be handled on a one on one basis. It is not a matter of teaching compassion. Surely, you have witnessed a young child make a comment about someone who is “different”. There is no malice and it is not a matter of poor parenting. The child is trying to figure out what is different. If you have a child with gender dysphoria and the school insists on treating that child in a manner not consistent with the logic of the other children, you will create more problems. These cases must be handled on a case by case basis between the child’s parents, his/her therapist and the school. Presumably, that is what has been happening since the beginning of Fairfax County Public Schools. Perhaps we could trust the judgment of the persons closest to the child: The parents, the therapist, the child’s teacher and the school principal! It is most likely that they will have the best interest of the child in mind and understand their population better. Generalized policies in sensitive areas that are a one size fits all based on a presenting diagnosis are counterproductive.

If you insist on going forward with this proposal, you will create tremendous anger in the community, not because the community is filled with “haters”, as proponents of this type of policy often accuse. The reason you will have this backlash is because parents understand the impact on the child who does not have an issue with gender dysphoria and does not understand what is going on. Perhaps more importantly, we understand that the child with the gender dysphoria will be exposed to even more vitriol than he/she would have if the adults stopped trying to “fix” the “problem” with a policy. The school board can deny that this is about bathrooms all they want, but the case law quoted by the Department of Justice is all about bathrooms and when the issue has origin, it is always about bathrooms. Since you once were an adolescent boy, you know that this issue is tailor-made for smart alecks and you will now be bringing more ridicule to a conflicted child.

Kids are very willing to accept each other with all their different quirks. This is best done at the subconscious level in prepubescent children. By insisting on bringing it to the conscious level before children can effectively process it will raise issues unnecessarily.

Will the child with gender dysphoria encounter cruel remarks? Unfortunately, yes. That is a result of our fallen human nature. Sometimes the cruel remarks are intentionally cruel and sometimes they are ignorant. Everyone has some issue that will cause ridicule. The schools absolutely should come down hard with disciplinary action on any student who is cruel to another student – regardless of the issue. We do not need a “list” of “issues” that are off limits for nasty comments. Cruelty is cruelty. But, because our children are going to run into cruel and ignorant people their whole life, as parents we know we have to teach them to deal with them without taking the nasty comments to heart.

That is what is missing in the anti-bully programs and the policies attempting to correct

pain inflicted on homosexual and transgendered youth. Instead of helping "victims" to see that the problem with the cruel individual is with the cruel individual, we further victimize them. Children believe the press of the program that it will prevent (name the social problem). Adults know that most programs have had no positive impact and many have been counterproductive. (Information does not change attitudes. Love changes attitudes.) I have talked to children who perceive things as being worse than they actually are because no one stood up for them when someone said something mean. The "bully class" told them friends stand up for friends. In their concrete thinking, imprisoned by their logic, they conclude they have no friends, because no one stood up for them. That may or may not be true. But, do you wonder why we see an increase in depression? Surely, you know as an adult, that adults don't stand up for each other (another part of our fallen human nature). To expect kids to do it, is asking too much. You will see genuine acts of kindness, but you will also see unthinking acts of stupidity. And all kids need to be prepared to let it bother them as little as possible.

You cannot make someone love you. If you force the issue, as you seem to be proposing, you will see the reaction of what happens when "justice" is imposed. Justice without love is tyranny. It is against human nature to accept tyranny and the poor child with gender dysphoria is the one who becomes the target of that anger. You will have done nothing to help that child. The issue becomes less about the issue of gender dysphoria and more about the arrogance of a school system that thinks it knows better what is best for children than their parents. The problem is exacerbated in this issue because when the parents raise the slightest legitimate objection or even dare to ask a question, they are labeled "haters".

In counseling, whether it is individual or relationship, a successful outcome is predicated on whether a person is able to see how his/her viewpoint/perspective or behavior is creating problems for his/her self. Often what happens is that the person realizes that how he has been seeing a situation is not accurate or helpful to his/her daily living. How we see the world is a choice. That choice can be changed. If we see ourselves as victims, we will have problems because we will assume that everything that happens to us is done out of malice. If we choose to change our view of self, we will see that even when bad things happen to us at the hands (or mouths) of others, it is not personal and that as we choose to see ourselves in a positive light and ignore the other person, we do not feel oppressed. Now we can continue in the schools to keep creating victim classes or we can empower the students to see themselves with value and understand that any nastiness they encounter is the problem of the person who is nasty. Lest you think this is a "modern" idea of human nature, in the first century Marcus Aurelius said, "Either pain affects the body (which is the body's problem) or it affects the soul. But the soul can choose to not be affected, preserving its own serenity, its own tranquility. All our decisions, urges, desires, aversions lie within. No evil can touch them." Or "Reject your sense of injury and the injury itself disappears." - Marcus Aurelius

Since you are on the School Board, that choice largely depends on whether you are willing to look at your world view and consider the possibility that people who are upset about your advocacy of this policy may have legitimate concern for children, particularly children who have some type of gender confusion, but are concerned that your approach

will exacerbate those issues rather than resolve them.

I understand that some political operatives have stated that they have chosen this issue to try to pummel their political opponents in the hope of winning elections. This transparent, cynical exploitation of this most tragic population is contemptible. It understandably raises the ire of decent Americans for its cruelty beyond anything that could be imposed by peers. From your webpage, it appears that you have a genuine compassion which motivates you more than power. Therefore, I trust that we can have a conversation and look at solutions that really do help the poor child struggling with this painful and confusing condition, rather than just forwarding a political agenda. Can we try to rise above politics?

Mary Beth Style, M.S.W.

[REDACTED]

[REDACTED]

Cc: Ilryong Moon

Ted Velkoff

Megan McLaughlin

Jane Strauss

Pat Hynes

Tamara Derenak Kaufax

Sandy Evans

Dan Storck

Patty Reed

Elizabeth Schultz

Kathy Smith

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Bathrooms - SPRINGFIELD DISTRICT
Date: Wednesday, April 22, 2015 12:39:46 PM

Fyi - see below from constituent

Thank you....yes I would like to know how each member is thinking regarding this transgender bathroom issue .
Please read my prior e - mail.
Betty Ann Olson, Ed.D.
13215 Moss Ranch Lane
Fairfax, Virginia 22033

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Betty Ann Olson [<mailto:mossranch27@aol.com>]
Sent: Wednesday, April 22, 2015 11:25 AM
To: School Board
Subject: Bathrooms

Dear Board Members,
Stop the insanity of this idea. I am an educator....we do not need this special bathroom.
Please return to your common sense.
Betty Ann Olson, Ed.D.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: Gender identity included in nondiscrimination policy HUNTER MILL DISTRICT
Date: Thursday, April 23, 2015 9:25:56 AM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Rev Julie Price [mailto:jprice@uucf.org]
Sent: Wednesday, April 22, 2015 4:09 PM
To: School Board
Subject: Gender identity included in nondiscrimination policy

To the Members of the Fairfax County School Board,

[REDACTED], a county taxpayer, and a minister at the Unitarian Universalist Congregation of Fairfax, I am writing to express my strong support for expanding the school district's nondiscrimination policy to include gender identity. This amendment to the policy is essential to ensure the full inclusion and safety of all FCPS students and employees.

Sincerely,

Rev. Julie Price
[REDACTED]

Please note that I check email Sunday - Thursday.
Feel free to reach me for urgent matters at other times on my cell phone.

"Don't ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive." - Howard Thurman

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Gender Identity Issue DRANESVILLE DISTRICT
Date: Wednesday, April 22, 2015 10:24:02 AM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Molly Sterbutzel [mailto:mollysterbutzel@verizon.net]
Sent: Wednesday, April 22, 2015 12:54 AM
To: School Board
Subject: Gender Identity Issue

To Whom It May Concern:

I felt fortunate to have attended Fairfax County schools from first through twelfth grade, however we are very concerned for our children attending public schools during these turbulent times.

This initiative, and what could come from it, is ludicrous. They are still children and should not be subjected to this gender confusion. I feel very sorry for the child who is confused about his or herself, however it is not the school's place to welcome, encouraged or explore this kind of behavior in addition to subjecting all of the other children to it.

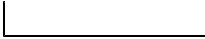
**PLEASE DO NOT INCLUDE/ADD/APPROVE
THIS GENDER IDENTITY POLICY.**

Thank you,

Tom and Molly Sterbutzel



This email is free from viruses and malware because [avast! Antivirus](#) protection is active.



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity Non-Discrimination UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 9:52:46 AM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***

Ph: 571-423-1062

Fax: 571-423-1067

From: Rachael Hamlet [mailto:rachael.hamlet@gmail.com]

Sent: Wednesday, April 22, 2015 11:45 PM

To: School Board

Subject: Gender Identity Non-Discrimination

As a Fairfax County citizen, and the parent of a Fairfax County public school graduate
[REDACTED] I am strongly in favor of adding Gender Identity to the non-discrimination policy. My child is gender non-conforming and would have benefited from that policy.

Thank you,
Rachael Hamlet

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Gender Identity Policy -SPRINGFIELD DISTRICT
Date: Wednesday, April 22, 2015 3:11:35 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Matthew Gentil [mailto:mkgentil@verizon.net]
Sent: Wednesday, April 22, 2015 2:19 PM
To: School Board
Subject: Gender Identity Policy

Dear FCPS School Board,

I was recently informed that the board is considering adding the words "gender identity" to the non-discrimination policy. While on the surface, it may seem like a noble idea to ensure some form of inclusive nondiscrimination policy and that no individual is discriminated against, but this topic is specifically including a psychological issue of gender identity and it has many potential harmful unintended consequences that could endanger our children and cause extreme problems to occur. Regardless of what an individual thinks they are mentally, the reality is they physically remain either a male or a female. This physical trait is inherent in that person. They retain the physical capabilities of that gender even if they do not feel they are that gender. Allowing inclusion of gender identity as a "nondiscriminatory" policy opens up the door to allowing those individuals to demand access to areas within the school system that others with their same physical gender are not allowed to access. For example, if under the name of nondiscrimination, a male feels like he is a female and wants to use the girls restroom or locker room, this exposes females to seeing the male body, and vice versa. This is an unacceptable and unsafe scenario. And if you did not think this can happen, this has already occurred in other county districts in our state, namely Stafford and Gloucester. I recommend you research the legal issues they have already had to deal with by adding this to their policy.

The issue in considering this allows individual radical extremism to take precedence over acceptable moral restraints. It does not help the person who is gender confused to cope with their identity as a reality, it only perpetuates the problem. FCPS should not create situation that can potentially harm our children just to cater to the extreme few that need to seek help to resolve their identity issue. As much as a boy may think himself a girl, or vice versa, he/she physically is not. That is reality and we must help our children deal with reality and not be an enabler, especially at the expense and detriment to the majority of the student population. I would not want my daughter or son exposed to members of the opposite sex in bathrooms or locker rooms for the mere reason that the other individual thinks they are something they are not. I recommend you read this attached article on

viewing the issue of the transgender and the moral reality that needs to be addressed. The article is written by Owen Strachan, Assistant Professor of Christian Theology and Church History at The Southern Baptist Theological Seminary and Boyce College. The article is found at:

<https://answersingenesis.org/family/gender/transgender-identity-wishing-away-gods-design/>

Regardless of what the secular humanism world would like to push, we are still a nation, state, and county founded on Judeo-Christian ethics and morals. The state exists to protect the free practice of religion, and establish policies upholding a consistent moral foundation. Secular humanism is itself a religion, so adopting its policies is to accept inconsistency in morals that do not reflect the views of the majority. Consistency in policy is designed to protect our children, not expose them to extreme radical individualism. Those who want to practice that extremism need to conform to consistent moral practices, not have the moral practices turned around to accommodate them.

Thank you for your time and consideration of this matter.

Sincerely,

Katherine Gentil

A solid black rectangular box used to redact the signature of Katherine Gentil.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity Policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 10:23:17 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: C Moore [<mailto:cmoore23454@yahoo.com>]
Sent: Tuesday, April 21, 2015 10:30 PM
To: School Board
Subject: Gender Identity Policy

Ladies and Gentlemen:

I respectfully request that you refrain from modifying your non-discrimination policy to include gender identity. As stated by Mr. Moon and others during the meeting, the change is unnecessary and other provisions of the policy already address the specific area of concern.

Mr. Moon stated that public perception of the issue is important. However, that is a very poor reason for making a policy change. I can think of no examples of good leaders that change policy unnecessarily, simply to satisfy public perception.

These comments cause me to wonder who's interests are foremost in the minds of the Board: the students' or the Board's (and the public's perception thereof). When public perception drives decision making, I think we have failed.

Respectfully,
Christine Moore

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Gender Identity to FCPS Non-Discrimination Policy SPRINGFIELD DISTRICT
Date: Thursday, April 23, 2015 9:49:00 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: hayseight@aol.com [mailto:hayseight@aol.com]
Sent: Wednesday, April 22, 2015 9:18 PM
To: School Board
Subject: Gender Identity to FCPS Non-Discrimination Policy

Good evening,

[REDACTED] and am against any change to a perfectly effective non-discrimination policy that has been in place. The proposed changes open the opportunity to add confusion to the FCPS student body regarding gender identity. There are ways to accommodate transgender students that will not impose on the sensibilities of other students and their parents that are in use in other school districts. What is being proposed is not necessary and a step too far toward a very small minority of students.

Please vote down the proposed change to the policy.

Respectfully,

Jim Hays

[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Hearing on gender identity in FCPS BRADDOCK DISTRICT
Date: Thursday, April 23, 2015 9:28:32 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Roxanne Edwards [<mailto:roxanne4450@hotmail.com>]
Sent: Thursday, April 23, 2015 6:57 AM
To: School Board
Cc: Emma Chattin; Chaiya Mohanty Ortiz
Subject: Hearing on gender identity in FCPS

To the Board

I support any measure to protect and help transgender students, teachers and administrators in the FCPS system. I co facilitate a local support group for parents of transgender children. The schools must recognize the risks to the health, safety and academic future of all students, including the gender different and trans child. I hope to attend tonight at 7 at Jackson Middle School, but if I cannot, I want you to know my whole hearted support. Do not let ignorance in loud voices deter you from doing the right thing for vulnerable precious children.

Sincerely,
Roxanne Edwards, AIA

[REDACTED]
[REDACTED]

Sent from my iPhone

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: In support of the proposed change to the non discrimination policy UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 9:50:59 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: K M [mailto:k.m525@ymail.com]
Sent: Wednesday, April 22, 2015 11:14 PM
To: School Board
Subject: In support of the proposed change to the non discrimination policy

To the FCPS board:

I am a graduate of FCPS (TJHSST '95) and am writing in support of the proposal to add "gender identity" to the district's non discrimination policy. I commend the county for its inclusive approach to the safety and well being of all students.

Gender identity is expressed early on in children, in many either before or during elementary school years. For those who are gender non conforming, the literature demonstrates that support at home and at school is clearly correlated positive mental health outcomes. Conversely, with poor support, the suicide statistics are grim.

In the 2013 National Safe Climate survey conducted by GLSEN (<http://glsen.org/nscs>), 38% of students felt unsafe in school because of their gender identity/expression, 35% felt unsafe using gendered spaces such as bathrooms or locker rooms, 55% were verbally harassed, and 23% physically harassed at school. This is not ok. A hostile school climate has multiple concrete ramifications including low self esteem, increased likelihood of missing days of school, and lower GPA, amongst other outcomes, not to mention that these kids should not have to shoulder this additional burden in their learning environments. That is why it is a common sense and necessary change to include gender identity in a comprehensive anti discrimination policy.

I think this is a laudable and necessary effort to broaden the FCPS anti discrimination policy to include this group of students who so clearly is being asymmetrically bullied and harassed in school settings.

Sincerely,
Kalpana Mani

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: In support of tonight's proposal UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 10:09:39 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Kathy Smerke [mailto:ksmerke@gmail.com]

Sent: Thursday, April 23, 2015 8:55 AM

To: School Board

Subject: In support of tonight's proposal

Dear FCPS school board,

As a parent of young children in this school district, I am writing to you to express my support of the proposal under consideration tonight. This district's non discrimination policy must be amended to protect gender identity. In this area where our youth are already subject to innumerable pressures, both internal and external, it is a no-brainer that we offer system-wide protection to everyone, both cisgendered and transgendered. It is a first step to protect these children who are at an increased risk for bullying, depression and suicide.

Thank you,

Kathy Smerke



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Include Gender Identity in Non-Discrimination Policy UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 9:41:33 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Karen Wolf [mailto:karenwolf@gmail.com]
Sent: Wednesday, April 22, 2015 5:20 PM
To: School Board
Subject: Include Gender Identity in Non-Discrimination Policy

I'm a resident of Fairfax, and I'm writing to express my support for expanding the district's non-discrimination policy to include gender identity.

I volunteer with a group called Fairfax LGBTQ Youth (FLY), a social and support group for youth ages 12-19 who are part of the lesbian, gay, bisexual, transgender, and queer community. FLY has a number members who are transgender. They often discuss how difficult the public school environment is for them, and how their gender identity isn't respected by peers or faculty. They feel that they have no recourse in this matter.

Suicide attempts among transgender teenagers are high -- higher than among gay and lesbian teenagers. 41% of transgender people will attempt suicide within their lifetime (<http://articles.latimes.com/2014/jan/28/local/la-me-ln-suicide-attempts-alarming-transgender-20140127>, <http://www.vocativ.com/culture/lgbt/transgender-suicide/>). The CDC recommends policies and environments that are affirming of a diversity of sexual orientations and gender identities to combat this problem (<http://www.cdc.gov/lgbthealth/youth.htm>). Studies show that suicidality can be mitigated by accepting environments -- that queer and trans teens attempt suicide less when they are in schools and homes where they feel safe and accepted (also on the CDC website).

Expanding the non-discrimination policy to include gender identity will send a strong message that these students are part of our community, and valued in our schools. It will help to reduce the rate of teen suicide in our county, and protect our most vulnerable students. Please adopt this policy.

Best,
Karen Wolf

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Include Gender Identity in the Policy of Non Discrimination UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 10:06:40 AM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Cami St.Germain [mailto:camist.g@gmail.com]
Sent: Thursday, April 23, 2015 8:28 AM
To: School Board
Subject: Include Gender Identity in the Policy of Non Discrimination

Honorable Members of the School Board,

I am writing to support the proposed change to the FCPS Policy of Non-Discrimination to include the wording "gender identity" that you will be discussing on tonight's agenda. As a [REDACTED], it is important me that Fairfax County uses specific language to help protect those in our society who feel vulnerable based on their "non-conforming" identity expressions. All children deserve a safe place to learn (and all employees deserve a safe place to work) , and children who fall in these categories of "non traditional" gender identity are at much greater risk of violence and suicide.

[REDACTED]
[REDACTED] - of COURSE. It was clear there was no question in [REDACTED] mind that we should emphatically protect all students, no matter who they are. So it is with [REDACTED] permission I use [REDACTED] name to send support as well.

I understand the vote on this matter is May 7. I encourage all members to vote unanimously to support this language change.

Thank You,
Catherine St. Germain
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: May 7th vote on transgender policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 1:23:44 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Peter Stratos [mailto:jpstratos@gmail.com]
Sent: Wednesday, April 22, 2015 12:04 PM
To: School Board
Subject: May 7th vote on transgender policy

I understand you will be voting to change the existing non-discrimination policy to include a specific reference to transgender discrimination which would also allow biological males/females to both dress using the other sex and use facilities designated for the other sex. I urge you in the strongest terms to vote no on this issue to keep the existing policy which is sufficient to address bullying and non-discrimination issues. The changes to the policy will do nothing but create controversy and distraction in an environment that is supposed to be focused on education. Our classrooms should not become petri dishes for social issues.

JP Stratos



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: non discrimination policy SPRINGFIELD DISTRICT
Date: Thursday, April 23, 2015 9:47:11 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Jim and Liz Hildebrand [mailto:hildebrandseven@gmail.com]
Sent: Wednesday, April 22, 2015 7:03 PM
To: School Board
Subject: non discrimination policy

Greetings,

I'm contacting you to urge you not to open 'pandora's box' to honoring this misguided notion of gender identity by changing Fairfax County policy. The current policy already prohibits discrimination. Establishing 'gender identity' as a protected unique status raises it above all other issues, including race, gender, nationality etc. Please do the right thing - which in this case is not to change the current policy.

regards,

Jim Hildebrand
Fairfax County Voter

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Please keep our schools safe and orderly BRADDOCK DISTRICT
Date: Wednesday, April 22, 2015 10:21:38 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Chris Hemrick [mailto:chrishemrick@hotmail.com]
Sent: Wednesday, April 22, 2015 6:09 AM
To: School Board
Subject: Please keep our schools safe and orderly

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus is already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy and provide special privileges to any groups.

■■■■■■■■■■ safety and security is critical to us, and we want to ensure they receive an education in a place where they can not have fear from having to share bathrooms and locker rooms with ■■■■.

As Fairfax County taxpayers and voting citizens, we are watching this issue closely. Let's keep the focus on education in a safe and orderly environment.

Very respectfully,
Chris and Marcy Hemrick

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please support the expanding UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 9:59:01 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Eleonore Battey [<mailto:batteyone@cox.net>]
Sent: Thursday, April 23, 2015 7:21 AM
To: School Board
Subject: Please support the expanding

Good Morning,

As a fairfax county resident and parent, I would like to express my support for expanding the districts nondiscrimination policy to include Transgender students. As the transgender community becomes more welcome into our community of diversity we need to protect their right not to be discriminated against by the school system. Including this language will assist the transgender community to be who they are supposed to be. Suicide, in this community of teenagers, is a real concern and any policy that acknowledges their right to be here can only help build the self-esteem and self-worth it will take for these students to grow and flourish as valued students and productive members of our community.

Thank you for hearing this important message.

Nora Battey



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Proposal on non-discrimination on gender identity UNABLE TO DETERMINE DISTRICT
Date: Thursday, April 23, 2015 9:41:57 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: barbbrehm@aol.com [mailto:barbbrehm@aol.com]
Sent: Wednesday, April 22, 2015 5:27 PM
To: School Board
Subject: Proposal on non-discrimination on gender identity

Good afternoon Fairfax County School Board,

As a person of faith, I want to state my support for the proposal to include gender identity in the non-discrimination policy. It is clear that we want the best for our children and for some that means creating an atmosphere where they can sort out the issue of becoming an adult and finding themselves. So I hope in our community, we can find it in our hearts to support our children. Please pass this expansion of the non-discrimination policy.

Thank you, Barb Brehm

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Proposed Transgender Policy DRANESVILLE DISTRICT
Date: Thursday, April 23, 2015 9:46:50 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: susan mezines [mailto:mezas2711@live.com]
Sent: Wednesday, April 22, 2015 5:44 PM
To: School Board
Subject: Proposed Transgender Policy

Dear Board Members--

I was horrified to learn that you felt moved to add a Transgendered policy to FCPS schools when there is already a non discrimination policy. What are you thinking? The number of transgendered students in the school system is a tiny minority and they can be accommodated, by making arrangements with the school counselors to use a staff bathroom. Only individuals from the planet Mars would seriously consider letting boys go into girls' bathrooms and girls going into boys' bathrooms. Talk about insane! This is a recipe for massive lawsuits against FCPS for sexual assault, etc. Children must use bathrooms according to their biological gender. If you go ahead with this, this will be your last term in office.

Susan Mezines



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Protect Gender Identity UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 9:35:52 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Regina Dull [mailto:reginadull@yahoo.com]
Sent: Tuesday, April 21, 2015 8:45 PM
To: School Board
Subject: Protect Gender Identity

Dear Fairfax County School Board,

I am a local parent and my view of parenting and gender changed [REDACTED]

[REDACTED]

Adding gender identity to the nondiscrimination policy is a wonderful idea and policy action. Kids who honestly and truly believe they are a gender that does not match their biological sex really are emotionally and socially cast out many times a day by well-meaning rules that result in binary choices. [REDACTED]

[REDACTED]

There are a lot of resources on gender variance available these days and our own Children's National Medical Center in DC has several experts on the issue that I highly recommend.
(<http://childrensnational.org/departments/gender-and-sexuality-development-program>)

Please vote in favor of adding gender identity to your nondiscrimination policy. Help make all the truly gender variant kids out there feel just a bit safer in your school.

Sincerely,

Regina Dull
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Restroom assignment. PROVIDENCE DISTRICT
Date: Thursday, April 23, 2015 9:50:41 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: carmen sosa [mailto:carmensos@yahoo.com]
Sent: Wednesday, April 22, 2015 10:19 PM
To: School Board
Subject: Restroom assignment.

Dear Sir/Madame,

While me and my family enjoys Fairfax's great education system, I simply can't understand why this is an issue. Are there actual kids in our county to make this policy a priority?

Can we consider also all angles as well?

Going on with this might make other students uncomfortable, while being tolerant and compassionate to others there is also the fact that restrooms are a pretty private place. Some kids might feel self-conscious while using the restroom when a child of the opposite gender comes by.

Are you considering guardians assigned at all times in all restrooms in all schools to make sure both kids (transgender and other kids) are being respected? This may also trigger earlier than expected talks about

sexuality with younger kids in the same campus. Don't we also have to protect these kids and their innocence to keep a healthy unbiased attitude about transgenderism? Can children also form their opinion on whether they think transgenderism is, as a natural result of their thinking process as opposed to have schools and teachers telling them what they should think/feel about it? What about other minorities in your campuses as well, like children of different races and faiths? Some of these minorities consider transgenderism as a disorder, catering to one minority may disrupt other minorities as well, therefore making your new policy discriminatory against them.

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to

allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Additionally, Fairfax County also has a very sound dress code policy. In part it says, “Any clothing that interferes with or disrupts the educational environment is unacceptable...”

Let’s keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

Thanks,

Carmen Sosa

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgender Policy - PROVIDENCE DISTRICT
Date: Thursday, April 23, 2015 9:48:24 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Janine Cook [<mailto:thecoops4@cox.net>]
Sent: Wednesday, April 22, 2015 8:16 PM
To: School Board
Subject: Transgender Policy

To whom it may concern, I am adamantly opposed to confusing children, exposing them to inappropriate and sexual messages, as well as promoting an "anything goes" mentality in the face of any moral or traditional values that many families still hold to, despite what the radical left would have folks believe.

We can value each child without validating all behavior, including confusion about one's natural gender. By validating all such confusion, one actually facilitates and increases it.

As demonstrated by the lawsuits against many businesses across the country whose owners hold to views and definitions that have stood since the beginning of time, a cloak of "tolerance" and "nondiscrimination" often turns into a forced acceptance and validation by those who don't agree and even used as a weapon to silent and punish disagreement. And this would be imposed potentially on children by shared locker rooms, bathrooms, forced references to boys as she's and girls as he's or some gender neutral language.

I adamantly oppose the additional of "gender identity" as if it were a natural characteristic worthy of protection such as race or ethnicity.

Janine Cook


From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender policy change UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 4:29:55 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Donna Rossi [mailto:2donnarossi@gmail.com]

Sent: Wednesday, April 22, 2015 3:42 PM

To: School Board

Subject: Transgender policy change

Dear Fairfax County School Board,

Please do Not vote for a change by adding the words "gender identity" to the non-discrimination policy. An educational institution should not allow someone's feelings to trump objective fact. (Would we let a student who "feels" they deserve an 'A' for a test, receive an 'A,' even though they objectively scored a 60%?) A student should use the bathrooms of their biological gender, or at least a gender neutral bathroom. Let us not make the vast majority of students uncomfortable because of one or two. Let's keep FCPS safe and comfortable for ALL students.

Donna Rossi

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Transgender Policy DRANESVILLE DISTRICT
Date: Wednesday, April 22, 2015 9:34:54 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Bob McMahan [mailto:robertmcmahan@verizon.net]

Sent: Tuesday, April 21, 2015 5:10 PM

To: School Board

Subject: Transgender Policy

Hi!

I hear tell that y'all are planning to eliminate gender distinctions in school bath rooms and locker rooms. I guess y'all are scared shitless of the ACLU, or maybe y'all have your own heads up your collective backsides. Do not do this. You do not have a clue about the shit storm that will rage about your heads if you do.

Regards,

Bob McMahan

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Kinney, Joann V.](#)
Subject: FW: Transgender policy LEE DISTRICT
Date: Wednesday, April 22, 2015 12:45:33 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Joan Merritt [<mailto:jbmhoover19@gmail.com>]
Sent: Wednesday, April 22, 2015 11:55 AM
To: School Board
Subject: Transgender policy

To all School Board Members,

We do not need to open a can of worms for such a minority when your current policy is very sound & effective.

Joan B. M.

Sent from my iPhone

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender Policy- MASON DISTRICT
Date: Wednesday, April 22, 2015 9:26:42 AM


Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Don Friedly [mailto:friedly@verizon.net]
Sent: Tuesday, April 21, 2015 7:29 PM
To: School Board
Cc: 'Jan Friedly'
Subject: Transgender Policy

I read this possible transgender policy and was sick at the thought. We do NOT live in California!!!!

My wife and I urge you **to adopt a policy that protects the privacy of all children in Fairfax County.**

Don & Jan Friedly


From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgender Policy PROVIDENCE DISTRICT
Date: Wednesday, April 22, 2015 12:45:50 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Judy Mahony [mailto:jlmahony@cox.net]
Sent: Wednesday, April 22, 2015 11:57 AM
To: School Board
Subject: Transgender Policy

Hi! Thank you for taking the time out of your busy and demanding schedules to read this e-mail.

[REDACTED]
[REDACTED] I am incredulous that Fairfax County would be considering changing our bathroom policy. Does it not make SENSE that a boy would use a boys bathroom and a girl would use a girls bathroom? This seems very practical and reasonable to me!!!!

I guarantee that if you start letting transgender people start using whatever bathroom he/she desires, you are going to create many more problems than what you are hoping to solve! If a policy change really needs to be made, PLEASE a policy that protects ALL CHILDREN in Fairfax County not just those with gender identity issues. This is an example of when political correctness is attempting to pacify a tiny minority at the expense of a huge majority.

Please seriously consider the consequences of changing this policy.

Sincerely
Judy Mahony

Ps If you start letting people choose whatever bathroom they want to use, a lot of kids will just "hold it" all day – at least my kids would.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender Policy- SPRINGFIELD DISTRICT
Date: Wednesday, April 22, 2015 9:25:33 AM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: JOSEPH CASEY [mailto:jmccasey@verizon.net]
Sent: Tuesday, April 21, 2015 5:13 PM
To: School Board
Subject: Transgender Policy

Please adopt a policy that protects all children and adults from being confronted by a person of another gender in a public restroom.

Anyone who identifies themselves as of an unusual gender is stigmatizing themselves, the gender segregated restroom is not stigmatizing them. Privacy is a concern here. A private one person restroom identified as "family" or "men/women" can accommodate any gender, non gender, or ambiguous gendered person. This is done now in Fairfax County Parks.

The restrooms without private stalls should be fixed ([REDACTED]) Only an exhibitionist could use one for anything that requires a sit. And most students avoid them.

Joe Casey
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Transgender Policy SULLY DISTRICT
Date: Wednesday, April 22, 2015 1:24:02 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Francine Vitek [<mailto:fvitek@verizon.net>]
Sent: Wednesday, April 22, 2015 12:37 PM
To: School Board
Subject: Transgender Policy

I do not believe the rights of a few super ede the rights of many. As long as adequate facilities are provided for children who are dealing with identity issues, they should not be able to use the opposite sex's bathroom. For the privacy and protection of all students.

Francine Vitek



Sent from my iPad

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Montano, Sonya](#)
Subject: FW: Transgender Policy SULLY DISTRICT
Date: Wednesday, April 22, 2015 3:11:07 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Julie Lovejoy [mailto:julielovejoy68@gmail.com]
Sent: Wednesday, April 22, 2015 2:15 PM
To: School Board
Subject: Transgender Policy

[REDACTED]
[REDACTED] I see no need to cater to the minority at the penalty of the majority. I do not want my child exposed to members of the opposite sex and there is absolutely no need to do so.

Students use the clinic bathroom on a regular basis, for reasons that are completely unknown (and irrelevant) to me. It is entirely self-service: they walk in, document the visit by indicating a reason (bandaid, menstrual products, bathroom, etc.), do their business, and go. There is no interaction is needed with clinic personnel so confidentiality is easily maintained.

This approach maintains the privacy of those students struggling with sexual identity, while protecting the students who are not.

Sincerely,

Julie Lovejoy

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 10:22:59 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Mary Kidwell [<mailto:maryskidwell@yahoo.com>]
Sent: Tuesday, April 21, 2015 10:13 PM
To: School Board
Subject: Transgender Policy

Dear school board members,

It is my understanding that the board is considering allowing students with sexual identity issues to use bathrooms and locker rooms of the opposite sex. I strongly hope that the board will consider the privacy needs of all students and not allow this to happen. I don't think the needs of a few should override the needs of the majority. Students should not have their privacy invaded by having opposite sex students sharing their bathrooms and locker rooms. I hope instead the board will make accommodations for an alternative facility for students with sexual identity issues.

Thank you,
Mary Kidwell
Fairfax County Resident

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 10:22:07 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Kristi Roberts [<mailto:kikiyumkristi@gmail.com>]
Sent: Wednesday, April 22, 2015 12:46 AM
To: School Board
Subject: Transgender Policy

Keep your old men out of [REDACTED] !

Sent from my iPhone

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 9:34:37 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Richard Fafara [mailto:rjfafara@gmail.com]
Sent: Tuesday, April 21, 2015 4:53 PM
To: School Board
Subject: Transgender Policy

As a parent and educator, I am extremely concerned about the proposed policy to do away with bathrooms and locker rooms for use by the opposite sex if they claim to be transgendered and to allow children to come to school dressed as the opposite sex.

The proposed policy violates basic common sense and violates the values of parents with children in Fairfax County.

Please cease and desist from yet another assault on our young, impressionable children.

Dr. Richard Fafara

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 10:23:37 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Carolyn Yehl [mailto:carolyn.yehl@gmail.com]

Sent: Tuesday, April 21, 2015 10:49 PM

To: School Board

Subject: Transgender Policy

Please do not change the bathroom policies for elementary children to use the bathroom of their choice. There are morale standards for children who do not want to have someone of the opposite sex to come in while they are using the bathroom facilities. You are creating a situation in which parents will be taking there children out of the public schools and looking for a school to meet their morale values. Stop playing to the ideology of these people. God made male and female bodies and there is no changing the facts.

Carolyn Yehl

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender teachers. UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 9:35:27 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Nichole Fitts [mailto:apunkthatfitts@gmail.com]

Sent: Tuesday, April 21, 2015 5:33 PM

To: School Board

Subject: Transgender teachers.

I have no problem with them as people. I will say, Children if parents want to, and the children want to, should be allowed to move those children to a new classroom should they choose. It is not up to you. I do however, hope more people homeschool soon, this is an outrage you force this on children, you are not their parents, nor do you make the parents, parental decisions for them. I say, it's time you stop injustices toward kids. This is not about the teachers "feelings" it's about Quality Education and children are not getting it. Especially now. Put God back in schools. Stop this troubling issue from harming children! You have to understand, this is a work place. It's not about flaunting sexual preference! Stop it. Thanks.

From: [Guilfoyle, Matthew](#)
To: [Garza, Karen](#)
Cc: [Donohue, Christine W.](#); [Kirkbride, Sue](#); [Foster, John](#); [Torre, John](#); [Smith, Marty K.](#)
Subject: Gender Identity Statement
Date: Wednesday, April 22, 2015 5:24:20 PM

Dr. Garza – please see statement below drafted for use by School Board in response to inquiries regarding the gender identity consideration. I would like to share with the school board today or first thing tomorrow for their use. Thanks – Matt

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

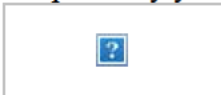
On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to ensure that any accommodations conform with state and federal law.

From: [Storck, Dan \(School Board Member\)](#)
To: [Garza, Karen](#)
Subject: Re: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 9:11:51 AM

Thanks Karen. [REDACTED]

[REDACTED] While I don't know the name or the student, she has helped me to understand the family dynamics and, mostly, the naturalness to the child of their situation and the quality efforts made by the principal and the school to keep it that way.

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: [571.423.1086](tel:571.423.1086)
Mary Ellen Hook, Executive Admin. Asst.
Contact: [571.423.1055](tel:571.423.1055) or MEHook@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

On Apr 22, 2015, at 2:33 AM, "Garza, Karen" <kkgarza@fcps.edu> wrote:

[REDACTED]

[REDACTED]

Sent from my iPhone

On Apr 22, 2015, at 1:06 AM, "Storck, Dan (School Board Member)" <DGStorck@fcps.edu> wrote:

Colleagues,
I meant to share my response with you. I know of several situations like [REDACTED]. I urge a unanimous vote for this language addition to affirm to our students, parents and community that we are learning and growing and that the 21st Century will truly be a different one and a less discriminatory one for every one of us!

Respectfully yours,

<image001.png>

Dan Storck

Mt. Vernon District Member

Fairfax County School Board

Voice Mail: 571.423.1086

Mary Ellen Hook, Executive Admin. Asst.

Contact: 571.423.1055 or MEHook@fcps.edu

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From: Storck, Dan (School Board Member)

Sent: Wednesday, April 22, 2015 12:55 AM

To: [REDACTED]

Subject: RE: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

[REDACTED],

I, too, have learned much more these past few years, so I understand and strongly support the need for the language addition. Learning (and understanding) is what we all need to be doing. I will try to further that when we vote on Thursday.

Respectfully yours,

<image001.png>

Dan Storck

Mt. Vernon District Member

Fairfax County School Board

Voice Mail: 571.423.1086

Mary Ellen Hook, Executive Admin. Asst.

Contact: 571.423.1055 or MEHook@fcps.edu

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From: Rhodes, Yvette P.

Sent: Tuesday, April 21, 2015 2:33 PM

To: School Board Members

Cc: School Board Office

Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

Yvette P. Rhodes

Deputy Executive Assistant and

Deputy Clerk of the Fairfax County School Board

571-423-1061

From: Sarah [REDACTED]
Sent: Monday, April 20, 2015 6:25 PM
To: School Board
Subject: Help Families of Gender Nonconforming Children

Dear Fairfax County School Board,

I send you this email from my heart, [REDACTED]
[REDACTED]

I am in support of a change to your policy to add the words "gender identity" to your non-discrimination policy for Fairfax County students. Please ensure that my child and other gender nonconforming children can come to school to simply learn.

[REDACTED]

[REDACTED]. Our world has been flipped upside down, believe me, but our hearts have been opened to children and young adults who need support from people like you, just to be themselves. To not support these kids is to tamp down their self-esteem, and advocate anxiety, depression, and suicide in a community of children where 42%+ attempt suicide.

[REDACTED] Please do not let uneducated parents who do not stand in our shoes sway your vote to discriminate against our children.

Please vote to add "gender identity" to the non-discrimination policy for Fairfax County Public Schools. You will be savings lives with this brave move.

Thank you.

Sarah [REDACTED]
[REDACTED]

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Garza, Karen](#); [Kirkbride, Sue](#)
Cc: [Velkoff, Theodore \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Re: NBC - transgender Kids
Date: Wednesday, April 22, 2015 6:15:09 PM

Thank you for sharing this

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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On Apr 22, 2015, at 9:37 AM, Garza, Karen <kkgarza@fcps.edu> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Kirkbride, Sue" <slkirkbride@fcps.edu>
Date: April 22, 2015 at 8:52:36 AM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Meier, Annie" <AKMeier@fcps.edu>, "Cornell, Lora L." <LLCornell@fcps.edu>
Subject: NBC - transgender Kids

This week NBC nightly news is doing stories regarding transgender kids. Last night's story was amazing and a huge learning experience for many.

<http://www.nbcnews.com/storyline/transgender-kids/jacobs-journey-life-transgender-5-year-old-n345131>

From: [Velkoff, Theodore \(School Board Member\)](#)
To: [Foster, John](#); [Carlson, Grady](#)
Cc: [Velkoff, Theodore \(School Board Member\)](#); [Goddard, Pam](#); [Garza, Karen](#); [Lockard, Steven](#)
Subject: Re: Response to Ted's Question
Date: Wednesday, April 22, 2015 5:38:34 PM

[REDACTED]

Sent from my iPhone

On Apr 22, 2015, at 1:58 PM, "Partlow, Kathy" <KFPartlow@fcps.edu> wrote:

From: Jones, Clarence
Sent: Wednesday, April 22, 2015 1:55 PM
To: Partlow, Kathy
Cc: Panarelli, MaryAnn M; Bales, Joanne; Lipp, Jane H
Subject: RE: Question on behalf of Ted Velkoff

The words Sexual Orientation were first added to the SRR in chapter 2, section 2.d for school year 2001 - 2002.

The words Gender Identity were first added to the SRR, Appendix D, Chapter 2, section 2.d for school year 2013 -2014.

Clarence Jones

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Guilfoyle, Matt](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Lockard, Steven](#); [Quinn, Susan S.](#); [Smith, Marty K.](#); [Dockery, Kim P.](#); [Goddard, Pam](#); [Turpin, Melanie](#); [Torre, John](#)
Subject: Re: SB needs Communications assistance with this issue
Date: Wednesday, April 22, 2015 9:49:06 AM

Wonderful! Thank you.

Megan O. McLaughlin
School Board Member
Braddock District

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On Apr 22, 2015, at 8:25 AM, "Guilfoyle, Matthew" <msguilfoyle@fcps.edu> wrote:

We are working to get a statement for everyone today.

Thanks –

Matt

From: McLaughlin, Megan (School Board Member)
Sent: Wednesday, April 22, 2015 7:59 AM
To: Garza, Karen; Guilfoyle, Matthew; Derenak Kaufax, Tamara (School Board Member)
Cc: School Board Members; Lockard, Steven; Quinn, Susan S.; Smith, Marty K.; Dockery, Kim P.; Goddard, Pam; Turpin, Melanie
Subject: SB needs Communications assistance with this issue

Good morning,

The SB has received a substantial number of constituent emails about this important issue below.

Do we have a prepared statement from FCPS Communications to use as a reference to these emails?

Please advise.

MM

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

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Begin forwarded message:

From: Chris Hemrick <chrishemrick@hotmail.com>
Date: April 22, 2015, 6:17:39 AM EDT
To: "McLaughlin, Megan (School Board Member)"
<momclaughlin@fcps.edu>
Subject: Please keep our schools safe and orderly

Good morning, Ms. McLaughlin - Because we live in your district (Braddock / through King's Park West), I especially wanted to alert you to our concerns.

Thank you for your service.
Chris and Marcy Hemrick

From: chrishemrick@hotmail.com
To: fairfaxcountyschoolboard@fcps.edu
Subject: Please keep our schools safe and orderly
Date: Wed, 22 Apr 2015 06:08:35 -0400

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus is already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy and provide special privileges to any groups.

██████████' safety and security is critical to us, and we want to ensure they receive an education in a place where they can not have fear from having to share bathrooms and locker rooms with ██████████

As Fairfax County taxpayers and voting citizens, we are watching this issue closely. Let's keep the focus on education in a safe and orderly environment.

Very respectfully,
Chris and Marcy Hemrick

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Guilfoyle, Matt](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Lockard, Steven](#); [Quinn, Susan S.](#); [Smith, Marty K.](#); [Dockery, Kim P.](#); [Goddard, Pam](#); [Turpin, Melanie](#); [Torre, John](#)
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Braddock District

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As Fairfax County taxpayers and voting citizens, we are watching this issue closely. Let's keep the focus on education in a safe and orderly environment.

Very respectfully,
Chris and Marcy Hemrick

From: [Reed, Patty \(School Board Member\)](#)
To: [Goddard, Pam](#)
Cc: [School Board Members](#)
Subject: synthesis of correspondence
Date: Thursday, April 23, 2015 10:22:16 AM
Importance: High

Pam-

As you know, we are receiving a deluge of mail about the transgender issue. Could someone in the office attempt to tally the pro and con for SBMs, as well as district, prior to tonight's meeting? This would be very helpful. Also, I understand a common message from DCCO is forthcoming. There is no need for all of us to be addressing every email.

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Voicemail from Lawrence Webb
Date: Wednesday, April 22, 2015 1:44:46 PM

Ryan,

Lawrence Webb left a voicemail this afternoon as he was wanting to speak with you about the gender identity vote....his number is [REDACTED]. I just called him to advise that you are out of the country but that I would pass his message along to you. He told me that he had just seen on your Facebook account that you had posted a picture from China, so he realized you were out of the country right now.

Melanie A. Turpin

Fairfax County School Board Office
Executive Administrative Assistant to:
Ryan McElveen, Member At-Large
Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Bathrooms UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 12:47:31 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: dileonardo1@verizon.net [mailto:dileonardo1@verizon.net]

Sent: Monday, April 20, 2015 10:32 AM

To: School Board

Subject: Bathrooms

People,

Boys are boys and girls are girls, regardless of what they think of themselves. It is beyond me why an august board such as yourselves would add "gender identity" to the list of things that FCPS does not discriminate against. How about kids that have tuberculosis but don't think of themselves as sick? Should they be allowed into classrooms with other kids? Your Liberal ideology has gotten the better of you and it is time to replace the lot of you.

Lou Di Leonardo



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Decide against transgender change to the non-discrimination policy UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 12:49:31 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Kristina Kern [<mailto:kar8a@yahoo.com>]
Sent: Monday, April 20, 2015 9:42 AM
To: School Board
Subject: Decide against transgender change to the non-discrimination policy

Hi sir/ma'am:

As a taxpayer and [REDACTED], I would encourage you to drop your plans to amend the Fairfax County Schools Non-Discrimination Policy. To adjust the policy would only bring litigation and large costs to our county schools at a time when we don't have the funds to support all school goals in the 1st place. And why would we bring on those costs? To fix a problem we don't even have! The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus the policy already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy.

But, I do understand the goal of being inclusive in a bathroom environment (like in Europe). But having family who live in Europe, they explain the amazing amount of money used to retrofit bathrooms which took place before governments took this additional step. Bathrooms in Europe are single person, enclosed rooms which open in the front door and release in the back door (and this open/close function of the doors is unchangeable). European bathrooms alleviate the safety concerns and the privacy concerns most parents in America have for this policy change. Since we don't have these types of bathrooms (and locker rooms), nor the money to retrofit them soon, we should not be taking this type of step now, no matter how noble it seems. We don't have the facilities or the funds to have it.

Kristina Kern

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#)
Subject: FW: do not add "gender identity"- BRADDOCK DISTRICT
Date: Monday, April 20, 2015 10:57:45 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Irwin Oliver [mailto:irwinkaren@verizon.net]
Sent: Monday, April 20, 2015 8:08 AM
To: School Board
Subject: do not add "gender identity"

To whom it may concern,

We are opposed to adding "gender identity," to the non-discrimination policy. The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Sincerely,
Irwin & Karen Oliver

This email has been checked for viruses by Avast antivirus software.
www.avast.com

|

From: [TorresBarthel, Lizette](#)
To: [School Board Members; TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Do NOT add "gender identity" to policies-UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:34:30 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: hey ruthie1977@gmail.com [mailto:hey ruthie1977@gmail.com] **On Behalf Of** ruth williamson
Sent: Saturday, April 18, 2015 12:11 PM
To: School Board
Subject: Do NOT add "gender identity" to policies

To Whom it May Concern,

[REDACTED]. Please, do NOT add the terms "gender identity" to the non-discrimination policy.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern. Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

Please, do NOT add the terms "gender identity" to the non-discrimination policy.

Sincerely,
Ruth Williamson

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity and non-discrimination policy - UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:00:57 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Ralph morris [<mailto:ralphrmorris2@verizon.net>]
Sent: Friday, April 17, 2015 6:25 PM
To: School Board
Subject: Gender Identity and non-discrimination policy

Dear Board Members,

I urge you to defeat the move to add "gender identity," to the non-discrimination policy of Fairfax county Schools.

In areas where this has been added, it has led to many issues involving students who are biologically one sex being allowed to use the bathrooms of the opposite biological sex.

For our female board members - if you are holding a meeting on FFX County public school property, would you object to me as a male, coming into the ladies restroom while you were using it???

Thank you for adding whatever common sense you can to this issue.

Ralph Morris

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: Gender identity HUNTER MILL DISTRICT
Date: Monday, April 20, 2015 1:41:04 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Fred Costello [mailto:facinc@verizon.net]
Sent: Monday, April 20, 2015 11:31 AM
To: School Board
Subject: Gender identity

On May 7, you will be asked to vote on adding "gender identity" to the FCPS non-discrimination policy. Please vote against the amendment. The amendment will permit boys to use girls restrooms and dressing rooms, play in their sports, etc. Other counties have insisted that the facilities used should correspond to the student's biological gender. You can do the same.

Although I am an officer of the Fairfax County Federation of Citizens Associations, this request is not from the Federation but from me, personally.

Frederick A. Costello, Ph.D.

[REDACTED]
[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity- UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 4:06:20 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Phil & Kathleen [mailto:thecoadys@gmail.com]
Sent: Monday, April 20, 2015 3:25 PM
To: School Board
Subject: Gender Identity

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

The concerns stated above reflect my thoughts and feelings on

this issue. Please do not open Pandora's box by including gender identity in antidiscrimination and opening the door to this confusion in the public restrooms. This would cause so many children to be made uncomfortable in the public schools and really reflect a tyranny of the minority.

Thank you,
Kathleen Coady

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity-UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:49:44 AM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***

Ph: 571-423-1062

Fax: 571-423-1067

From: Martha Lamb [mailto:mrdblams@gmail.com]

Sent: Sunday, April 19, 2015 3:47 PM

To: School Board

Subject: Gender Identity

Please do not add these words "gender identity" to your policys. These things need to be worked out privately. Thanks. Martha Lamb

From: [Storck, Dan \(School Board Member\)](#)
To: [School Board Members](#)
Cc: [Garza, Karen](#); [Goddard, Pam](#); [Hook, Mary Ellen](#)
Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 1:06:38 AM
Attachments: [image001.png](#)

Colleagues,

I meant to share my response with you. I know of several situations like [REDACTED]. I urge a unanimous vote for this language addition to affirm to our students, parents and community that we are learning and growing and that the 21st Century will truly be a different one and a less discriminatory one for every one of us!

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

From: Storck, Dan (School Board Member)
Sent: Wednesday, April 22, 2015 12:55 AM
To: [REDACTED]
Subject: RE: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

[REDACTED],
I, too, have learned much more these past few years, so I understand and strongly support the need for the language addition. Learning (and understanding) is what we all need to be doing. I will try to further that when we vote on Thursday.

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

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From: Rhodes, Yvette P.
Sent: Tuesday, April 21, 2015 2:33 PM
To: School Board Members
Cc: School Board Office

Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Sarah [REDACTED]
Sent: Monday, April 20, 2015 6:25 PM
To: School Board
Subject: Help Families of Gender Nonconforming Children

Dear Fairfax County School Board,

[REDACTED]

I am in support of a change to your policy to add the words "gender identity" to your non-discrimination policy for Fairfax County students. Please ensure that my child and other gender nonconforming children can come to school to simply learn.

[REDACTED]

To not support these kids is to tamp down their self-esteem, and advocate anxiety, depression, and suicide in a community of children where 42%+ attempt suicide.

[REDACTED]

Please do not let uneducated parents who do not stand in our shoes sway your vote to discriminate against our children.

Please vote to add "gender identity" to the non-discrimination policy for Fairfax County Public Schools. You will be savings lives with this brave move.

Thank you.

Sarah [REDACTED]
[REDACTED]

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [School Board Office](#)
Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT
Date: Tuesday, April 21, 2015 2:32:44 PM

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Sarah [REDACTED]
Sent: Monday, April 20, 2015 6:25 PM
To: School Board
Subject: Help Families of Gender Nonconforming Children

Dear Fairfax County School Board,

[REDACTED]

I am in support of a change to your policy to add the words "gender identity" to your non-discrimination policy for Fairfax County students. Please ensure that my child and other gender nonconforming children can come to school to simply learn.

[REDACTED]

To not support these kids is to tamp down their self-esteem, and advocate anxiety, depression, and suicide in a community of children where 42%+ attempt suicide.

[REDACTED] Please do not let uneducated parents who do not stand in our shoes sway your vote to discriminate against our children.

Please vote to add "gender identity" to the non-discrimination policy for Fairfax County Public Schools. You will be savings lives with this brave move.

Thank you.

Sarah [REDACTED]



From: [Storck, Dan \(School Board Member\)](#)
To: [School Board Members](#)
Cc: [Garza, Karen](#); [Goddard, Pam](#); [Hook, Mary Ellen](#)
Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 1:06:39 AM
Attachments: [image001.png](#)

Colleagues,

I meant to share my response with you. I know of several situations like [REDACTED]. I urge a unanimous vote for this language addition to affirm to our students, parents and community that we are learning and growing and that the 21st Century will truly be a different one and a less discriminatory one for every one of us!

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

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From: Storck, Dan (School Board Member)
Sent: Wednesday, April 22, 2015 12:55 AM
To: [REDACTED]
Subject: RE: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

[REDACTED],
I, too, have learned much more these past few years, so I understand and strongly support the need for the language addition. Learning (and understanding) is what we all need to be doing. I will try to further that when we vote on Thursday.

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

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From: Rhodes, Yvette P.
Sent: Tuesday, April 21, 2015 2:33 PM
To: School Board Members
Cc: School Board Office

Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Sarah [REDACTED]
Sent: Monday, April 20, 2015 6:25 PM
To: School Board
Subject: Help Families of Gender Nonconforming Children

Dear Fairfax County School Board,

[REDACTED]

I am in support of a change to your policy to add the words "gender identity" to your non-discrimination policy for Fairfax County students. Please ensure that my child and other gender nonconforming children can come to school to simply learn.

[REDACTED]

[REDACTED] o not support these kids is to tamp down their self-esteem, and advocate anxiety, depression, and suicide in a community of children where 42%+ attempt suicide.

[REDACTED]

[REDACTED] Please do not let uneducated parents who do not stand in our shoes sway your vote to discriminate against our children.

Please vote to add "gender identity" to the non-discrimination policy for Fairfax County Public Schools. You will be savings lives with this brave move.

Thank you.

Sarah [REDACTED]
[REDACTED]

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Subject: FW: More harm than good if you open the stall to all - UNABLE TO DETERMINE DISTRICT
Date: Tuesday, April 21, 2015 2:33:40 PM

Yvette P. Rhodes
Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

-----Original Message-----

From: Greta Summerville [mailto:dgsumm_04@yahoo.com]
Sent: Monday, April 20, 2015 7:37 PM
To: School Board
Subject: More harm than good if you open the stall to all

My family is NOT in favor of opening the stall to all and allowing transgenders access to bathrooms that are not the bathroom they would use based upon their biological profile!!!!

You will regret it!!!!

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please let's have reason in children's use of boys", girls" bathrooms -UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:25:05 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: marlaj7@earthlink net [<mailto:marlaj7@earthlink.net>]
Sent: Friday, April 17, 2015 10:37 PM
To: School Board
Subject: Please let's have reason in children's use of boys', girls' bathrooms

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Additionally, Fairfax County also has a very sound dress code policy. In part it says, "Any clothing that interferes with or disrupts the educational environment is unacceptable..."

Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Turpin, Melanie](#); [Fields, Melissa](#)
Subject: FW: Please vote against the "gender identity" proposal on May 7th- BRADDOCK DISTRICT
Date: Monday, April 20, 2015 4:15:39 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Craig Turner [mailto:craigturner_usa@yahoo.com]
Sent: Monday, April 20, 2015 3:48 PM
To: School Board; craigturner_usa@yahoo.com
Subject: Please vote against the "gender identity" proposal on May 7th

Dear Fairfax County School Board:

Please vote against the "gender identity" proposal that will come up on May 7th. As I understand it, Attorney General Mark Herring wrote an opinion on March 4th of this year saying that VA School Boards have the authority to add sexual orientation and gender identity to their nondiscrimination policies. But this opinion contradicted a 2002 Attorney General opinion, which said school boards need General Assembly approval for the change.

Sincerely,

Craig Turner



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Please Vote NO to Adding Gender Identity to the Code SPRINGFIELD DISTRICT
Date: Monday, April 20, 2015 1:33:04 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Lynn Gilbertson [mailto:gilbely@gmail.com]
Sent: Monday, April 20, 2015 12:53 PM
To: Schultz, Elizabeth (School Board Member)
Cc: School Board
Subject: Please Vote NO to Adding Gender Identity to the Code

Dear Liz and Distinguished School Board Members,

[REDACTED], and as a former student, I ask that you please vote NO to adding gender identity to the nondiscrimination code. Such language will open a Pandora's Box for FCPS - transgender males will be allowed to dress in the female locker room. Transgender girls will be allowed to use the boys' bathroom even though they are physically incapable of using urinals.

The locker room is already an awkward environment. [REDACTED]

[REDACTED]

We encourage you to consider the implications of your proposed language. Merriam-Webster's dictionary definition #2 (included below) defines discrimination as "the process by which two stimuli are responded to differently." A transgender individual thinks and acts differently than their biological makeup. Yes, please discriminate, please treat this transgender student differently **in a positive way** - allow this student the **privacy** of using a single-stall/teacher restroom or other private room for changing or for PE. Taking this course of action protects the dignity of the gender-confused **student** (individual) while also protecting the dignity of the 5, 10, 25, however many **students** (group) who would otherwise be highly disturbed and uncomfortable sharing a bathroom or locker room with this individual student due to the explicit biological differences.

Better yet, offer a survey to FCPS students, parents, and teachers on this topic. See how comfortable they would be having to share restrooms and locker rooms with people of the opposite biological makeup.

School is challenging enough; let's make it simpler for all by being very wise and careful with your nondiscrimination language. Please vote in the best interest of **both** the transgender student and FCPS **as a whole** - please vote **NO** to this proposal.

Respectfully,

David and Lynn Gilbertson

[REDACTED]

Merriam-Webster:

Full Definition of DISCRIMINATION

1

a : the act of [discriminating](#)

b : the process by which two stimuli differing in some aspect are responded to differently

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Possible change in non-discrimination policy UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:58:52 AM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Larry Stine [mailto:stinefam1@earthlink.net]
Sent: Monday, April 20, 2015 9:16 AM
To: School Board
Cc: mary stine
Subject: Possible change in non-discrimination policy

Upon perusing the items discussed at the March 12 meeting, I noticed the Board is considering adding "gender identity" to its non-discrimination policy.

I am a former President of a Fairfax County Middle School and foster care provider and have always been concerned about our schools.

I strongly advise you to not change the existing policy. Children and teachers have enough challenges and distractions without adding one such as this.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Proposed change to the non-discrimination policy SPRINGFIELD DISTRICT
Date: Monday, April 20, 2015 12:48:29 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Setter, Sheryl
Sent: Monday, April 20, 2015 10:23 AM
To: School Board
Cc: Setter, Sheryl
Subject: Proposed change to the non-discrimination policy

Dear school board,

Please do not add "gender identity," to the non-discrimination policy.

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Let's keep the focus on education in a safe, and orderly environment.

Sincerely,
Sheryl K. Setter

[REDACTED]

[REDACTED]

From: [Kirkbride, Sue](#) on behalf of [Superintendent Garza](#)
To: [Garza, Karen](#); [Lockard, Steven](#)
Subject: FW: Support for adding Gender Identity to FCPS Nondiscrimination Policy
Date: Tuesday, April 21, 2015 6:55:10 AM

FYI

From: Jen Hitchcock [mailto:jenjim24@gmail.com]
Sent: Monday, April 20, 2015 6:50 PM
To: School Board
Cc: Evans, Sandy (School Board Member); McElveen, Ryan (School Board Member); Superintendent Garza
Subject: Support for adding Gender Identity to FCPS Nondiscrimination Policy

To Fairfax County School Board Members:

I write to you in support of the proposed amendment to the FCPS Nondiscrimination Policy, specifically, adding the words *gender identity*.

Unfortunately, there is often a lot of confusion surrounding the meaning of this term as it is often used interchangeably with sexual identity, when in fact they are two completely separate things.

The clothes a child wears or the toys they play with can be interpreted as their gender identity and that has nothing to do with sexual identity, the way a person expresses their sexuality. This delineation is especially important for a school system to make as it refers to children. By nature children are not, and should not, be sexual in nature. So if a boy should wear a dress or a girl should cut her hair short, this should not be seen as a reflection of sexual identity.


Even as it pertains to our older students, who are discovering their sexual identities, these are still separate issues, and certainly all of FCPS stakeholders deserve the same protections.

I have seen an email being circulated that asserts the current policy does not need to be amended. It contains a line "*Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.*"

I would argue that children who are struggling with what is found inside of their bodies do so because they are facing pressures, whether it be from family, friends, school or society in general, that there is something wrong with them. These children aren't struggling because something **actually** is wrong with them, and they deserve our protection.

I urge you to amend the policy and continue to make FCPS a safe, inclusive environment for all of our children and staff. Thank you for your consideration of this important matter.

Jennifer Hitchcock



From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [Turpin, Melanie](#)
Subject: FW: Transgender Bathroom Policy - BRADDOCK DISTRICT
Date: Tuesday, April 21, 2015 4:22:07 PM

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Pilar Jones [mailto:ronsgalinva@yahoo.com]
Sent: Tuesday, April 21, 2015 3:57 PM
To: School Board
Subject: Transgender Bathroom Policy

Dear School Board,

I have just been made aware of a potetial assault on our children's privacy and innocence. It regards allowing the opposite gender child to use the other restroom. I cannot permit this to happen, sitting idly by as insanity continues its sprawl across our state. [REDACTED] should NOT have to be concerned about finding a child of the opposite gender in their appropriate bathroom at school! School should be a place where children feel safe. I am outraged that certain group continues to push an agenda that negatively affects children and families. Our children should not be forced to deal with these types of sexual issues, let alone at school. In addition, if the School Board truly cares about children who struggle with their sexual identity, then how about a policy which protects their privacy instead? Surely the School Board can come up with a better idea than the one proposed for a vote.

A sincerely concerned parent and alumni,

Mrs. Pilar Jones
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Bathrooms -UNABLE TO DETERMINE DISTRICT
Date: Monday, April 20, 2015 10:00:33 AM
Importance: High

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***
Ph: 571-423-1062
Fax: 571-423-1067

From: Tann Pinney [mailto:TPinney@rkf-eng.com]
Sent: Friday, April 17, 2015 5:56 PM
To: School Board
Subject: Transgender Bathrooms
Importance: High

The bathroom situation in our schools needs to be kept to the biological, birth gender of our students. To do otherwise is obtrusive to every other student in the schools.

Tann Pinney



From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [School Board Office](#)
Subject: FW: Transgender Policy - UNABLE TO DETERMINE DISTRICT
Date: Tuesday, April 21, 2015 3:47:47 PM

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Penny Elgas [mailto:pennybold4him@gmail.com]
Sent: Tuesday, April 21, 2015 3:04 PM
To: School Board
Subject: Transgender Policy

God save us! What are we doing here? When did we start assaulting the many in order to please the few? Don't be fearful of the vocal minority! Be strong and courageous and stand for what is right! There is hardly a major religion on the planet that would embrace this (tho the factions are crumbling – but does that change what is right?)

Please in the name of morality and decency, do what is moral and good for the fabric of society. Do not sacrifice the many...do not sacrifice our children's innocence... for the sake of political correctness. I do not want to have to have this conversation with the little ones in my life. Please do not force it upon them before they are mature enough to handle it. This is too weighty and potentially destructive a Pandora to foist on our elementary kids.

God have mercy on us!

Gloria Penny Elgas

"But seek ye first the kingdom of God, and His righteousness, and all these things shall be added unto you." Matthew 6:33

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Fields, Melissa](#)
Subject: FW: Transgender policy -SPRINGFIELD DISTRICT
Date: Monday, April 20, 2015 10:00:11 AM

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***

Ph: 571-423-1062

Fax: 571-423-1067

From: Antonio Esteve [mailto:aesteve99@gmail.com]

Sent: Friday, April 17, 2015 3:50 PM

To: School Board

Subject: Transgender policy

I oppose the allowance of transgendered students the option to choose bathrooms or changing rooms of their choice. Becoming a transgender is a choice. Selection of opposite gender rooms is not. Make your choice and use a private facility. I don't want to see men dressed as women in the girls bathrooms. Thank you. A. Esteve, [REDACTED]

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [Montano, Sonya](#)
Subject: FW: Transgender PolicyT - SULLY DISTRICT
Date: Tuesday, April 21, 2015 3:44:13 PM

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Nora McCormick [mailto:2010mccormick@gmail.com]
Sent: Tuesday, April 21, 2015 3:34 PM
To: School Board
Subject: Transgender PolicyT

I understand that Fairfax County's School Board is about to vote on a changing the non-discrimination policy to include 'gender identity' (in other words you are considering a transgender policy). Not only will this policy change affect all students regardless of varying developmental levels, it would impact parents, and school employees. I am writing to oppose this policy change. This change is being considered for no apparent reason.

This change is being done for no apparent reason. The Board recently discussed adding "gender identity," to the non-discrimination policy. While board members voiced support for the change, no mention was made of the disruption to the educational climate or parental values, nor any consideration that the change could open bathroom and locker rooms for use by the opposite sex if they simply **claim** to be transgendered. If adopted, the new policy would likely allow children to come to school dressed as the opposite sex and to use restrooms of the opposite sex.

I realize the ACLU is promoting such policies, saying, "Forcing transgender students to use segregated facilities is intensely stigmatizing." And with a recent opinion from Attorney General Mark Herring, school boards now feel empowered to change policies in ways the General Assembly has never authorized. However, this type of policy forces our children to confront sex issues they are not ready to handle and to have their privacy invaded in the school bathroom - in the very place they should feel safe. I believe a policy that provides alternative facilities for a child struggling with sexual identity issues is more appropriate and protects the rights of all children.

We can teach our children to be compassionate and tolerant toward one another without forcing six, seven and eight year old children into vulnerable interactions with opposite sex students in restrooms and locker rooms. I respectfully request that the Fairfax County School Board act to protect all our children by providing alternative facilities for all those facing sexual identity issues in a way that does not force others to participate in their issue.

Respectfully,

Nora C McCormick

[REDACTED]

From: [Smith, Kathy L. \(School Board Member\)](#)
To: [Gara, Karen](#)
Subject: Fwd: Fairfax County School Board moves to add Transgendered to Policy UNABLE TO DETERMINE DISTRICT
Date: Tuesday, Apr 12, 2015 10:44:19 PM

Karen,
Here is a constituent email about the non discrimination policy in regards to transgendered students. It also includes the email that Mychele Brickner sent.

Kathy L. Smith
Sully District Representative
Fairfax County School Board

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Begin forwarded message:

From: "TorresBarthel, Lizette" <LTorresBarth@fcps.edu>
Date: April 20, 2015 at 1:43:32 PM EDT
To: School Board Members <SchBoard@fcps.edu>, "TorresBarthel, Lizette" <LTorresBarth@fcps.edu>
Cc: School Board Office <schoolboardoffice@fcps.edu>
Subject: FW: Fairfax County School Board moves to add Transgendered to Policy UNABLE TO DETERMINE DISTRICT

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Lori Vintilescu [<mailto:lorihokie@gmail.com>]
Sent: Monday, April 20, 2015 11:03 AM
To: School Board
Cc: olhch@googlegroups.com
Subject: Fwd: Fairfax County School Board moves to add Transgendered to Policy

Dear Members of the Fairfax County School Board,

I just received the email below from my local "Moms Group" sharing an "urgent call to action" by Ms. Brickner.

I went through Fairfax County Schools from Kindergarten at Fairview Elementary through graduating Robinson High School in 1992. [REDACTED] All [REDACTED] are typically developing children, with no current gender identification issues. However, I feel VERY strongly that if they should at some point decide they feel they were born in the wrong body and need to be themselves by identifying with being a boy, I would support that 100%.

I'm confused as to why Ms. Brickner thinks a child identifying with the opposite gender and dressing as such would violate the Fairfax County dress code that states "Any clothing that interferes with or disrupts the educational environment is unacceptable..."

Am I reading this email wrong? Or does Ms. Brickner seem to have something against kids with "gender identification" difficulties?

She seems to be VERY concerned that we rush to action to stop the Board from adding "gender identity" to the list of categories under protected status against discrimination. I'm confused by what "danger" she thinks my girls would be in from a boy who identifies as a girl, dresses like a girl, and uses the girls restroom. We are talking about PEEING here people! The biological boy who dresses like a girl most likely is not going to be "peeping" at the girl parts in the girls restroom. In all my years of going to public school, and now the 3 years I've had a kid in school, I have NEVER heard of ANY kid being "looked at" in the bathroom. There are stalls and kids are able to relieve themselves in private. This is NOT a privacy issue. It's an issue of accommodating someone who happens to be different. Does that sound at ALL unreasonable or dangerous?

Frankly, I think you should take her "urgent call to action" seriously and vote to PROTECT ALL CHILDREN!! Go ahead and add those two "dangerous" words to the list of protected status. If even ONE child feels safer by being able to be themselves, I think it's totally worth it. Allow the children with gender confusion to work it out in a way that works for THEM by using the restroom that they feel comfortable using. If they are bullied within those bathrooms, then actions against the bullies should be taken. EDUCATION, Ms. Brickner's supposed main concern here, should include more than math, reading, and science. It should include learning about the world in which we live, including the massively diverse population that makes this world a beautiful place! None of us lives in a vacuum, and no one should feel ostracized for being themselves.

Thank you for your time and I hope you vote YES to adding "gender identity" to the non-discrimination policy. To discuss it and vote it down is sending the message that it's okay to discriminate against children confused by their own bodies. These kids are not trying to be disruptive. They are not acting like football players dressing like cheerleaders to get attention and a laugh. These are kids that are confused and in emotional pain. Please help them, don't hinder them and call them a dangerous distraction.

Sincerely,

Lori Vintilescu

[REDACTED]

[REDACTED]

----- Forwarded message -----

Moms,

I received this from my other moms group. I thought you may be interested in this since we either now have children in school or children who will soon be in the Fairfax County school system.

Amy

**Fairfax Co. School Board moves to add Transgendered to Policy
Your Action is Needed!**

The Fairfax County School Board is poised to make a policy change that will affect all students, parents, and school employees. And it is being done for no apparent reason. The School Board recently discussed (Agenda Item 4: [listen to audio here](#)) adding two words, “**gender identity**,” to the non-discrimination policy. Many board members voiced support for the change. No mention was made about disruption to the educational climate or parental values, nor any consideration that the change could open bathroom and locker rooms for use by the opposite sex if they claim to be transgendered.

The vote is scheduled for May 7. If passed, the addition would likely give special privileges to children who want to come to school dressed as the opposite sex. This same controversy has embroiled two other Virginia counties.

In Stafford County, a 9 year-old boy dresses like a girl to go to school, even wearing high heels to class. (4th grade girls do not even wear high heels to class.) He was permitted to use a private staff bathroom. However, his parents then requested that he be able to use the girl’s restroom. The school’s legal advisor recommended that the child be permitted to use the lavatory and locker rooms of the gender he identified with. Any little girls who were uncomfortable with this plan were told to use these facilities after the boy or use a gender-neutral restroom.

Parents were outraged and they spoke up. The Stafford School Board quickly moved to require children to use bathrooms according to their biological gender. The boy is once again using the private staff bathroom. (http://www.staffordcountysun.com/education/article_098b1d46-d303-11e4-a1c9-bf5189bad658.html)

Another situation in Gloucester County Public Schools involves a sophomore girl who uses the boy’s facilities. The school board established a policy of using bathrooms according to the biological gender and now the ACLU has filed a complaint with the U.S. Dept. of Justice on her behalf. (http://www.gazettejournal.net/index.php/news/news_article/aclu_proceeds_with_complaint_against_gloucester_schools)

Fairfax parents and taxpayers must also speak up before this policy change is approved and Fairfax County opens the door to the same quandary.

You can email all Fairfax County School Board members at:
fairfaxcountyschoolboard@fcps.edu.

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Additionally, Fairfax County also has a very sound dress code policy. In part it says, “Any clothing that interferes with or disrupts the educational environment is unacceptable...”

Let’s keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

Fairfax County parents, grandparents and taxpayers can stop this scenario from happening here by voicing their concerns to the School Board.

The School Board will vote on May 7 to add “gender identity” to the FCPS Nondiscrimination Policy 1450.

YOUR URGENT ACTION IS NEEDED:

1. **Share this information with others and implore them to speak up.**
2. **EMAIL all Fairfax County School Board Members at:** fairfaxcountyschoolboard@fcps.edu.
3. **Attend the two School Board meetings where this will be discussed, April 23 and May 7** at Luther Jackson MS, 3020 Gallows Rd., Falls Church 7PM
4. **To speak before the Board on this topic sign up online at the link below.**
<http://www.fcps.edu/schlbd/meetings/requestspeak-online-rm.shtml> Sign up begins at 6am on April 20th for the April 23 meeting or May 4 for the May 7th meeting.
5. For additional information contact mbrickner@mbrickner.com

Mychele Brickner
Former Fairfax County School Board Member, At Large

Background Information

Attorney General Mark Herring produced an Opinion on March 4, 2015, saying that VA School Boards have the authority to add sexual orientation and gender identity to their nondiscrimination policies. Herring's recent opinion contradicted a 2002 AG Opinion, which said school boards need General Assembly approval for the change.

(http://ag.virginia.gov/files/14-080_Ebbin.pdf)

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You received this message because you are subscribed to the Google Groups "St.Leo Moms" group.

To unsubscribe from this group and stop receiving emails from it, send an email to stleomoms+unsubscribe@googlegroups.com.

To post to this group, send email to stleomoms@googlegroups.com.

To view this discussion on the web visit <https://groups.google.com/d/msgid/stleomoms/CAOag5bxRi8RDBvmogUSgkGikcxtOvUY5ML-PBbyBoHKjLEqMHA%40mail.gmail.com>.

For more options, visit <https://groups.google.com/d/optout>.

--

You received this message because you are subscribed to the Google Groups "OLHCCH" group.

To unsubscribe from this group and stop receiving emails from it, send an email to olhcch+unsubscribe@googlegroups.com.

For more options, visit <https://groups.google.com/d/optout>.

--

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From: [Guilfoyle, Matthew](#)
To: [McLaughlin, Megan \(School Board Member\)](#); [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [School Board Members](#); [Lockard, Steven](#); [Quinn, Susan S.](#); [Smith, Marty K.](#); [Dockery, Kim P.](#); [Goddard, Pam](#); [Turpin, Melanie](#); [Torre, John](#)
Subject: RE: SB needs Communications assistance with this issue
Date: Wednesday, April 22, 2015 8:25:01 AM

We are working to get a statement for everyone today.

Thanks –

Matt

From: McLaughlin, Megan (School Board Member)
Sent: Wednesday, April 22, 2015 7:59 AM
To: Garza, Karen; Guilfoyle, Matthew; Derenak Kaufax, Tamara (School Board Member)
Cc: School Board Members; Lockard, Steven; Quinn, Susan S.; Smith, Marty K.; Dockery, Kim P.; Goddard, Pam; Turpin, Melanie
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The SB has received a substantial number of constituent emails about this important issue below.

Do we have a prepared statement from FCPS Communications to use as a reference to these emails?

Please advise.

MM

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

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From: Chris Hemrick <chrishemrick@hotmail.com>

Date: April 22, 2015, 6:17:39 AM EDT

To: "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>

Subject: Please keep our schools safe and orderly

Good morning, Ms. McLaughlin - Because we live in your district (Braddock / through King's Park West), I especially wanted to alert you to our concerns.

Thank you for your service.

Chris and Marcy Hemrick

From: chrishemrick@hotmail.com

To: fairfaxcountyschoolboard@fcps.edu

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Date: Wed, 22 Apr 2015 06:08:35 -0400

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus is already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy and provide special privileges to any groups.

██████████' safety and security is critical to us, and we want to ensure they receive an education in a place where they can not have fear from having to share bathrooms and locker rooms with ██████████.

As Fairfax County taxpayers and voting citizens, we are watching this issue closely. Let's keep the focus on education in a safe and orderly environment.

Very respectfully,
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From: [Shibuya Family](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Superintendent Garza](#); [School Board](#); [Evans, Sandy \(School Board Member\)](#)
Subject: Re: Support for adding Gender Identity to FCPS Nondiscrimination Policy
Date: Monday, April 20, 2015 8:34:20 PM

To Fairfax County School Board Members:

I write to you in support of the proposed amendment to the FCPS Nondiscrimination Policy, specifically, adding the words *gender identity*.

Unfortunately, there is often a lot of confusion surrounding the meaning of this term as it is often used interchangeably with sexual identity, when in fact they are two completely separate things.


The clothes a child wears or the toys they play with can be interpreted as their gender identity and that has nothing to do with sexual identity, the way a person expresses their sexuality. This delineation is especially important for a school system to make as it refers to children. By nature children are not, and should not, be sexual in nature. So if a boy should wear a dress or a girl should cut her hair short, this should not be seen as a reflection of sexual identity.

Even as it pertains to our older students, who are discovering their sexual identities, these are still separate issues, and certainly all of FCPS stakeholders deserve the same protections.

I have seen an email being circulated that asserts the current policy does not need to be amended. It contains a line "*Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.*"

I would argue that children who are struggling with what is found inside of their bodies do so because they are facing pressures, whether it be from family, friends, school or society in general, that there is something wrong with them. These children aren't struggling because something **actually** is wrong with them, and they deserve our protection.

I urge you to amend the policy and continue to make FCPS a safe, inclusive environment for all of our children and staff. Thank you for your consideration of this important matter.

Peter Shibuya


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Subject: SB needs Communications assistance with this issue
Date: Wednesday, April 22, 2015 7:59:28 AM

Good morning,

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Do we have a prepared statement from FCPS Communications to use as a reference to these emails?

Please advise.

MM

Megan O. McLaughlin
School Board Member
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Office: 571-423-1088

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Thank you for your service.
Chris and Marcy Hemrick

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Date: Wed, 22 Apr 2015 06:08:35 -0400

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[REDACTED]' safety and security is critical to us, and we want to ensure they receive an education in a place where they can not have fear from having to share bathrooms and locker rooms with [REDACTED]

As Fairfax County taxpayers and voting citizens, we are watching this issue closely. Let's keep the focus on education in a safe and orderly environment.

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From: [Jen Hitchcock](#)
To: [School Board](#)
Cc: [Evans, Sandy \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Superintendent Garza](#)
Subject: Support for adding Gender Identity to FCPS Nondiscrimination Policy
Date: Monday, April 20, 2015 6:50:00 PM

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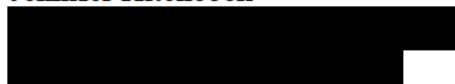
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Jennifer Hitchcock



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From: [REDACTED]
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: A Quick Thank You,
Date: Thursday, March 19, 2015 10:04:32 PM

Hi there,

I hate to take up any time you may be needing, so I'm going to try to make this quick.

[REDACTED]

[REDACTED] so I want to thank you for bringing this up. I have many friends of different statuses (genderfluid, lesbian, gay, ace, so on), who struggle with some issues- all of us are in one small group of friends, so we feel safe to come out to each other and talk, share feeling, so on and so forth. [REDACTED]

[REDACTED] I believe this topic is looked over way too much, not mentioning bullying and other negative topics behind this.

So, in short, thank you for bringing this up. I thought it was an important step, so thank you, good luck, and have a nice night!

[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Goddard, Pam](#)
Subject: Dates for LT Eval and Policy Change Vote
Date: Thursday, March 26, 2015 2:45:06 PM

Dear Tammy,

I will be in China for work from April 18-25, so:

- 1) I request that we reschedule the leadership team evaluation closed meeting scheduled for April 22 for another date.
- 2) I request that the gender identity policy change be posted for new business at the April 23rd meeting and action on May 7 so that I can be present for that vote.

Many thanks for your consideration!

Ryan

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Goddard, Pam](#)
Subject: Dates for LT Eval and Policy Change Vote
Date: Thursday, March 26, 2015 2:49:16 PM

Dear Tammy,

I will be in China for work from April 18-25, so:

- 1) I request that we reschedule the leadership team evaluation closed meeting scheduled for April 22 for another date.
- 2) I request that the gender identity policy change be posted for new business at the April 23rd meeting and action on May 7 so that I can be present for that vote.

Many thanks for your consideration!

Ryan

From: [REDACTED]
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Equality
Date: Thursday, March 19, 2015 10:47:18 PM

My best friend, [REDACTED] recently emailed you about the Tweet where you recognized the importance of protecting student from gender identity and sexuality discrimination and being bisexual my self, I really want to thank you for posting that and being so kind [REDACTED].

[REDACTED]

From: [Presidio, Sloan](#)
To: [Garza, Karen](#)
Cc: [Dockery, Kim P.](#); [Donohue, Christine W.](#)
Subject: FLECAC Recommendations
Date: Tuesday, April 07, 2015 8:37:51 AM

Hi Karen,

This year, the Family Life Education Curriculum Advisory Committee (FLECAC) has been conducting a full scope and sequence review of the K-12 FLE program objectives. Because of the discussion last year in regards to adding the topics of sexual orientation and sexual identity to grades 7 and 8, I wanted to alert you to the probable recommendations coming forward again this year.

The two objectives that were approved by the committee last year would add the topics of sexual orientation and sexual identity to grades 7 and 8 (these topics are currently instructed at grades 9 and 10.). The committee's last meeting is this Thursday, April 9th. The committee may decide to move forward with the objectives as listed below or may make additional changes. While the committee could decide to eliminate the topics of sexual orientation and sexual identity from the proposed objectives for grades 7 and 8, there is not an indication that this will be the case. It has been recommended to School Board appointees that they share the committee's discussions and work with their school board member throughout the school year and these members will be reminded of this at Thursday's meeting.

FLECAC recommendations are scheduled for School Board new business May 7th, 30-day community review May 7 – June 5, and School Board action June 11th. April 14th would be the designated date for Leadership Team review/discussion if desired.

Please let me know if you'd like to discuss this topic further at any time.

Thanks,

Sloan

Proposed 7.1 (Grade 7)

The student will identify physical, emotional, sexual, and social developmental changes that occur during the middle school years.

Descriptive Statement: The new responsibilities related to changing classes, communication with more teachers, organization and homework, and other school-related changes are discussed, and resources for support are presented. Instruction will include that adolescence is a period of time when teens are growing and developing physically, socially, psychologically, and sexually. During this period of time they have a greater interest in sexuality than they had in their younger years.

Emphasis will be placed on recognizing that everyone is experiencing changes and the role of respectful, inclusive language in promoting an environment free of bias and discrimination. Students will be provided definitions for heterosexuality, homosexuality, and bisexuality.

Proposed 8.5 (Grade 8)

The student will identify that development of individual identity occurs over a lifetime and includes the component of sexual identity.

Descriptive Statement: Instruction will include factors that influence the development of individual identity such as capabilities; areas in need of personal growth; understanding and accepting oneself; and the effect of gender roles and expectations on individual choices. Sexual identity will be described as having four parts – biological gender, gender identity, gender role, and sexual orientation. Heterosexuality, homosexuality, bisexuality, and transgender will be defined.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Fairfax Co. School Board Transgendered to Policy - UNABLE TO DETERMINE DISTRICT
Date: Friday, April 17, 2015 4:58:16 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: bowlinglupe13@gmail.com [mailto:bowlinglupe13@gmail.com]
Sent: Friday, April 17, 2015 3:32 PM
To: School Board
Subject: Fairfax Co. School Board Transgendered to Policy

-

Dear Board Representatives,

I would like to express my big concern and opposition regarding the proposal to amend the above policy by allowing the children categorized as Transgendered and to have access to the girls and boys bathrooms as they please.

it is my informed believe that to encourage young children to even consider the thought of being defined as "transgendered and to encourage them to continue in that mind set, will be detriment to children; at that early age those indications are not really the reality of who they are at the time, thus, adding more confusion that clarity in their minds.

All children need a school environment that is safe and comfortable

The current FCPS Nondiscrimination Policy already prohibits discrimination

based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Let's keep the focus on education in a safe, and orderly environment.

Lupe M. Bowling

TaxPayer Citizen

Sent from my iPad

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Gender Identity Privileges - SULLY DISTRICT
Date: Friday, April 17, 2015 2:33:36 PM

Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Humenik Cyndie [mailto:cyndieluhu@verizon.net]
Sent: Friday, April 17, 2015 1:34 PM
To: School Board
Subject: Gender Identity Privileges

Do not allow children to choose which locker room or bathroom they think they should use.
This would be allowing an **extreme** minority to cause extreme **distress** on the majority of the other children.

Please use some common sense. Political correctness has gone beyond reason and serves no purpose here.

Cynthia Humenik



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Potential Policy Change -UNABLE TO DETERMINE DISTRICT
Date: Friday, April 17, 2015 2:27:39 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Kapp Family [mailto:lawrence.kapp@verizon.net]
Sent: Friday, April 17, 2015 11:42 AM
To: School Board
Subject: Potential Policy Change

-
-
Dear School Board Members,
-

-
All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Additionally, Fairfax County also has a very sound dress code policy. In part it says, “Any clothing that interferes with or disrupts the educational environment is unacceptable...”

Let’s keep the focus on education in a safe, and orderly environment.

Sincerely,
Mary Kapp

A solid black rectangular redaction box covering the signature area.

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Subject: FW: Transgender policy -UNABLE TO DETERMINE DISTRICT
Date: Friday, April 17, 2015 2:33:03 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Anne Fleming [<mailto:metrocom23@gmail.com>]
Sent: Friday, April 17, 2015 1:19 PM
To: School Board
Subject: Transgender policy

Dear Fairfax County School Board,

I am extremely disappointed in you for even considering to add transgender to the anti- discrimination policy in our public school system! This has failed in other counties and I do not want Fairfax County to implement a failed system... School is for learning, Not for social issues.

I am strongly against adding transgender to this or any other policy!

I urge you to vote "No."

Thank you,
Anne Fleming



Sent from my iPhone

From: [Torre, John](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Guilfoyle, Matt](#)
Subject: NBC 4
Date: Wednesday, March 25, 2015 10:28:42 AM

Ryan, you may be hearing from Julie Carey today about your proposal to add “gender identity” to our nondiscrimination policy.

From: hey ruthie1977@gmail.com on behalf of [ruth williamson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please do NOT add "gender identity" to school policies
Date: Saturday, April 18, 2015 12:17:19 PM

Dear Ryan,

I [REDACTED]. Please, do NOT add the terms "gender identity" to the non-discrimination policy.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern. Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

Please, do NOT add the terms "gender identity" to the non-discrimination policy.

Sincerely,
Ruth Williamson

"I take comfort in knowing that it was the shepherds to whom the angels appeared when they announced Christ's birth. Invariably throughout the course of history, God has appeared to people on the fringes. It's nice to find theological justification for your quirks." — Rich Mullins

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Goddard, Pam](#)
Subject: Policy
Date: Tuesday, March 31, 2015 3:33:31 PM

Hi Pam,

Can you send me a copy of the correctly worded gender identity policy language that will come before the board?

Thanks!

Ryan

From: [Ramona Weaver](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: proposed Gender Identity restroom policy change
Date: Friday, April 17, 2015 2:55:17 PM

I strongly urge you, in the name of common sense and in rejection of Democrat "Progressive" Politically Correct propaganda dogma conveniently and trendily labeled "non-discrimination," to keep the public school restrooms of Fairfax County restricted to biological gender. If a child is struggling with "gender identity," please permit him/her to use the teachers/staff restroom.

We the public will be eagerly watching how each of you vote. Your NO vote on May 7 will be appreciated.

Thank you,

Ramona Weaver
concerned voter

Ryan

From: [McElveen, Ryan \(School Board Member\)](#)
To: [REDACTED]
Subject: Re: Equality
Date: Thursday, March 19, 2015 10:48:50 PM

Thanks [REDACTED]

Ryan

> On Mar 19, 2015, at 10:47 PM, Aine McCuin <turdysevendcarrots@gmail.com> wrote:

>

> My best friend, [REDACTED] recently emailed you about the Tweet where you recognized the importance of protecting student from gender identity and sexuality discrimination and being bisexual my self, I really want to thank you for posting that and being so kind to him.

>

> [REDACTED]

>

>

From: [Presidio, Sloan](#)
To: [Garza, Karen](#)
Cc: [Dockery, Kim P.](#); [Donohue, Christine W.](#)
Subject: Re: FLECAC Recommendations
Date: Tuesday, April 07, 2015 8:45:19 PM

Will do

Sloan Presidio
Assistant Superintendent, Instructional Services
Fairfax County Public Schools
571-419-4510

On Apr 7, 2015, at 8:39 PM, "Garza, Karen" <kkgarza@fcps.edu> wrote:

[REDACTED]

Sent from my iPhone

On Apr 7, 2015, at 8:37 AM, "Presidio, Sloan" <sjpresidio@fcps.edu> wrote:

Hi Karen,

This year, the Family Life Education Curriculum Advisory Committee (FLECAC) has been conducting a full scope and sequence review of the K-12 FLE program objectives. Because of the discussion last year in regards to adding the topics of sexual orientation and sexual identity to grades 7 and 8, I wanted to alert you to the probable recommendations coming forward again this year.

The two objectives that were approved by the committee last year would add the topics of sexual orientation and sexual identity to grades 7 and 8 (these topics are currently instructed at grades 9 and 10.). The committee's last meeting is this Thursday, April 9th. The committee may decide to move forward with the objectives as listed below or may make additional changes. While the committee could decide to eliminate the topics of sexual orientation and sexual identity from the proposed objectives for grades 7 and 8, there is not an indication that this will be the case. It has been recommended to School Board appointees that they share the committee's discussions and work with their school board member throughout the school year and these members will be reminded of this at Thursday's meeting.

FLECAC recommendations are scheduled for School Board new business May 7th, 30-day community review May 7 – June 5, and School Board action June 11th. April 14th would be the designated date for Leadership Team review/discussion if desired.

Please let me know if you'd like to discuss this topic further at any time.

Thanks,

Sloan

Proposed 7.1 (Grade 7)

The student will identify physical, emotional, sexual, and social developmental changes that occur during the middle school years.

Descriptive Statement: The new responsibilities related to changing classes, communication with more teachers, organization and homework, and other school-related changes are discussed, and resources for support are presented. Instruction will include that adolescence is a period of time when teens are growing and developing physically, socially, psychologically, and sexually. During this period of time they have a greater interest in sexuality than they had in their younger years. Emphasis will be placed on recognizing that everyone is experiencing changes and the role of respectful, inclusive language in promoting an environment free of bias and discrimination. Students will be provided definitions for heterosexuality, homosexuality, and bisexuality.

Proposed 8.5 (Grade 8)

The student will identify that development of individual identity occurs over a lifetime and includes the component of sexual identity.

Descriptive Statement: Instruction will include factors that influence the development of individual identity such as capabilities; areas in need of personal growth; understanding and accepting oneself; and the effect of gender roles and expectations on individual choices. Sexual identity will be described as having four parts – biological gender, gender identity, gender role, and sexual orientation. Heterosexuality, homosexuality, bisexuality, and transgender will be defined.

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Torre, John](#)
Cc: [Guilfoyle, Matt](#)
Subject: Re: NBC 4
Date: Wednesday, March 25, 2015 10:29:35 AM

Thanks for the heads up.

On Mar 25, 2015, at 10:28 AM, Torre, John <jjtorre@fcps.edu> wrote:

Ryan, you may be hearing from Julie Carey today about your proposal to add “gender identity” to our nondiscrimination policy.

From: [Goddard, Pam](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Braganza, Yvette](#)
Subject: RE: Policy
Date: Tuesday, March 31, 2015 3:58:16 PM

It's not ready--and I'm just in the middle of sending an email to let everyone know that the new business date will be April 23 (not April 9), action May 7. Once the policy is revised, I'll ask Yvette B to send you a copy--but it won't be for a week or two.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060
Please consider the environment before printing this email

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Tuesday, March 31, 2015 3:34 PM
To: Goddard, Pam
Subject: Policy

Hi Pam,

Can you send me a copy of the correctly worded gender identity policy language that will come before the board?

Thanks!

Ryan

From: [Goddard, Pam](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Policy
Date: Tuesday, March 31, 2015 4:01:41 PM

Anything for you! or at least one of your two requests--not sure about the one yet.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060
Please consider the environment before printing this email

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Tuesday, March 31, 2015 3:59 PM
To: Goddard, Pam
Cc: Braganza, Yvette
Subject: Re: Policy

Thanks! Tammster filled me in on the date change. Much appreciated.

> On Mar 31, 2015, at 3:58 PM, Goddard, Pam <pgoddard@fcps.edu> wrote:

>

> It's not ready--and I'm just in the middle of sending an email to let everyone know that the new business date will be April 23 (not April 9), action May 7. Once the policy is revised, I'll ask Yvette B to send you a copy--but it won't be for a week or two.

>

> Pam
> Pam Goddard
> Executive Assistant and
> Clerk of the School Board
> 571.423.1060
> Please consider the environment before printing this email

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)
> Sent: Tuesday, March 31, 2015 3:34 PM
> To: Goddard, Pam
> Subject: Policy

>

> Hi Pam,

>

> Can you send me a copy of the correctly worded gender identity policy language that will come before the board?

>

> Thanks!

>

> Ryan

>

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Goddard, Pam](#)
Cc: [Braganza, Yvette](#)
Subject: Re: Policy
Date: Tuesday, March 31, 2015 3:58:56 PM

Thanks! Tammster filled me in on the date change. Much appreciated.

> On Mar 31, 2015, at 3:58 PM, Goddard, Pam <pgoddard@fcps.edu> wrote:

>

> It's not ready--and I'm just in the middle of sending an email to let everyone know that the new business date will be April 23 (not April 9), action May 7. Once the policy is revised, I'll ask Yvette B to send you a copy--but it won't be for a week or two.

>

> Pam

> Pam Goddard

> Executive Assistant and

> Clerk of the School Board

> 571.423.1060

> Please consider the environment before printing this email

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)

> Sent: Tuesday, March 31, 2015 3:34 PM

> To: Goddard, Pam

> Subject: Policy

>

> Hi Pam,

>

> Can you send me a copy of the correctly worded gender identity policy language that will come before the board?

>

> Thanks!

>

> Ryan

>

From: [Patricia Velkoff](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: excellent proposal on gender identity protections
Date: Wednesday, March 11, 2015 6:49:50 PM

Hello, Ryan –

I don't normally write to school board members (☺), but: Kudos for the proposal on gender identity protections! I hope that you saw this article:

<http://www.washingtonpost.com/news/morning-mix/wp/2015/03/11/the-state-of-hate-in-america-a-new-home-on-the-internet/>

It includes the statement that "Among general hate groups, only the anti-LGBT movement has seen a steady expansion in the number of organizations in the past five years". You may also appreciate this link (looks like it's about poultry workers, but it's about LGBT issues).

<http://www.splcenter.org/home/splc-report-exposes-dangers-faced-by-alabama-poultry-workers/teaching-tolerance-guide-provides->

Cheers,

Patricia

Patricia Velkoff, Ph.D.

The content of this message is for the specified individual(s) only and is protected by the Electronic Communications Privacy Act (18 USC 2510-2521). If received in error, delete and notify me immediately. Any review, dissemination, copying, or acting on the contents is prohibited by law. Email is not a private and confidential method of communication; please do not include information that you would not wish to be viewed by a third party. Thank you.

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Goddard, Pam](#); [Rhodes, Yvette P.](#); [TorresBarthel, Lizette](#)
Cc: [Garza, Karen](#); [Lockard, Steven](#); [Pajardo, Phyllis](#); [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: Forum Topic Request - Nondiscrimination Policy Update
Date: Thursday, March 05, 2015 1:56:04 PM
Attachments: [forum topic request form McElveen030515.doc](#)

I have attached a forum topic request to discuss updating our nondiscrimination policy to include "gender identity."

Ryan

FORUM TOPIC REQUEST

Each Board member may request two forum topics per meeting; use this form for one topic.

TOPIC: Adding "Gender Identity" to Policy 1450, Nondiscrimination

TIME SENSITIVE: ☐ yes ☒ no

DESIRED DATE/TIMEFRAME AND REASON: When the board adopted a new nondiscrimination policy on November 6, 2014 to protect against discrimination based on sexual orientation, it failed to offer protection based on "gender identity." Further, on March 4, 2015, Virginia Attorney General Mark Herring released an opinion stating that school boards in Virginia have the authority to expand their anti-discrimination policies to encompass both sexual orientation and gender identity.

BOARD MEMBER NAME: Ryan McElveen

DATE SUBMITTED: 3/5/2015

1. Specify topic's relation to Student Achievement Goal, Operational Expectation, or policy:

Policy 1450, Nondiscrimination

2. Objective of the topic/conversation:

Gain board consensus to add policy change to upcoming regular business meeting agenda for a board vote.

3. Desired outcome:

- a) **Forum discussion only**
- b) More information/report
- c) Refer to committee for recommendation
- d) Refer to a work session

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Adding "Gender identity" to non-discrimination policy -NOT A FFX CO RESIDENT
Date: Friday, March 13, 2015 11:24:53 AM
Attachments: [GLSEN 2013 Virginia State Snapshot.pdf](#)
[Highlights from Harsh Realities about staff comments and educational outcomes for transgender students.doc](#)
[Harsh Realities--Transgender students in MS and HS.pdf](#)

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: [REDACTED], Robert N
Sent: Friday, March 13, 2015 10:14 AM
To: School Board
Cc: Case, Alexander
Subject: Adding "Gender identity" to non-discrimination policy

Dear members of the Fairfax County School Board,

My name is Robert [REDACTED]. I have been a teacher in Fairfax County since 1999, in elementary, middle and high schools, and am currently a Latin teacher at West Potomac High School. I am also the sponsor of the Gay-Straight Alliance at WestPo. I was a member of the group working in 2001 and 2002 for the inclusion of "sexual orientation" in the SR&R anti-harassment policy, and the school system's non-discrimination policy (we succeeded in the former, but not the latter).

I was pleased to learn that the school board added "sexual orientation" to the non-discrimination policy this fall. I support Mr. McElveen's move to include "gender identity" in the policy.

As the sponsor of the GSA at two schools over the years, and from hearing from students and parents, I can say that harassment and discrimination based on sexual orientation have decreased during my time working for Fairfax. However, transgender students and students who do not display traditional gender expression (i.e. may not be typically "masculine" or "feminine", to varying degrees) continue to experience a great degree of harassment; their friends and family members also hear some amazingly negative comments. Many staff may not be aware of how to treat students with different gender identities and expressions, and, quite frankly, some have had some fairly negative impacts on students over the years. Our whole community (staff and students) needs to be more conscious of the concerns of students who are different in this way.

The school board has the authority and opportunity to make a crucial difference in the lives of our students, to take the first steps towards making school a tolerable place for transgender students.

I have attached three files: 1) the Virginia Snapshot from the 2013 National School Climate Survey (by GLSEN, the Gay, Lesbian and Straight Educational Network), about the experiences of transgender and non-gender-conforming students in our state; 2) some highlights from Harsh Realities related to staff comments and education outcomes (missed school, GPAs, college

attendance) for transgender students; and 3) the full Harsh Realities report (it's a little long, I know, but worth reading if you have time), based on the 2007 National School Climate Survey.

As a brief note, if you receive negative communications anchored on the bathroom issue, I would say they're a red herring. To my knowledge, there has never been a voyeur relieved of responsibility based on a gender identity claim. Such negative statements amount to scare tactics, a sort of modern-day blood libel.

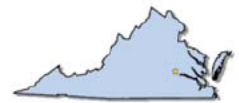
I have a couple of suggestions (my students will tell you I always have suggestions!):

- 1) First, you may want to change the anti-harassment policy in the SR&R to include gender identity or gender identity/expression;
- 2) You may want to modify the new policy statement from "gender identity" to "gender identity/expression." I realize that is not the language that Mr. Herring used, but it is a broader policy with clearer protections for students who may not have identified as a different gender, but simply may not have a traditional gender expression (i.e. may not be "boy enough" or "girl enough" for someone).

Thank you for taking the time to read this.

Sincerely,

Robert [REDACTED]
[REDACTED]
[REDACTED]



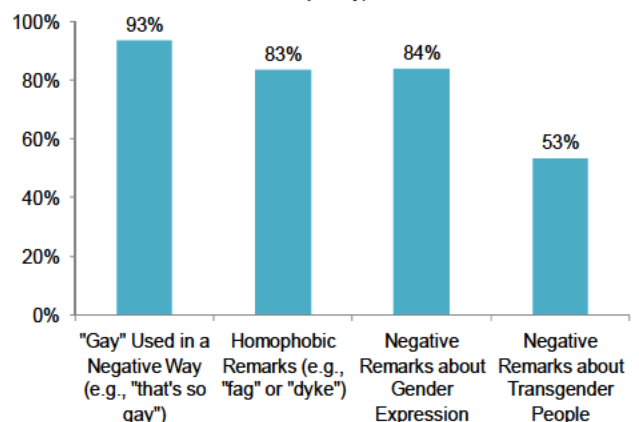
2013 STATE SNAPSHOT

Findings from the GLSEN 2013 *National School Climate Survey* demonstrate that Virginia schools were not safe for most lesbian, gay, bisexual, and transgender (LGBT) secondary school students. In addition, many LGBT students in Virginia did not have access to important school resources, such as having Gay-Straight Alliances or similar student clubs, and were not protected by comprehensive anti-bullying/harassment school policies.

FACT: The vast majority of LGBT students in Virginia regularly heard anti-LGBT remarks.

- More than 9 in 10 heard “gay” used in a negative way (e.g., “that’s so gay”) and more than 8 in 10 heard other homophobic remarks (e.g., “fag” or “dyke”) at school regularly (i.e. sometimes, often, or frequently; see Figure 1).
- More than 8 in 10 regularly heard other students in their school make negative remarks about how someone expressed their gender, such as comments about someone not acting “feminine” or “masculine” enough (see Figure 1).
- More than 5 in 10 regularly heard negative remarks about transgender people (see Figure 1).
- Students also heard biased language from school staff. 26% regularly heard school staff make negative remarks about someone’s gender expression and 15% regularly heard staff make homophobic remarks.

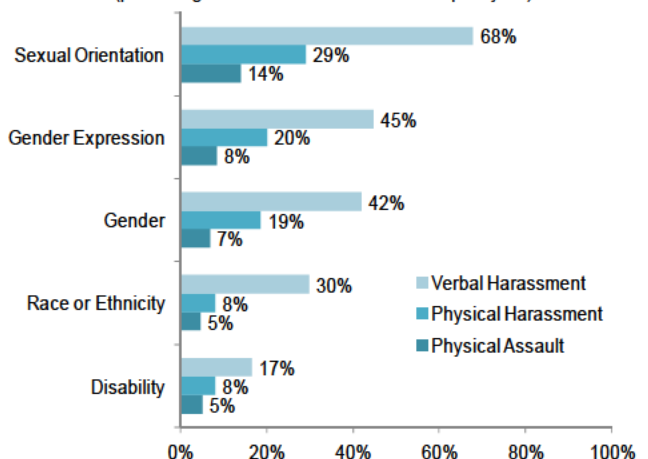
Figure 1. Hearing Anti-LGBT Remarks from Students in Virginia Schools
(percentage hearing remarks sometimes, often, or frequently)



FACT: Most LGBT students in Virginia had been victimized at school. Many of these incidents were not reported to adult authorities.

- The majority experienced verbal harassment (e.g., called names or threatened): nearly 7 in 10 based on their sexual orientation and more than 4 in 10 based on the way they expressed their gender (see Figure 2).
- Many also experienced physical harassment and physical assault: for example, 3 in 10 were physically harassed (e.g., pushed or shoved) based on their sexual orientation and nearly 1 in 10 were physically assaulted (e.g., punched, kicked, or injured with a weapon) based on the way they expressed their gender (see Figure 2).
- Students also reported high levels of other forms of harassment at school: 84% felt deliberately excluded or “left out” by peers; 72% had mean rumors or lies told about them; 57% were sexually harassed; 41% experienced electronic harassment or “cyberbullying”; and 37% had property (e.g., car, clothing, or books) deliberately damaged and/or stolen.

Figure 2. Harassment and Assault in Virginia Schools
(percentage harassed or assaulted in the past year)

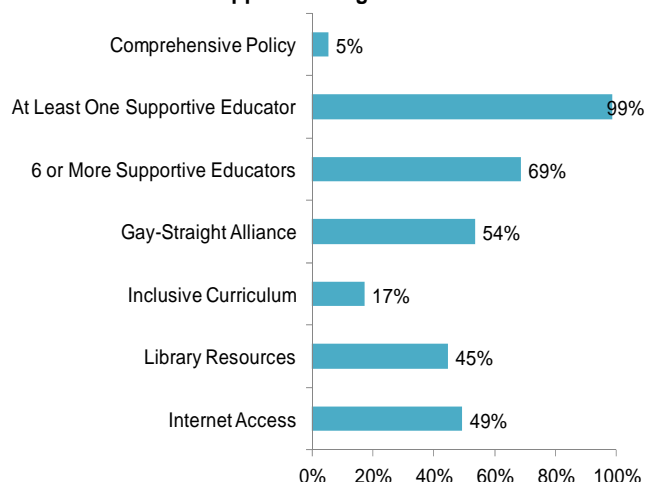


- 59% of students who were harassed or assaulted in school *never* reported it to school staff, and 54% *never* told a family member about the incident. Among students who did report incidents to school authorities, only 26% said that reporting resulted in effective intervention by staff.

FACT: LGBT students in Virginia most often did not have access to in-school resources and supports.

- Only 5% attended a school with a comprehensive anti-bullying/harassment policy that included specific protections based on sexual orientation and gender identity/expression (see Figure 3).
- Nearly all could identify at least one school staff member supportive of LGBT students, but only 69% could identify many (6 or more) supportive school staff (see Figure 3).
- Many did not have LGBT-inclusive curricular resources: only 17% were taught positive representations of LGBT people, history, and events, and fewer than half (45%) did not have access to a Gay-Straight Alliance or similar student club that provides a safe and affirming space for LGBT students (see Figure 3).

Figure 3. Availability of LGBT-Related Resources and Supports in Virginia Schools



RECOMMENDATIONS

School-based supports such as comprehensive anti-bullying/harassment policies, school personnel who are supportive of LGBT students, Gay-Straight Alliances, and LGBT-inclusive curricular resources can positively affect school climate for LGBT students. Findings from the *2013 National School Climate Survey* demonstrate that students attending schools with these resources and supports report more positive school experiences, including lower victimization and absenteeism and higher academic achievement.

Given the high percentages of LGBT students in Virginia who experience harassment at school and the limited access to key resources and supports that can have a positive effect on their school experiences, it is critical that Virginia school leaders, education policymakers, and other individuals who are obligated to provide safe learning environments for all students take the following steps:

- Implement comprehensive school anti-bullying/harassment policies;
- Support Gay-Straight Alliances;
- Provide professional development for school staff on LGBT student issues; and
- Increase student access to LGBT-inclusive curricular resources.

These actions can move us toward a future in which all students in Virginia will have the opportunity to learn and succeed in school, regardless of sexual orientation, gender identity, or gender expression.

To learn more about GLSEN, visit www.glsen.org or contact glsen@glsen.org.

To get involved in a GLSEN chapter in Virginia, visit www.glsen.org/chapters or contact chapterinfo@glsen.org.

GLSEN (the Gay, Lesbian & Straight Education Network) is the leading national education organization focused on ensuring safe schools for all students.

ABOUT THE RESEARCH

In 2013, GLSEN conducted the eighth National School Climate Survey (NSCS), a biennial survey of the experiences of LGBT youth in U.S. secondary schools. The national sample consisted of 7,898 LGBT students from all 50 states and the District of Columbia. A total of 240 respondents were attending schools in Virginia. The majority of the Virginia sample was White/European American (70%), 11% multi-racial, 8% Hispanic/Latino, 6% African American/Black, 3% Asian/Pacific Islander, and less than 2% Middle Eastern/Arab American or other. The gender composition was 51% cisgender female, 28% cisgender male, 8% transgender, 7% genderqueer, and 6% some other gender (e.g., genderfluid). Most (90%) attended public schools. The school community makeup was 48% suburban, 30% rural/small town, and 22% urban. The results reported for Virginia have a margin of error of +/-6.

For the full 2013 National School Climate Survey report or for any other GLSEN research, go to www.glsen.org/research. Follow @GLSENResearch on Twitter.

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Harsh Realities

**The Experiences of Transgender
Youth in Our Nation's Schools**



A Report from the Gay, Lesbian and Straight Education Network
www.glsen.org



Harsh Realities

The Experiences of Transgender Youth in Our Nation's Schools

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The **Gay, Lesbian and Straight Education Network** is the leading national education organization focused on ensuring safe schools for all lesbian, gay, bisexual and transgender students. Established nationally in 1995, GLSEN envisions a world in which every child learns to respect and accept all people, regardless of sexual orientation or gender identity/expression.

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Graphic design: Adam Fredericks

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TABLE OF CONTENTS

PREFACE	v
ACKNOWLEDGEMENTS	vii
EXECUTIVE SUMMARY	ix
INTRODUCTION	1
METHODS	5
RESULTS	9
Biased Language in School	9
Overall Safety in School	14
Experiences of Harassment and Assault in School	18
Impact of Victimization on Educational Outcomes	25
Engagement with the School Community	29
In-School Resources and Supports	39
CONCLUSIONS AND RECOMMENDATIONS	43
Limitations	43
Discussion	43
Future Directions for Research	45
Recommendations for Policy and Practice	47

LIST OF TABLES AND FIGURES

Table 1	Demographics of Transgender Survey Respondents.....	7
Table 2	School Characteristics of Transgender Survey Respondents.....	8
Table 3	Feeling Unsafe at School Based on Sexual Orientation, Gender Expression, and/or Gender	16
Table 4	Students' Reports Regarding School Policies for Reporting Harassment and Assault.....	42
Figure 1	Hearing Biased Remarks in School	12
Figure 2	Intervention When Biased Remarks Were Made in School	12
Figure 3	Feeling Unsafe at School by Gender Identity.....	15
Figure 4	Percentage of Transgender Students Who Felt Unsafe at School	15
Figure 5	Frequency of Missing School and Classes in Past Month Because of Feeling Unsafe or Uncomfortable	16
Figure 6	Missing School Because of Safety Concerns by Gender Identity	17
Figure 7	Frequency of Verbal Harassment in the Past School Year	19
Figure 8	Frequency of Physical Harassment in the Past School Year	20
Figure 9	Frequency of Physical Assault in the Past School Year	20
Figure 10	Experiences of Victimization by Gender Identity.....	21
Figure 11	Frequency of Other Types of Harassment in the Past School Year	23
Figure 12	Frequency of Reporting Incidents of Harassment and Assault.....	23
Figure 13	Effectiveness of Reporting Incidents of Victimization to a School Staff Person	23
Figure 14	Severity of Verbal Harassment and Absenteeism Due to Safety Reasons	26
Figure 15	Academic Achievement and Severity of Verbal Harassment	27
Figure 16	Severity of Verbal Harassment and Educational Aspirations	27
Figure 17	Sense of School Belonging by Gender Identity	29
Figure 18	Degree of Being Out to Other Students and School Staff.....	31
Figure 19	Outness to School Staff and Parents by Gender Identity.....	31
Figure 20	Experiences of Victimization Based on Gender Expression and Sexual Orientation and Degree of Outness to Students at School	32
Figure 21	Reporting of Harassment and Assault to School Staff and Degree of Outness at School.....	32
Figure 22	Sense of Belonging by Degree of Outness at School.....	32
Figure 23	Comfort Level Raising LGBT Issues in Class	34
Figure 24	Frequency of Students Raising LGBT Issues in Class	34
Figure 25	Comfort Talking with School Staff about LGBT Issues.....	35
Figure 26	Frequency of Students Speaking to School Staff about LGBT Issues.....	35
Figure 27	Sense of Belonging and Talking about LGBT Issues in School	36
Figure 28	Raising LGBT Issues in Class by Gender Identity	36
Figure 29	Talking to School Staff about LGBT Issues by Gender	37
Figure 30	LGBT-Related Resources in School	40
Figure 31	Frequency of Attending Gay-Straight Alliance (GSA) Meetings by Gender Identity	40
Figure 32	Number of School Staff Supportive of LGBT Students	42



PREFACE

Societal norms of gender expression—masculinity or femininity—pervade American culture, on television, in advertising, at sporting events and in school hallways nationwide. Children hear words like “sissy” or “tomboy” or expressions like “you throw like a girl” from their first days on the playground. Name-calling and bullying based on gender expression are among the first forms of harassment that young people learn and experience. And as transgender and gender non-conforming students enter middle and high school, they can face far harsher realities than name-calling, including harassment and physical violence. *Harsh Realities: The Experiences of Transgender Youth in Our Nation’s Schools* provides an in-depth account of the experiences of transgender students.

Over the past decade, GLSEN has documented the experiences of lesbian, gay, bisexual and transgender (LGBT) students with the biennial National School Climate Survey (NSCS). These reports repeatedly underscore the fact that LGBT students face high-levels of victimization based on both sexual orientation and gender expression, providing an overview of school climate for the LGBT student population in general. GLSEN’s Research Department has also undertaken in-depth examinations of the school experiences of specific segments of the LGBT student community. *Harsh Realities* is the newest addition to this important body of research, and is our first report focused on the school experiences of transgender students. This study illuminates the unique challenges faced by transgender students, who often challenge societal norms of gender and can face additional unique obstacles in school.

Transgender students face much higher levels of harassment and violence than LGB students. And these high levels of victimization result in these students missing more school, receiving lower grades and feeling isolated and not part of the school community. The report also reveals that many of these students lack the school supports and resources that have been shown to improve school climate for LGBT students. Most of these students, for example, do not have access to a Gay-Straight Alliance in school and most reported not having a school or district anti-bullying or anti-harassment policy that specifically includes protections based on sexual orientation and gender identity/ expression.

Amidst this dispiriting information, however, there are some encouraging findings. In the face of such hostile climates, transgender students can be resilient, as they more often talk to teachers about LGBT issues and raise these issues in their classes than their non-transgender LGB peers. Educators need to listen to and support these students when they speak up.

Harsh Realities truly demonstrates the urgent need for educators, policymakers and all who care about safe schools to address the disproportionate victimization of transgender students in school and to improve the knowledge and understanding of all members of the school community about issues related to gender and gender expression. This report also highlights the continued need for focused research so that all of us committed to creating safer schools for all students can more clearly understand the realities for specific student populations. Such understanding is critical as we work toward the development and implementation of effective policies, programs and resources.

A handwritten signature in black ink, appearing to read 'Eliza Byard'.

Eliza Byard, PhD
Executive Director
GLSEN



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EXECUTIVE SUMMARY

GLSEN (the Gay, Lesbian and Straight Education Network) envisions a world where schools are safe places for all students, regardless of their sexual orientation, gender identity, or gender expression. Yet lesbian, gay, bisexual, and transgender (LGBT) youth may face particularly hostile school climates, as they often report experiencing harassment, discrimination, and other negative experiences in school. LGBT youth, regardless of their gender identity, often face victimization and stigmatization based on both sexual orientation and gender expression. However, our findings from the biennial National School Climate Surveys indicate that transgender youth are harassed and assaulted at higher levels than their non-transgender peers. In addition, transgender students may also face other unique challenges at school, such as difficulty accessing gender-segregated areas, including bathrooms and locker rooms. Thus, in order to ensure schools are safe environments for all students, it is important to understand the specific experiences of transgender youth in school.

Our *2007 National School Climate Survey* report provided information about transgender students' experiences of in-school victimization. The purpose of this report is to expand upon these findings by providing a broader picture of transgender students' school experiences nationwide, both in comparison to and independent of their non-transgender lesbian, gay, and bisexual (LGB) peers. In this report we examine transgender students' experiences with regard to indicators of negative school climate, such as biased language, experiences of harassment and assault, and the impact of victimization on educational outcomes. Lastly, we explore transgender

students' engagement in their school community and access to institutional resources.

Methods

Data used in this report come from GLSEN's fifth National School Climate Survey, which was conducted during the 2006–2007 school year. Two methods were used in order to locate participants in an effort to obtain a representative sample of LGBT youth: outreach through community-based groups serving LGBT youth and outreach via the Internet, including targeted advertising on the social networking site MySpace.

When examining differences between transgender students and non-transgender students, we used the full sample of 6,209 LGBT students. However, by and large, this report examines the specific experiences of the 295 students in the survey who identified as transgender. These transgender students were between 13 and 20 years of age, and the majority of the sample was White (64%), and identified as gay or lesbian (54%).

Key Findings

Biased Language

Most transgender youth attended schools with hostile school climates. Similar to their non-transgender LGB peers, transgender students reported frequently hearing homophobic language and negative remarks about gender expression from other students. Although it was not frequent, some students reported hearing these types of remarks from school personnel.

- 90% of transgender students heard derogatory remarks, such as “dyke” or “faggot,” sometimes, often, or frequently in school.
- 90% of transgender students heard negative remarks about someone’s gender expression sometimes, often, or frequently in school. Remarks about students not acting “masculine” enough were more common than remarks about students not acting “feminine” enough (82% vs. 77% hearing remarks sometimes, often, or frequently).
- A third of transgender students heard school staff make homophobic (32%) remarks, sexist (39%) remarks, and negative comments about someone’s gender expression (39%) sometimes, often, or frequently in the past year.

Transgender students also reported little intervention on the part of school personnel when such language was used. Less than a fifth of transgender students said that school staff intervened most of the time or always when hearing homophobic remarks (16%) or negative remarks about someone’s gender expression (11%).

School Safety and Experiences of Harassment and Assault

Many transgender students were made to feel unsafe in school because of some personal characteristic, most notably their gender expression and sexual orientation. Two-thirds of transgender students felt unsafe in school because of their sexual orientation (69%) and how they expressed their gender (65%). Transgender students were more likely to feel unsafe in school because of a personal characteristic than were non-transgender students (82% of transgender students compared to 67% of female students, 68% of male students, and 73% of students with other gender identities).

Transgender students experienced high levels of in-school victimization. The majority of students had been verbally harassed in school in the past year because of their sexual orientation and gender expression, and many had also experienced physical violence.

- Almost all transgender students had been verbally harassed (e.g., called names or threatened) in the past year at school because of their sexual orientation (89%) and their gender expression (87%).
- Over half of all transgender students had been physically harassed (e.g., pushed or shoved) in school in the past year because of their sexual orientation (55%) and their gender expression (53%).
- Many transgender students had been physically assaulted (e.g., punched, kicked, or injured with a weapon) in school in the past year because of their sexual orientation (28%) and their gender expression (26%).
- Although LGBT students overall reported high levels of harassment and assault in school, transgender students experienced even higher levels than non-transgender students.

Similar to their non-transgender peers, most (54%) transgender students who were victimized in school did not report the events to school authorities. Unfortunately, among those who did report incidents to school personnel, few students (33%) believed that staff addressed the situation effectively.

Impact of Victimization on Educational Outcomes

A hostile school climate can have very negative repercussions on transgender students' ability to succeed in school – a high incidence of harassment was related to increased absenteeism, decreased educational aspirations, and lower academic performance. Transgender students fared worse on these educational outcomes than non-transgender lesbian, gay, and bisexual students, perhaps because of their increased levels of in-school victimization.

- Almost half of all transgender students reported skipping a class at least once in the past month (47%) and missing at least one day of school in the past month (46%) because they felt unsafe or uncomfortable.

- Transgender students experiencing high levels of harassment were more likely than other transgender students to miss school for safety reasons (verbal harassment based on sexual orientation: 64% vs. 25%; gender expression: 56% vs. 32%; gender: 68% vs. 38%).
- Transgender students were more likely to miss school due to safety concerns than non-transgender students (46% of transgender students compared to 34% of female students, 27% of male students, and 40% of students with other gender identities).
- Transgender students who experienced high levels of harassment had significantly lower grade point averages than those who experienced lower levels of harassment (verbal harassment based on sexual orientation: 2.2. vs. 3.0; gender expression: 2.3 vs. 2.8; gender: 2.2 vs. 2.7).
- Transgender students experiencing high levels of harassment were more likely to report that they were not planning on going to college than those experiencing lower levels of harassment (verbal harassment based on sexual orientation: 42% vs. 30%; gender expression: 40% vs. 30%; gender: 49% vs. 32%).
- Transgender students had lower educational aspirations than male students and reported lower GPAs than male students and marginally lower GPAs than female students.

Engagement with the School Community

Given transgender students experienced high levels of harassment and assault, it is not surprising that they were less likely to feel a part of their school community than their non-transgender peers – transgender students reported lower feelings of school belonging than lesbian, gay, and bisexual non-transgender students. However, the more transgender students were able to fully participate in their school community – by being open about their sexual orientation and/or gender identity and by being able to discuss LGBT issues at school – the greater their sense of belonging to their school community was.

- Transgender students who were out to most or all other students and school staff reported a greater sense of belonging to their school community than those who were not out or only out to a few other students or staff. The majority (66%) of transgender students were out to most or all of their peers, yet less than half (45%) were out to most or all of the school staff.
- The more transgender students discussed LGBT issues in school, the more likely they were to feel like a part of their school community. Most transgender students had talked with a teacher (66%) or a school-based mental health professional (51%) at least once in the past year about LGBT-related issues. Transgender students were also more likely than non-transgender students to talk with school staff about these issues.

In-School Resources and Supports

In addition to experiencing high levels of in-school victimization, many transgender students lacked the institutional supports that may lessen the negative effects of victimization. Although most transgender students (83%) could identify at least one supportive educator, only a third (36%) could identify many supportive staff. Furthermore, like their non-transgender peers, the majority lacked access to other supportive resources, such as Gay Straight-Alliances, inclusive curricula, and comprehensive anti-harassment policies.

- Less than half (44%) of transgender students reported that they had a student club that address LGBT student issues, i.e., a Gay Straight-Alliance (GSA), in their school. Although transgender students were not more likely to report having a GSA in their school, they did report attending GSA meetings more frequently than non-transgender LGB students.
- Less than half (46%) of transgender students reported that they could find information about LGBT people, history, or events in their school library and only a third (31%) were able to access this information using the school Internet.
- Less than a fifth of transgender students (16%) reported that LGBT-related topics were included in their textbooks or other assigned readings, and only a tenth (11%) were exposed to an inclusive curriculum that included positive representations of LGBT people, history, or events in their classes.
- Only half (54%) of transgender students reported that their school had an anti-harassment policy, and only 24% said that the school policy included specific protections based on sexual orientation, gender identity, or gender expression.

Conclusions and Recommendations

Findings from this report demonstrate that transgender students often face extremely hostile school environments. Similar to non-transgender lesbian, gay, and bisexual students, most transgender students hear biased language, feel unsafe in school, are regularly harassed, and lack LGBT-related resources and supports. Furthermore, compared to their non-transgender peers, transgender students consistently reported higher levels of harassment and assault, were less likely to feel like a part of their school community, and had poorer educational outcomes. Transgender students were also more likely to be involved with LGBT-related issues in their schools, perhaps because they are faced with unique challenges in school, such as accessing gender-segregated facilities and being addressed by their preferred names and pronouns.

Educators, policymakers, and safe school advocates must continue to seek to understand the specific experiences of transgender students, and implement measures to ensure that schools are safe and inclusive environments for all LGBT youth. Given the potential

positive impact of supportive educators, student clubs, curricular resources, and comprehensive anti-harassment policies on the school experiences of LGBT students, it is imperative that schools work to provide these resources to students. Along with providing access to LGBT-related resources, it is important for educators, advocates, and policymakers to recognize how the needs of transgender youth may both be similar to and different from the needs of their non-transgender peers. Schools should explicitly address issues and experiences specific to transgender students.

Practices and policies that are sensitive to the experiences of transgender students would not only serve to improve the school experiences of those students, but can also send an important message to all members of a school community that individuals will not be limited nor defined merely by their gender. Taken together, these recommended measures can move us towards a future in which every child learns to respect and accept all people, regardless of sexual orientation, gender identity, or gender expression.



INTRODUCTION

GLSEN (the Gay, Lesbian, and Straight Education Network) envisions a world where schools are safe places for all students, regardless of their sexual orientation, gender identity, or gender expression. Yet lesbian, gay, bisexual, and transgender¹ (LGBT) youth may face particularly hostile school climates, as they often report experiencing harassment, discrimination, and other negative experiences in school, often specifically related to their sexual orientation, gender identity, and how they express their gender. Such experiences include high levels of verbal and physical harassment and assault, social exclusion and isolation, and other interpersonal problems with peers.²

The population of LGBT youth includes both those whose sexual orientation (i.e., lesbian, gay, and bisexual youth) or gender identity (transgender youth) are considered non-normative by societal standards. Although sexual orientation and gender identity are distinct concepts, both are affected by societal expectations regarding gender. For example, a child who is assigned the gender of male at birth is traditionally expected to identify as male throughout his life, be romantically and sexually involved with females, and express himself in ways compatible with standard gender norms (e.g., expressing an interest in sports or not wearing make-up). LGBT youth, regardless of their gender identity, often face victimization and stigmatization based on both sexual orientation and gender expression. However, transgender youth may face additional, unique challenges at school, such as difficulty accessing gender-segregated areas including bathrooms and locker rooms, and the refusal of both educators and other students to address them by their preferred names and

pronouns. Thus, in order to ensure schools are safe environments for all students, including those whose gender identity might challenge traditional ideas about gender, it is important to understand the specific experiences of transgender youth in school.

Although research regarding the educational experiences of LGBT youth has increased over the last two decades, the specific experiences and needs of transgender students remain largely unexplored by the literature. The small body of existing research on the school experiences of transgender youth demonstrates that schools are not safe places for these students. Several qualitative studies have found that transgender students often face pervasive harassment and assault because of their gender identity, gender expression, and their actual or perceived sexual orientation, and are often subjected to intense scrutiny and judgment by their teachers and peers.³ Furthermore, school policies and practices that enforce gender segregation, such as school bathrooms, locker rooms, security procedures, dress codes, and classroom procedures (i.e., sorting students into groups by gender) can also pose challenges for transgender students,⁴ either because they do not identify as either male or female or because other members of the school community do not accept them as the gender with which they identify. Not surprisingly, research indicates that this hostile school climate may also have negative effects on transgender youth's educational outcomes, including skipping school and eventually dropping out of school altogether.⁵

These in-depth qualitative research studies provide important insights into the experiences of transgender youth in specific contexts. However, to date, GLSEN's biennial National School Climate Survey is the only large-scale research study examining the specific school experiences of transgender youth nationwide. Since 1999, the National School Climate Survey has examined the experiences of LGBT secondary school students in U.S. schools and provided specific information about in-school victimization faced by the transgender youth who participated in the survey. We have included the findings from the *2007 National School Climate Survey*⁶ about transgender students' experiences of victimization in this report. However, it is important to examine the wide array of transgender youth's experiences in greater detail, including, but not limited to, their experiences of victimization. In this report, we provide a broader picture of transgender students' school experiences nationwide, both in comparison to and independent of their non-transgender lesbian, gay, and bisexual (LGB) peers. We examine transgender students' experiences with regard to indicators of negative school climate, including: exposure to biased language in school, sense of safety and absenteeism related to safety concerns, experiences of harassment and assault, and the impact of victimization on academic performance and future educational aspirations. In addition, we explore transgender students' access to institutional resources, such as supportive educators, Gay-Straight Alliances, LGBT-inclusive curriculum, and

comprehensive anti-harassment policies. Further, we examine the degree to which transgender students are engaged in their schools, through their interactions with educators and their sense of belonging to their school community.

Notes

- 1 The term “transgender” refers broadly to people whose gender identity may not be consistent with the gender they were assigned at birth, including individuals whose gender identity may not conform to the binary gender system (e.g., a person who identifies as neither male nor female). Transgender may also be used as an umbrella term for all those whose gender expression is considered inconsistent with their birth assigned gender or sex (i.e. those who do not conform to “traditional” notions of “appropriate” gender expression).
- 2 Bochenek, M. & Brown, A. W. (2001). *Hatred in the Hallways: Violence and Discrimination Against Lesbian, Gay, Bisexual, and Transgender Students in U.S. Schools*. New York: Human Rights Watch.

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Wyss S. (2004). ‘This was my hell’: the violence experienced by gender non-conforming youth in US high schools. *International Journal of Qualitative Studies in Education*. 17(5), 709-730.
- 4 Sausa (2005). See Note 3 for full citation.

Grossman & D’Augelli (2006). See Note 3 for full citation.
- 5 Grossman & D’Augelli (2006). See Note 3 for full citation.

Gutierrez (2003). See Note 3 for full citation.

Sausa (2005). See Note 3 for full citation.

Wyss (2004). See Note 3 for full citation.
- 6 Kosciw, J. G., Diaz, E. M., & Greytak, E. A. (2008). *2007 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual, and Transgender Youth in our Nation’s Schools*. New York: GLSEN. To download a free copy of the report, visit www.glsen.org/research.



METHODS

GLSEN's National School Climate Survey is a biennial survey of U.S. secondary school students who identify as lesbian, gay, bisexual, and/or transgender. Data used in this report come from the fifth installment of the survey, which was conducted during the 2006–2007 school year. Two methods were used in order to locate participants and obtain a more representative sample of LGBT youth. First, participants were obtained through community-based groups or service organizations serving LGBT youth. Fifty groups/organizations were randomly selected to participate from a list of over 300 groups nationwide. Of these 50 groups, 38 were able to have youth complete the survey and a total of 288 surveys were obtained through this method. Our second method was to make the National School Climate Survey available online through GLSEN's website. Notices about the survey were posted on LGBT-youth oriented listservs and websites. Notices were also emailed to GLSEN chapters and to youth advocacy organizations, such as Advocates for Youth and Youth Guardian Services. To ensure representation of transgender youth and youth of color, special efforts were made to notify groups and organizations that work predominantly with these populations. We also conducted targeted advertising on the social networking site MySpace. Notices about the survey were shown to MySpace users who were between 13 and 18 years old and who indicated on their user profile that they were gay, lesbian, or bisexual (MySpace does not provide a way to send targeted advertisements to users who identify as transgender). A total of 5,921 surveys were completed online. Data collection occurred from April to August 2007.

The full sample consisted of a total of 6,209 lesbian, gay, bisexual, and transgender students, from all 50 states and the District of Columbia. In order to assess gender identity, students were provided the following list of terms and asked to select all the terms that applied to them: male, female, transgender, transgender male-to-female, and transgender female-to-male. Students were also given the opportunity to write in how they described their gender. For the purposes of this study, students were considered to be transgender if they chose any of the transgender terms, or wrote in that they identified as transgender. A total of 295 transgender students participated in the survey.

Transgender students in the survey were from 47 states and the District of Columbia, and were between 13 and 20 years of age. Table 1 presents the sample's demographics. The category "transgender" encompasses a wide range of identities, and transgender students in our survey identified in a variety of ways, including but not limited to, male-to-female, female-to-male, and solely as transgender. Some students, who when asked about their gender identity, selected both male and transgender or selected both female and transgender (although not male-to-female or female-to-male). Other students in our sample identified as both male and female or both male-to-female and female-to male and were categorized as "multigender" for the purposes of this study.

About two-thirds of the sample (64%) was White and over half identified as gay or lesbian (53%). Students were in grades 6 to 12, with the largest numbers being in 10th or 11th grade. Table 2 shows the characteristics of the schools attended by transgender students in our survey. The majority of students (93%) attended public schools, and students were most likely to attend schools in urban areas (40%) and in districts with low levels of poverty (73%).

Although this report focuses on transgender students' specific experiences in school, we also examined how their experiences may have differed from the experiences of the non-transgender students in the National School Climate Survey, i.e., LGB male and female students and LGB students who selected "other" as their gender identity.⁷ Throughout this report, we discuss our findings regarding potential differences between transgender students and other students from the survey. In addition to examining differences between transgender students and non-transgender LGB students, we thought it was important to look at how transgender students' experiences may differ by the specific ways in which they identify. We found no differences in transgender students' experiences based on the way they specifically identified their gender (male-to-female transgender, female-to-male transgender, transgender only) and thus discuss the experiences of transgender youth as a whole group throughout this report.⁸

Table 1. Demographics of Transgender Survey Respondents (n=295)

Gender Identity			Sexual Orientation		
Transgender ^a	6%	n=19	Gay or Lesbian	53%	n=157
Transgender Female-to-Male	56%	n=164	Bisexual	32%	n=93
Transgender Male-to-Female	14%	n=41	Straight/Heterosexual	3%	n=10
Transgender and Female	10%	n=28	Other sexual orientation	12%	n=34
Transgender and Male	2%	n=7	(e.g., queer, questioning, pansexual)		
Multigender ^b	9%	n=55			
Race and Ethnicity			Grade		
White	64%	n=185	6th	0%	n=1
African American or Black	4%	n=12	7th	7%	n=19
Hispanic or Latino/a	13%	n=38	8th	11%	n=31
Asian or Pacific Islander	7%	n=19	9th	20%	n=57
Native American, American Indian or Alaska Native	7%	n=21	10th	22%	n=65
Multiracial	5%	n=13	11th	21%	n=60
			12th	20%	n=58
Average Age =15.9 years					

^a Refers to students who identified as “transgender” but not did not identify as male, female, male-to-female, or female-to-male.

^b “Multigender” refers to transgender students who identified as male and female or male-to-female and female-to-male.

Table 2. School Characteristics of Transgender Survey Respondents (n=295)

Grade Levels			School Type		
K through 12 School	3%	n=9	Public School	93%	n=275
Lower School	2%	n=7	Charter	3%	n=7
Middle School	12%	n=36	Magnet	7%	n=20
Upper School	8%	n=24	Religious-affiliated	4%	n=11
High School	74%	n=219	Other independent or private school	3%	n=9
Community Types			District-Level Poverty^a		
Urban	40%	n=115	Very High (>75%)	4%	n=12
Suburban	37%	n=106	Somewhat High (51–75%)	22%	n=61
Small town/Rural	23%	n=66	Somewhat Low (26–50%)	46%	n=127
			Very Low (≤25%)	27%	n=74
Region			^a Based on data from the National Center for Education Statistics regarding the percentage of students eligible for free or reduced lunch.		
Northeast	23%	n=68			
South	26%	n=78			
Midwest	21%	n=62			
West	30%	n=87			

Notes

- 7 There were significant differences between transgender students and non-transgender students in how they identified their sexual orientation. Compared to non-transgender students, transgender students were less likely to identify as bisexual and more likely to identify as something other than gay, lesbian, or bisexual (e.g., straight/heterosexual, pansexual). In the 2007 *National School Climate Survey*, we found differences in students' experiences based on sexual orientation; thus, we control for sexual orientation when testing differences across gender identity throughout this report.
- 8 For students who selected "male" or "female" in addition to "transgender," we could not discern whether also selecting "male" or "female" indicated the gender they were assigned at birth or the gender with which they currently identify. Thus, these students were not included in the analyses of differences within the group of transgender students. Students categorized as "multigender" were also not included in these analyses, as "multigender" was an umbrella term for a variety of ways of identifying that may or may not share any inherent meaning.



RESULTS

Biased Language in School

Keeping classrooms and hallways free of homophobic, sexist, and other types of biased language is one aspect of creating a safe school climate for students. The *2007 National School Climate Survey*, similar to our previous surveys, asked students about the frequency of hearing homophobic remarks (such as “faggot” and “dyke”), racist remarks (such as “nigger” or “spic”) and sexist remarks (such as someone being called a “bitch” in a derogatory way or comments about girls being inferior to boys) while at school. Students were also asked about the frequency of hearing negative remarks about the way in which someone expressed their gender at school (such as a student being told that she does not act “feminine enough”). Students were also asked about the frequency of hearing biased remarks from school staff. In addition to being asked about the frequency of hearing remarks from other students and from school staff, students were asked whether anyone intervened when hearing this type of language used in school.

Although we would not necessarily expect transgender students to hear biased remarks in school any more or less often than other students in the *2007 National School Climate Survey*, we believe it is important to demonstrate how often transgender students were exposed to biased language. Similar to results from the national survey of the general LGBT student population, we found that transgender students often heard biased language in school, especially homophobic remarks, sexist remarks, and negative

remarks about students' gender expression, and that there was little intervention with such language on the part of school staff.

Students' Reports of Hearing Biased Remarks in School

Homophobic remarks were commonly heard in school by transgender students. As shown in Figure 1, 90% of students reported hearing derogatory remarks, such as “dyke” or “faggot,” sometimes, often, or frequently in school. Hearing expressions using “gay” in a negative way, such as “that’s so gay,” was also quite prevalent, with 97% of students hearing them sometimes, often, or frequently at school. These expressions are often used to mean that something or someone is worthless or boring and, thus, may be dismissed as innocuous in comparison to overtly derogatory remarks such as “faggot.” However, most transgender students did not view these expressions as innocuous — 85% reported that hearing “gay” used in a negative manner at school caused them to feel bothered or distressed to some degree.

Negative remarks about the way in which someone expressed their gender (i.e., not acting “masculine” or “feminine” enough) were pervasive, with nine out of ten (90%) transgender students hearing negative remarks about someone’s gender expression sometimes, often, or frequently in school (see Figure 1). Remarks about students not acting “masculine” enough were more common than remarks about students not acting “feminine” enough (82% vs. 77% hearing remarks sometimes, often, or frequently).⁹

Sexist remarks were also very commonly heard by transgender students, with almost all (95%) students reporting that they heard sexist language in school sometimes, often, or frequently (see Figure 1). Although less commonly reported than other types of biased remarks, just over two-thirds (67%) of transgender students reported hearing racist remarks sometimes, often, or frequently in school (see also Figure 1).

Students not only heard biased language from other students, but from school personnel as well. About a third of transgender students reported that they heard school staff make homophobic (32%) and sexist remarks (39%), and negative comments about someone’s gender expression (39%) sometimes, often, or frequently in the past year (see Figure 1). Although less frequently reported than other types of remarks, one in ten (10%) students reported that they had heard school staff make racist remarks at least some of the time at school (see also Figure 1).

Intervention with Biased Language by School Staff and Students

In addition to how often students hear biased remarks in school, the degree to which school staff address the use of such language when used in their presence is another indicator of overall school climate. By intervening when hearing biased remarks, school staff may send the message that such language is unacceptable and will not be tolerated in school. Conversely, staff's failure to intervene with biased remarks may send a message that such language is not only tolerated in school, but acceptable to use. Therefore, we asked students in our survey how often teachers or other school staff intervened in some way when biased remarks were made in their presence.

Biased language use by students remained largely unchallenged by school personnel. As shown in Figure 2, less than a fifth of students said that school personnel intervened most of the time or always when hearing homophobic remarks (16%) or negative remarks about someone's gender expression (11%). In contrast, students were more likely to report that staff intervened when hearing sexist or racist remarks,¹⁰ with a third (33%) reporting that staff intervened most of the time or always when hearing sexist remarks and just over half (54%) reporting this level of intervention with racist remarks (see also Figure 2).

One would expect teachers and school staff to bear the responsibility for addressing problems of biased language in school as they are the authorities charged with ensuring that schools are safe for all students. However, students may at times intervene when hearing biased language as well, and such interventions may be another indicator of school climate. As shown in Figure 2, few transgender students reported that their classmates intervened when hearing biased remarks in school. About one-tenth reported that other students intervened most of the time or always when hearing homophobic remarks (9%) or negative comments about someone's gender expression (10%). Although the percentage of student intervention with sexist and racist remarks was greater,¹¹ only a quarter of students said that their peers intervened most of the time or always when sexist (24%) or racist (24%) language was used.

Figure 1. Hearing Biased Remarks in School
(percentage hearing remarks "sometimes," "often," or "frequently")

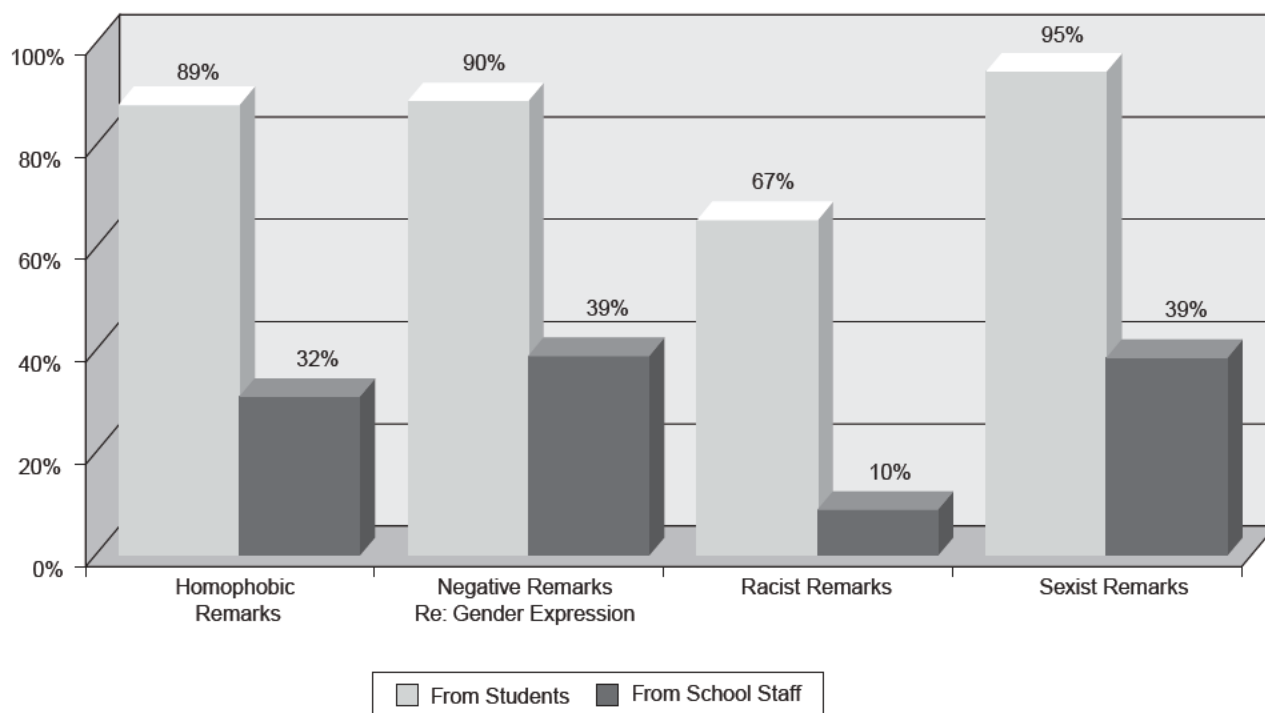
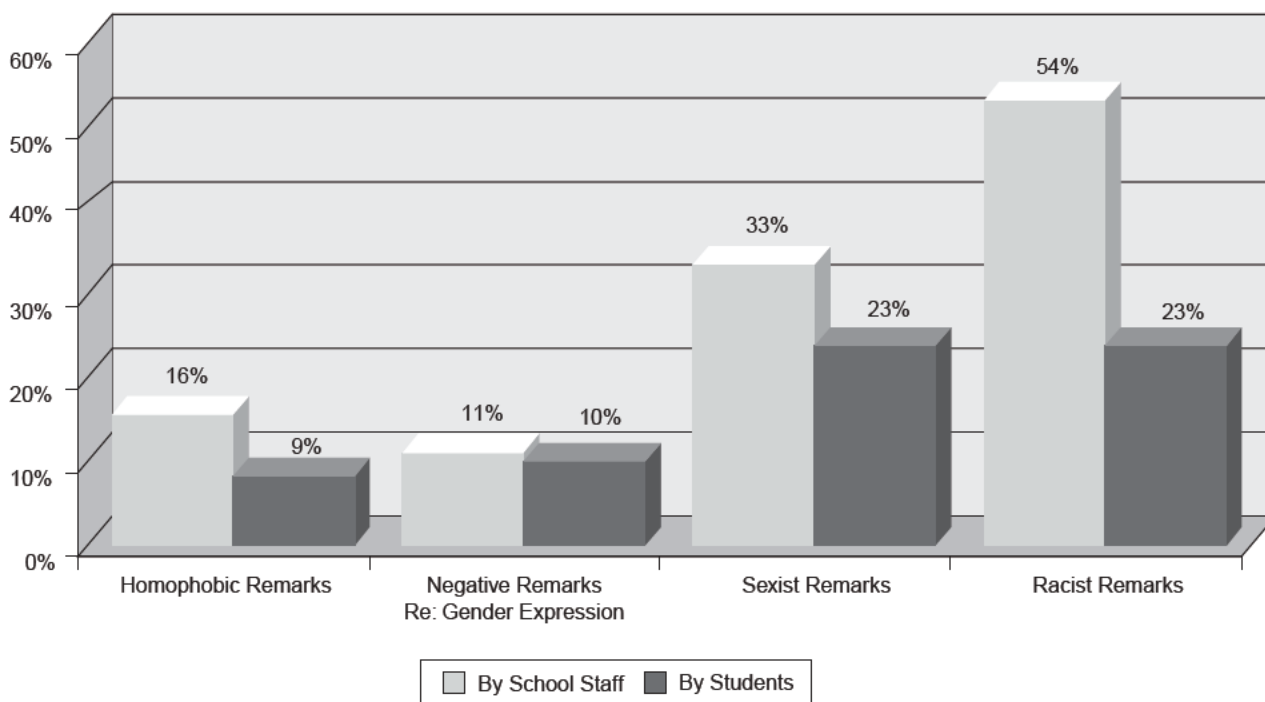


Figure 2. Intervention When Biased Remarks Were Made in School
(percentage reporting that students or staff intervened "most of the time" or "always")



Notes

- 9 Mean differences in the frequencies between types of biased remarks based on gender expression were examined using paired t-tests and percentages are shown for illustrative purposes. The effect was significant, $t(294)=2.70$, $p<.001$.
- 10 Mean differences in the frequencies of school staff intervention across types of remarks were examined using repeated measures multiple analysis of variance (MANOVA) and percentages are shown for illustrative purposes. The multivariate effect was significant, Pillai's Trace=.48, $F(3, 165)=49.76$, $p<.001$. Univariate effects were considered at $p<.01$.
- 11 Mean differences in the frequencies of student intervention across types of remarks were examined using repeated measures multiple analysis of variance (MANOVA) and percentages are shown for illustrative purposes. The multivariate effect was significant, Pillai's Trace=.17, $F(3, 260)=17.60$, $p<.001$. Univariate effects were considered at $p<.01$.

Overall Safety in School

In order to assess overall feelings of safety in school, students in our survey were asked if they felt unsafe in school because of certain personal characteristics: sexual orientation, gender, gender expression, and actual or perceived race/ethnicity, disability, or religion. In the *2007 National School Climate Survey*, LGBT students reported feeling unsafe because of a variety of characteristics, most commonly their sexual orientation and gender expression. Similarly, we found that a majority of transgender students reported feeling unsafe because of at least one of these characteristics, and in fact, transgender students were more likely to feel unsafe than LGB students who were not transgender.¹² For example, as illustrated in Figure 3, 82% of transgender students felt unsafe at school because of one of the personal characteristics, compared to two-thirds (67%) of female students.

As shown in Figure 4, about two-thirds (65%) of transgender students felt unsafe because of how they expressed their gender (i.e., a student who does not express themselves in a way considered to be appropriately “masculine” or “feminine” according to traditional societal norms). More than two-thirds of transgender students felt unsafe because of their sexual orientation (69%), and more than a third (36%) felt unsafe because of their gender (see also Figure 4). Furthermore, a quarter (25%) felt unsafe because of their actual or perceived religion, and less than a fifth felt unsafe because of their actual or perceived race or ethnicity (15%), or because of an actual or perceived disability (9%).

Transgender students often felt unsafe because of multiple characteristics, illustrating the ways in which multiple dimensions of identity may intersect to shape students’ experiences. As shown in Table 3, a closer look at the three most common reasons transgender students often felt unsafe at school – sexual orientation, gender expression, and gender – revealed that students most commonly felt unsafe because of all three characteristics (27%) or because of both their sexual orientation and gender expression (29%). Fewer students (16%) felt unsafe because of only one of these characteristics (see also Table 3).

Feeling unsafe or uncomfortable in school can negatively affect students’ academic success, particularly if it results in avoiding classes or missing days of school. Thus, we asked students how many times they had missed classes or an entire day of school in the past month because they felt uncomfortable or unsafe in school. As shown in Figure 5, almost half of all transgender students reported skipping a class at least once in the past month (47%) and missing at least one day of school in the past month (46%) because they felt unsafe or uncomfortable. Given that transgender students were more likely to feel unsafe at school, it is not surprising that they were also more likely to miss school due to safety concerns than non-transgender students.¹³ For example, 46% of transgender students had missed at least one entire day of school for this reason, compared to 27% of male students (see Figure 6).

Figure 3. Feeling Unsafe at School by Gender Identity

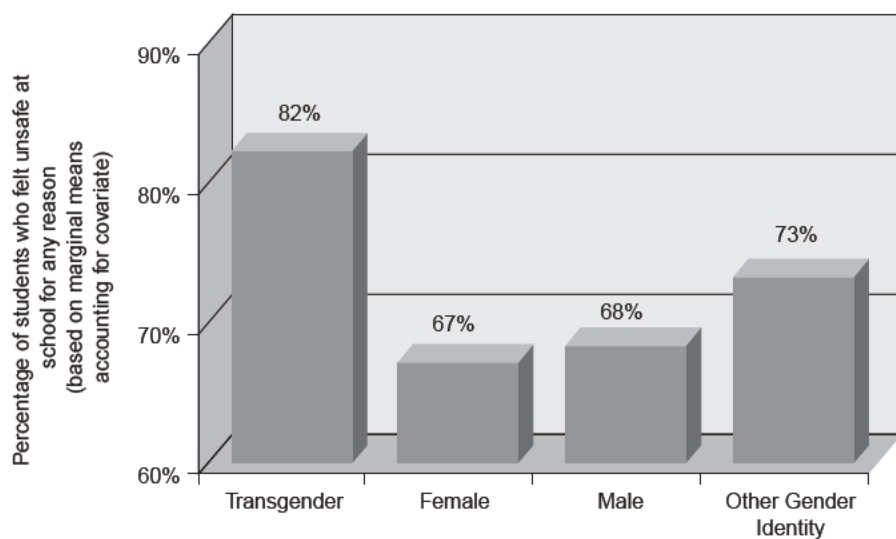


Figure 4. Percentage of Transgender Students Who Felt Unsafe at School

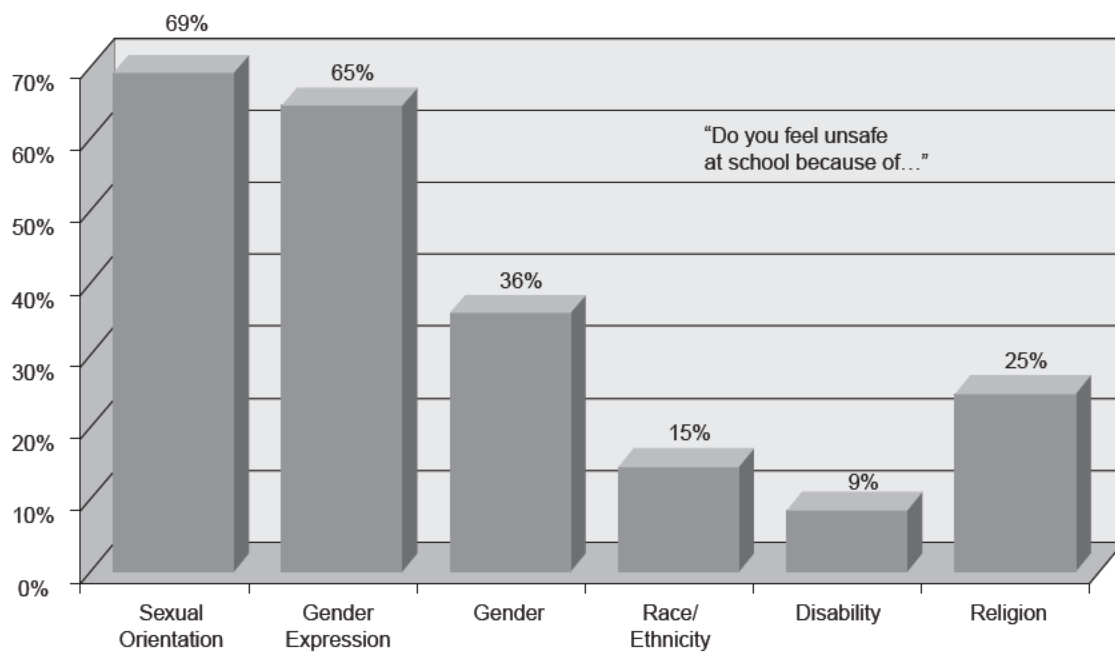


Table 3. Feeling Unsafe at School Based on Sexual Orientation, Gender Expression, and/or Gender

All Three (Sexual Orientation, Gender Expression, & Gender)	27%	n=79	Sexual Orientation Only	9%	n=27
Sexual Orientation & Gender Expression	29%	n=85	Gender Expression Only	6%	n=17
Sexual Orientation & Gender	4%	n=13	Gender Only	1%	n=3
Gender & Gender Expression	4%	n=11	None	20%	n=60

Figure 5. Frequency of Missing School and Classes in Past Month Because of Feeling Unsafe or Uncomfortable

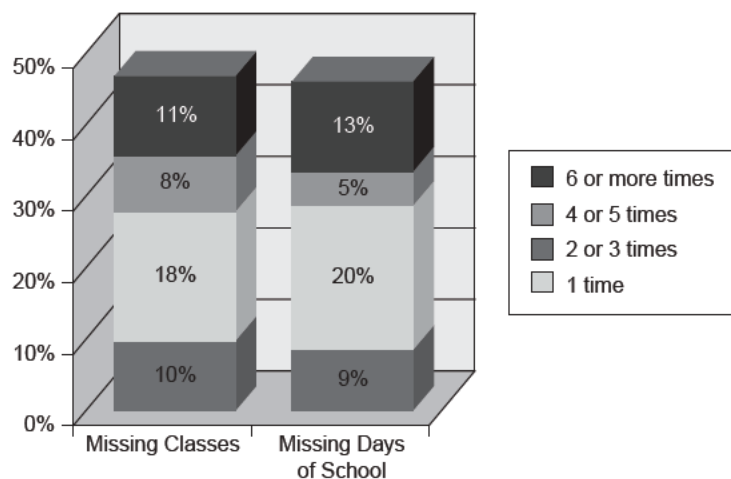
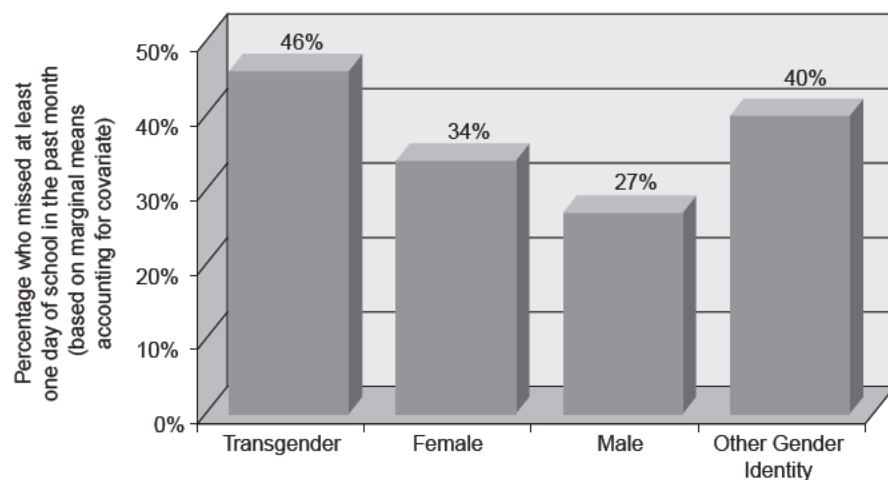


Figure 6. Missing School Because of Safety Concerns by Gender Identity



Notes

- 12 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with feeling unsafe at school for any reason as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. When examining potential differences across gender identity, we used the more restrictive $p > .01$ in determinations of statistical significance for our analyses because of the large sample size ($n=6184$). The main effect of gender identity was significant: $F(3, 6165)=10.84, p < .001$.
- 13 To test differences across gender identity, a multiple analysis of covariance (MANCOVA) was conducted with missing school because feel unsafe or uncomfortable and skipping class because feel unsafe or uncomfortable as the dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. Percentages are shown for illustrative purposes. The multivariate effect was significant: Pillai's Trace=.01, $F(6, 12284)=11.18, p < .001$. Univariate effects were considered significant at $p < .01$ and marginally significant at $p < .05$.

Experiences of Harassment and Assault in School

Given that the majority of transgender students felt unsafe in school, it was important to document their experiences related to in-school harassment and assault. We asked students how often (“never,” “rarely,” “sometimes,” “often,” or “frequently”) they had been verbally harassed, physically harassed, or physically assaulted during the past school year because of their sexual orientation, gender, gender expression, or actual or perceived race or ethnicity, disability, or religion.

Verbal Harassment

As we had found in the full sample of LGBT students, students’ sexual orientation and gender expression were the most commonly targeted characteristics with regard to verbal harassment (e.g., being called names or threatened) in school.¹⁴ About nine in ten transgender students reported being verbally harassed at school because of their gender expression (87%) and their sexual orientation (89%), and over half experienced this form of harassment often or frequently (see Figure 7). The next most frequent type of verbal harassment for transgender students was related to gender, with 72% reporting any occurrence in the past year and a quarter (25%) reporting it occurred often or frequently. In addition, as shown in Figure 7, nearly half of transgender students reported having ever been verbally harassed in the past year because of their actual or perceived race/ethnicity (44%) or religion (48%) and fewer reported being harassed because of an actual or perceived disability (28%).

Physical Harassment

Similar to the reported experiences of verbal harassment, physical harassment (e.g., being pushed or shoved) was most commonly related to transgender students’ sexual orientation or how they expressed their gender.¹⁵ As illustrated in Figure 8, over half had been physically harassed in school in the past year because of their sexual orientation (55%) or their gender expression (53%). Furthermore, over a quarter had experienced this type of victimization often or frequently (sexual orientation: 29%, gender expression: 27%). Nearly half (42%) of transgender students had been physically harassed in the past school year because of their gender, with 17% experiencing this type of harassment often or frequently. Fewer students had experienced physical harassment in the past year because of their actual or perceived religion (24%), race/ethnicity (21%), or disability (15%).

Physical Assault

Students were also asked whether they had been physically assaulted (e.g., being punched, kicked, or injured with a weapon) while in school. Given the more severe nature of physical assault, it is not surprising that students were less likely to report this type of victimization than to report verbal or physical harassment. Nonetheless, almost half (44%) of all transgender students reported that they had been physically

assaulted at some point at school in the past year. As shown in Figure 9, sexual orientation and gender expression were, again, the most commonly targeted characteristics — 28% of students reported that they had ever been physically assaulted at school in the past year because of their sexual orientation and 26% because of how they expressed their gender.¹⁶ The next most prevalent type of assault was because of their gender, with more than a tenth (16%) of transgender students reporting that they had ever been physically assaulted for this reason. Fewer students reported physical assault based on their actual or perceived religion (11%), race/ethnicity (7%), or disability (4%).

Overall, transgender students experienced higher levels of harassment and assault than other students in the *2007 National School Climate Survey* sample. As shown in Figure 10, transgender students had the highest average levels of victimization when compared to non-transgender LGB students.¹⁷ The differences between transgender students and other students in the survey were most pronounced for victimization based on gender and gender expression, followed by sexual orientation. Nevertheless, transgender students were also higher on levels of victimization based on race/ethnicity, disability, and religion. Given that gender, gender expression, and sexual orientation are linked, it is perhaps not surprising that transgender students experienced higher levels of victimization based on these three characteristics. However, it is unclear why transgender students would also have had higher levels of victimization based on the other characteristics. It is possible that because transgender students may be more frequently targeted because of their gender or gender expression, they then are more likely to become targets for other types of harassment as well. Further research should explore why transgender students may be at greater risk than their non-transgender LGB peers for victimization based on all types of personal characteristics.

Figure 7. Frequency of Verbal Harassment in the Past School Year

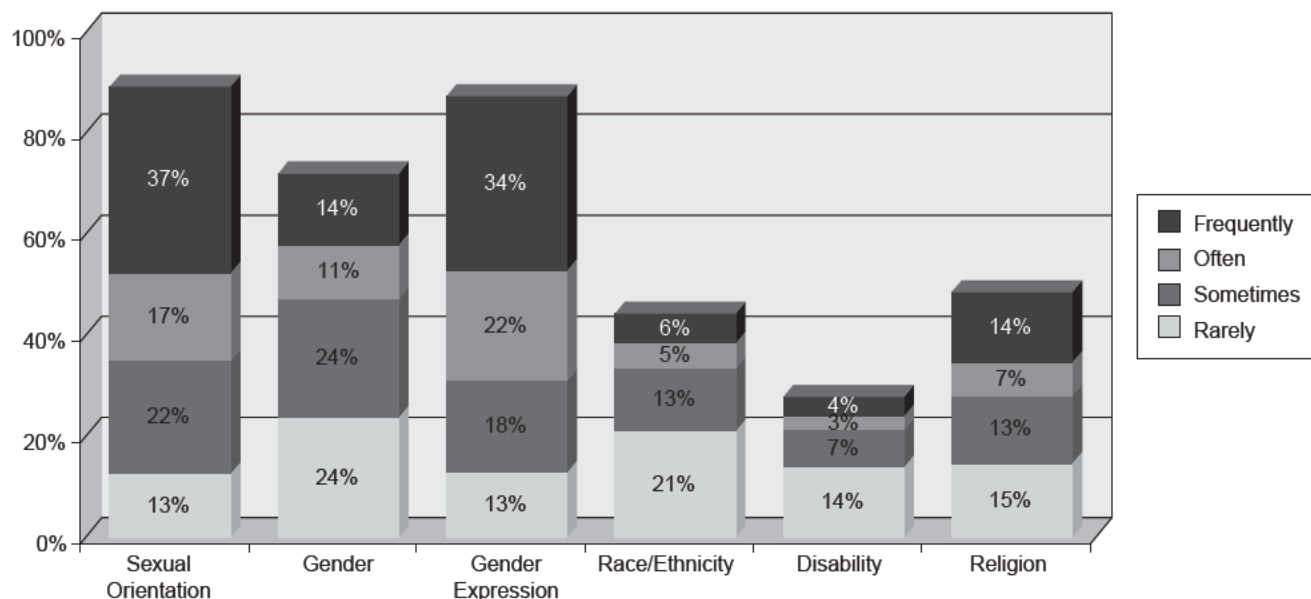


Figure 8. Frequency of Physical Harassment in the Past School Year

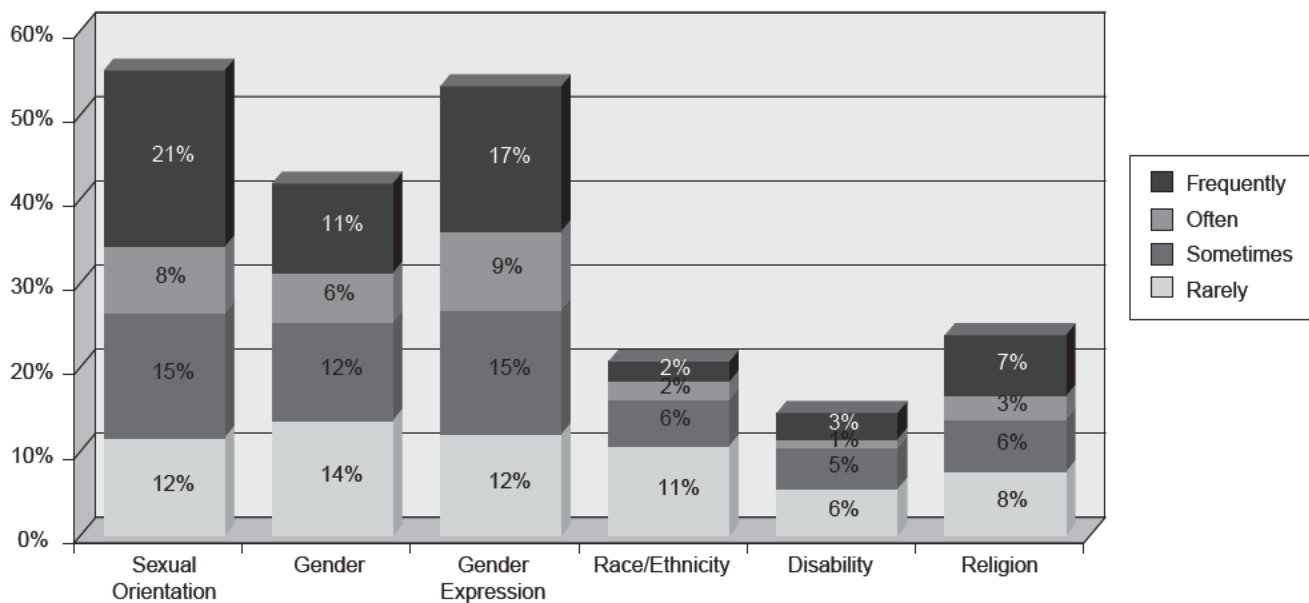


Figure 9. Frequency of Physical Assault in the Past School Year

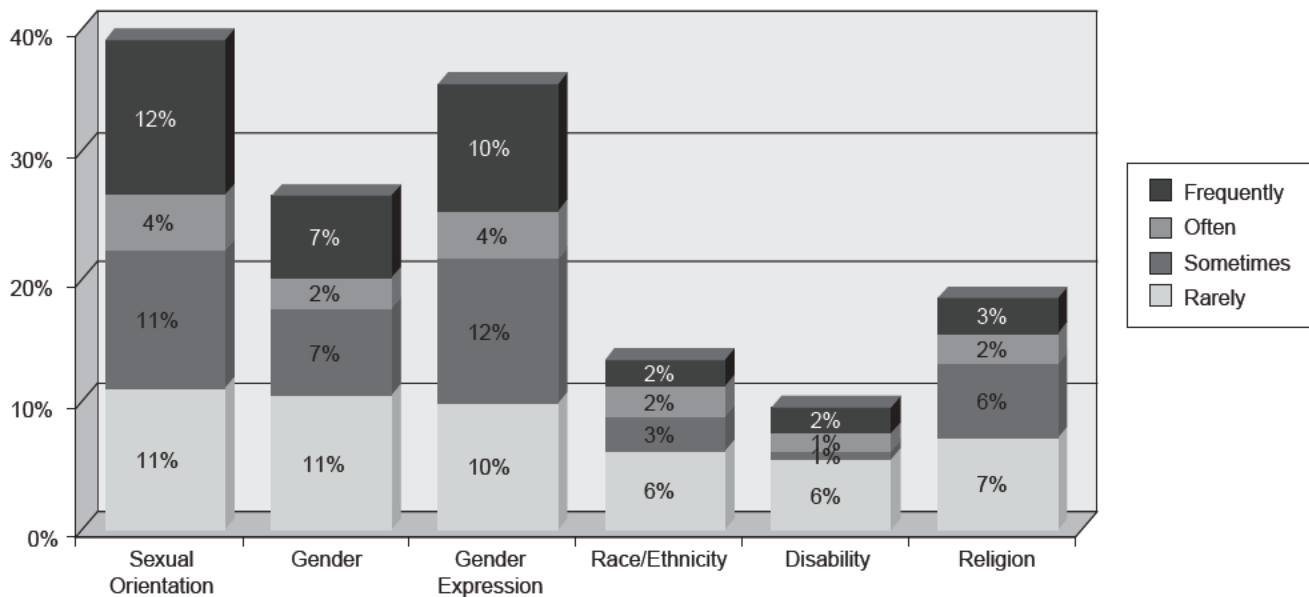
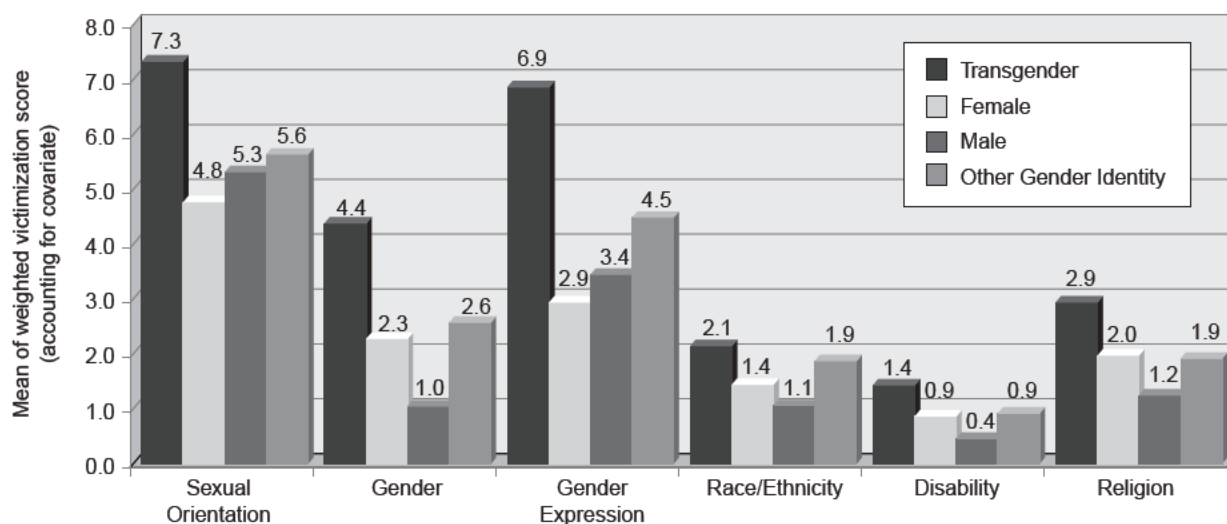


Figure 10. Experiences of Victimization by Gender Identity

Other Types of Victimization Events in School

In addition to experiences of harassment and assault that are related to specific personal characteristics, transgender students may experience other types of victimization at school that are not clearly related to a personal characteristic. Thus, we asked students in our survey about other negative events they may have experienced in school, such as being sexually harassed or having their property stolen or deliberately damaged.

As shown in Figure 11, sizable percentages of transgender students reported experiencing these other forms of victimization at school in the past year:

- Over three-fourths of transgender students (76%) reported being sexually harassed, such as receiving unwanted sexual remarks or being touched inappropriately.
- Nine in ten transgender students experienced some sort of relational aggression – 89% reported being the target of mean rumors or lies, and 92% had felt deliberately excluded or “left out” by other students.
- Almost two-thirds (62%) of transgender students reported experiencing some sort of electronic harassment or “cyberbullying” (e.g., text messages, emails, or postings on Internet social networking sites such as MySpace).
- Two-thirds of transgender students (67%) had their property (e.g., car, clothing, or books) stolen or deliberately damaged at school.

Similar to findings about harassment and assault based on personal characteristics, transgender students were more likely than non-

transgender LGB students to experience these other types of victimization.¹⁸ Specifically, transgender students were more likely than all other non-transgender students to have their property damaged or stolen or to feel excluded by other students. They were also more likely than male and female students to have experienced electronic harassment or to have been the target of mean rumors or lies, and more likely than male students to have been sexually harassed. As mentioned above regarding victimization based on personal characteristics, transgender students may be targeted for these other types of harassment given they are commonly targeted because of their gender, gender expression, or sexual orientation, and further research is needed in this area.

Reporting of Harassment and Assault

We learned from the *2007 National School Climate Survey* that the majority of LGBT students who are victimized in school did not tell school authorities about the incident, and when they did most did not feel that staff effectively addressed the situation. Our findings for transgender students are similar – most (54%) who were harassed or assaulted in school did not report the incident to staff (see Figure 12). As illustrated in Figure 12, few students indicated that they reported incidents of harassment or assault most of the time or always to staff (14%). Although transgender students experienced higher levels of harassment and assault than non-transgender students, there were no differences in rates of reporting these incidents to school authorities.¹⁹

Reporting incidents of harassment and assault to school staff may be an intimidating task for students. Furthermore, there is also no guarantee that reporting incidents to school staff would result in effective intervention. For students who had reported any such incident to school staff, we asked how effective it was to do so. As shown in Figure 13, only a third (33%) of transgender students who reported incidents of victimization to school staff said that effective actions were taken to address the situation. Transgender students were not any more or less likely than non-transgender students to say that the responses of staff were effective.²⁰

Family members may represent an additional resource for students who are harassed or assaulted in school and may be able to advocate for the student with school personnel. Only half (51%) of transgender students told a family member when they were harassed or assaulted at school (see Figure 12). For those students who had reported incidents to a family member, we asked how often a family member had talked to school staff about the incident – almost two-thirds (61%) said that the family member addressed the issue with school staff at least some of the time. As with reporting to school staff, transgender students were not different from non-transgender students in their frequency of reporting incidents to a family member. They also did not differ from other students in how frequently they reported a family member addressed the incidents with school staff.²¹

Figure 11. Frequency of Other Types of Harassment in the Past School Year

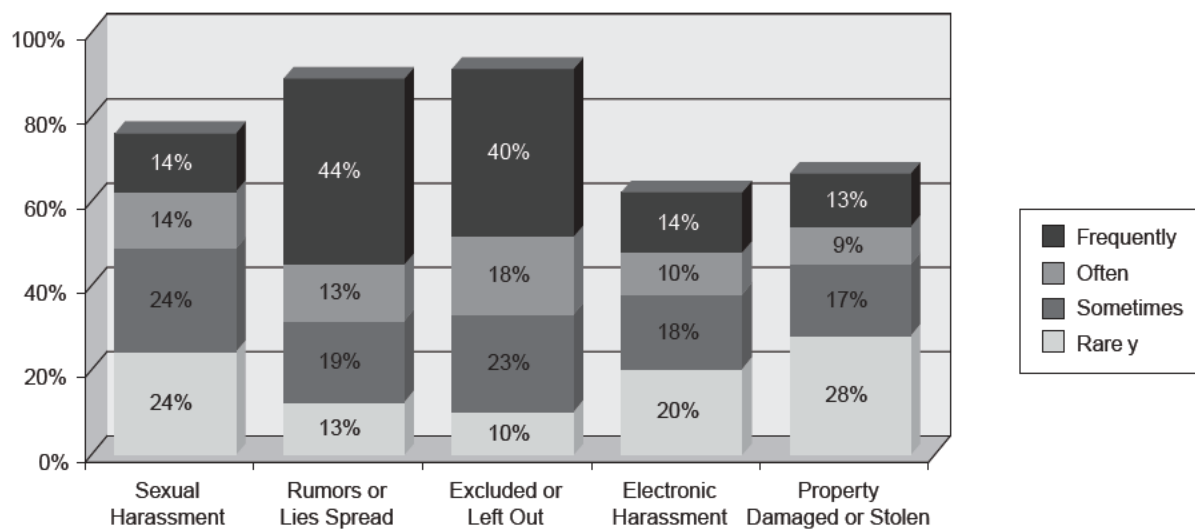


Figure 12. Frequency of Reporting Incidents of Harassment and Assault

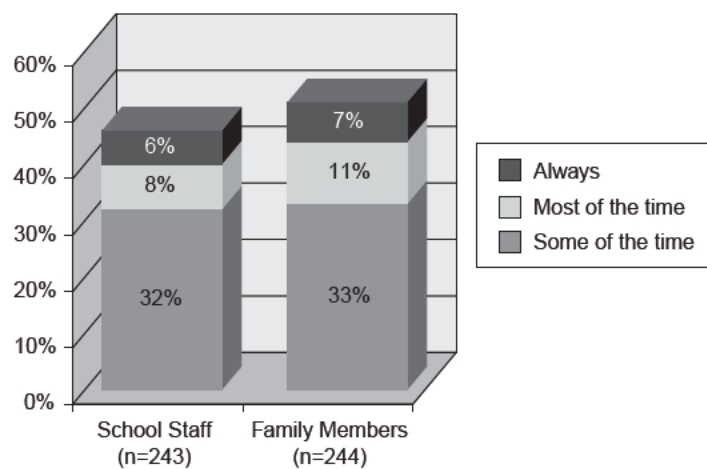
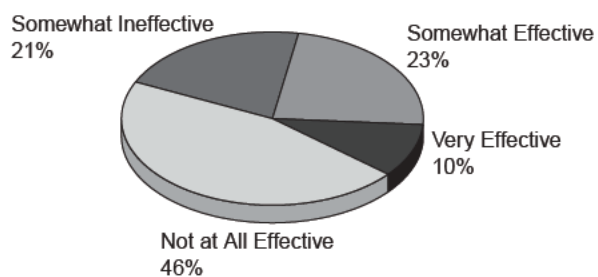


Figure 13. Effectiveness of Reporting Incidents of Victimization to a School Staff Person (n=111)



Notes

- 14 Mean differences in the frequencies of verbal harassment across types were examined using repeated measures multiple analysis of variance (MANOVA) and percentages are shown for illustrative purposes. The multivariate effect was significant, Pillai's Trace=.67, $F(5, 275)=108.98$, $p<.001$. Univariate effects were considered at $p<.01$.
- 15 Mean differences in the frequencies of physical harassment across types were examined using repeated measures multiple analysis of variance (MANOVA) and percentages are shown for illustrative purposes. The multivariate effect was significant, Pillai's Trace=.38, $F(5, 278)=33.32$, $p<.001$. Univariate effects were considered at $p<.01$.
- 16 Mean differences in the frequencies of physical assault across types were examined using repeated measures multiple analysis of variance (MANOVA) and percentages are shown for illustrative purposes. The multivariate effect was significant, Pillai's Trace=.25, $F(5, 274)=18.50$, $p<.001$. Univariate effects were considered at $p<.01$.
- 17 For the purpose of analysis, weighted variables measuring "victimization" were created based on each personal characteristic. For each type of victimization (sexual orientation, gender, gender expression, race/ethnicity, disability, religion), a weighted variable measuring the frequency of victimization across the three severity levels (verbal harassment, physical harassment, physical assault) was created, giving more weight to physical harassment and, in turn, physical assault because of the increased severity of the event. Six "victimization" variables were created. Scores on the "victimization" variables ranged from a minimum of 0 to a maximum of 22. To test differences across groups, a multivariate analysis of covariance (MANCOVA) was conducted with all the victimization variables as dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. Multivariate results were significant: Pillai's Trace=.104, $F(18, 16,995)=33.83$, $p<.001$. Univariate effects were considered at $p<.01$. Transgender students experienced higher levels of victimization than LGB male and female students and LGB students with other gender identities for victimization based on gender expression, gender, sexual orientation, and religion. Transgender students experienced higher levels of victimization than LGB male and female students (but not than LGB students with other gender identity) for victimization based on race/ethnicity and victimization based on disability.
- 18 To test differences across gender identity, a multiple analysis of covariance (MANCOVA) was conducted with frequencies of each type of victimization (sexual harassment, having rumors or lies spread, being excluded or left out, having property damaged or stolen, and electronic harassment) as the dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. The multivariate effect was significant, Pillai's Trace=.03, $F(15, 18219)=11.32$, $p<.001$. Univariate effects were considered at $p<.01$.
- 19 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with frequencies of reporting incidents to school staff as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was not significant at $p<.01$.
- 20 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with effectiveness of reporting harassment or assault to school staff as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. While the main effect of gender identity was significant: $F(3, 1826)=4.19$, $p<.01$, post-hoc comparisons revealed that there were no significant differences between transgender students and non-transgender students.
- 21 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with reporting incidents to family member as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was not significant at $p<.01$.

To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with family member addressing incident with school staff as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. While the main effect of gender identity was significant: $F(3, 2269)=4.28$, $p<.01$, post-hoc comparisons revealed that there were no significant differences between transgender students non-transgender students.

Impact of Victimization on Educational Outcomes

For all students, experiencing victimization in school may negatively affect their ability to receive an education. The potential stress caused by being frequently harassed in school may negatively affect a student's ability to focus on their school work and academic performance. In addition, students who are frequently harassed in school may attempt to avoid these hurtful experiences by not attending school and may be more likely to miss school than students who do not experience such victimization. In this way, school-based victimization may impinge on a student's right to an education. In the *2007 National School Climate Survey*, we found that higher frequencies of harassment were related to lower grade point averages, decreased educational aspirations, and increased absenteeism due to safety concerns for LGBT students. In this report, we examined the relationship between harassment and academic achievement, educational aspirations, and absenteeism for transgender students specifically, looking at how experiences of harassment related to sexual orientation, gender, and gender expression affect these educational outcomes.

We found that experiences with harassment were, in fact, related to missing days of school for transgender students. As shown in Figure 14, transgender students who experienced high frequencies of verbal harassment related to gender expression, gender, or sexual orientation were more likely than transgender students who did not experience such frequent harassment to report missing school because they felt unsafe.²² For example, 68% of transgender students experiencing high levels of harassment because of their gender missed at least one day of school in the last month because they felt unsafe or uncomfortable in school, compared to 38% of transgender students experiencing low levels of harassment (see Figure 14).

Harassment was also related to lower academic achievement among transgender students. Figure 15 shows the reported grade point averages (GPAs) of transgender students by levels of verbal harassment based on gender, gender expression, and sexual orientation. Across all three types, transgender students who were more frequently harassed had significantly lower grades than those who were less often harassed.²³ For example, transgender students who were verbally harassed because of their sexual orientation often or frequently reported a GPA of 2.2, compared to transgender students who were harassed less often who reported a GPA of 3.0.

Not only may frequent harassment result in lower academic achievement, but it may also affect a student's educational aspirations. Figure 16 shows the percentage of transgender students not planning to pursue a college education by levels of verbal harassment based on gender, gender expression, and sexual orientation. Across all three types of harassment, transgender students who were more frequently harassed were more likely to say they did not plan to pursue further education than those who were less often harassed.²⁴ For example,

almost half (49%) of students who experienced high frequencies of verbal harassment because of their gender did not plan to go to college, compared to a third (32%) of those who had not experienced such high levels of harassment (see Figure 16).

Given the relationship between harassment and educational outcomes, and given that transgender students are more likely to be harassed than non-transgender LGB students, it is not surprising that transgender students reported poorer educational outcomes than non-transgender students. Specifically, transgender students had lower educational aspirations than male students and reported lower GPAs than male students and marginally lower GPAs than female students.²⁵ In addition, there was a difference for transgender students in the degree to which harassment negatively affected academic achievement. Although for all gender groups increased harassment was associated with lower GPAs, this negative relationship was stronger for transgender students such that their GPAs fell even lower than non-transgender students when having experienced high levels of harassment. It is possible that victimization for transgender students has a greater effect on their emotional well-being, which then results in lowered achievement.

Figure 14. Severity of Verbal Harassment and Absenteeism Due to Safety Reasons

(percentage who missed at least one day of school in the past month)

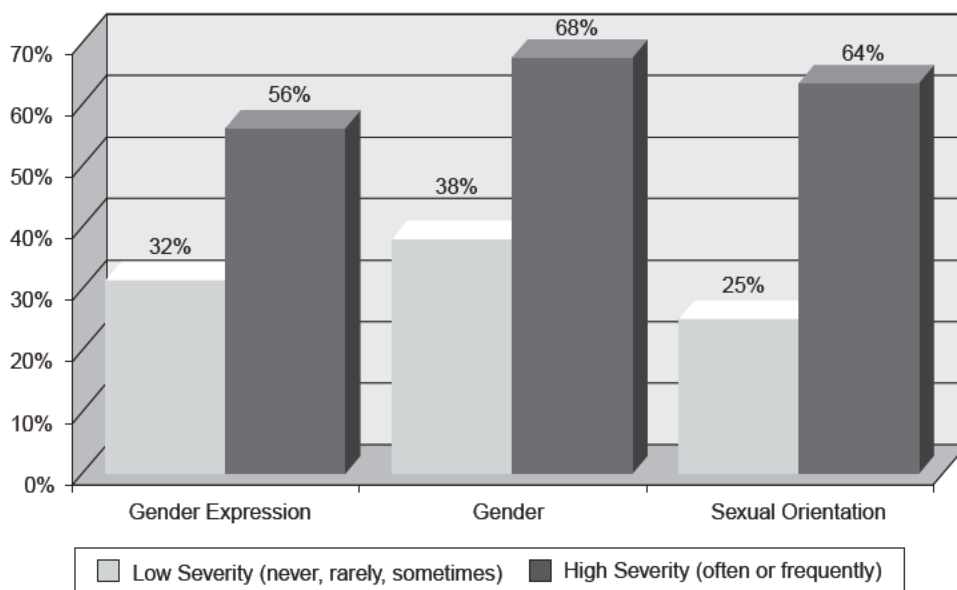


Figure 15. Academic Achievement and Severity of Verbal Harassment

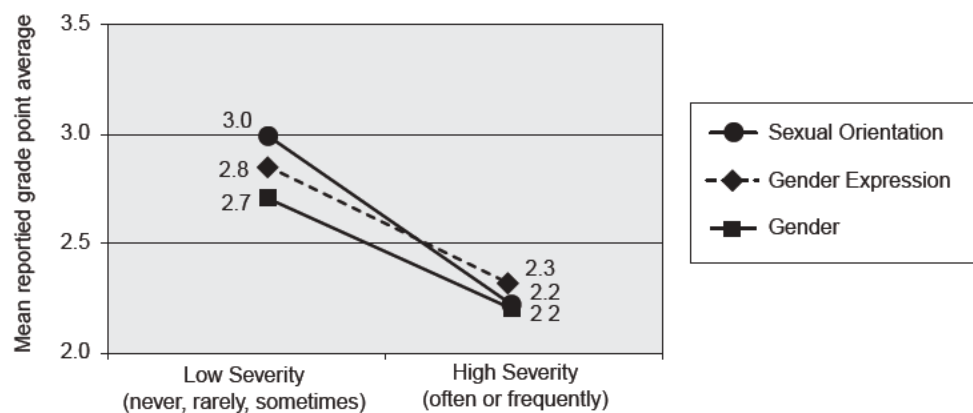
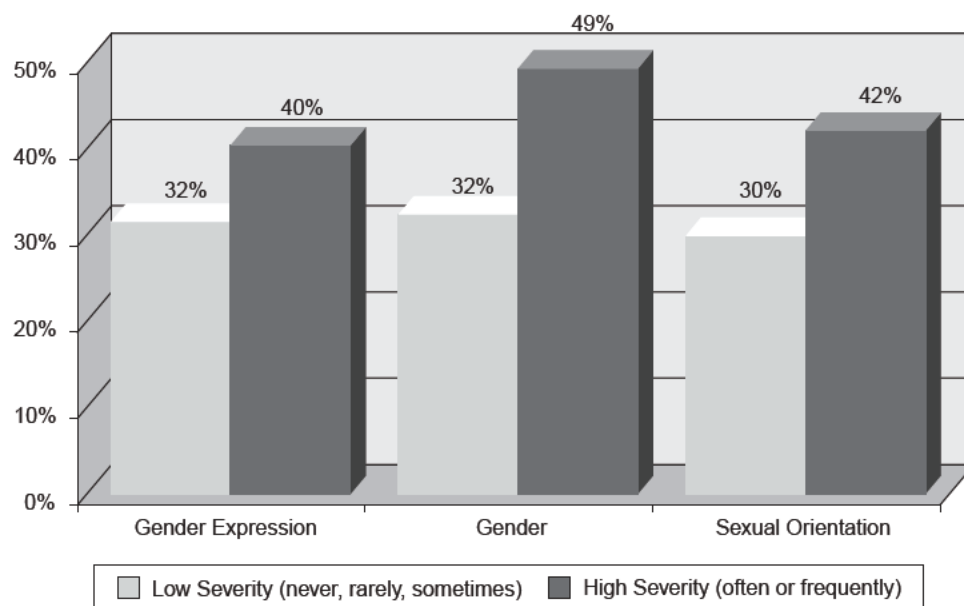


Figure 16. Severity of Verbal Harassment and Educational Aspirations
(percentage NOT planning to pursue post-secondary education)



Notes

- 22 The relationships between missing school and harassment were examined through Pearson correlations —verbal harassment based on gender expression: $r=.27$; verbal harassment based on gender: $r=.34$; verbal harassment based on sexual orientation: $r=.40$. All correlations were significant at $p<.01$. Percentages are shown for illustrative purposes.
- 23 The relationships between GPA and harassment were examined through Pearson correlations: verbal harassment based on gender expression: $r=-.21$; verbal harassment based on gender: $r=-.20$; verbal harassment based on sexual orientation: $r=-.30$. All correlations were significant at $p<.01$. Mean GPAs by level of harassment are shown for illustrative purposes.
- 24 The relationships between educational aspirations and harassment were examined through Pearson correlations: verbal harassment based on gender expression: $r=-.13$, $p<.05$; verbal harassment based on gender: $r=-.14$, $p<.05$; verbal harassment based on sexual orientation: $r=-.16$, $p<.01$. Percentages are shown for illustrative purposes.
- 25 To test differences across gender identity, a multiple analysis of covariance (MANCOVA) was conducted with GPA and educational aspirations as the dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. The multivariate effect was significant: Pillai's Trace=.01, $F(6, 12196)=9.89$, $p<.001$. Univariate effects were considered significant at $p<.01$ and marginally significant at $p<.05$.

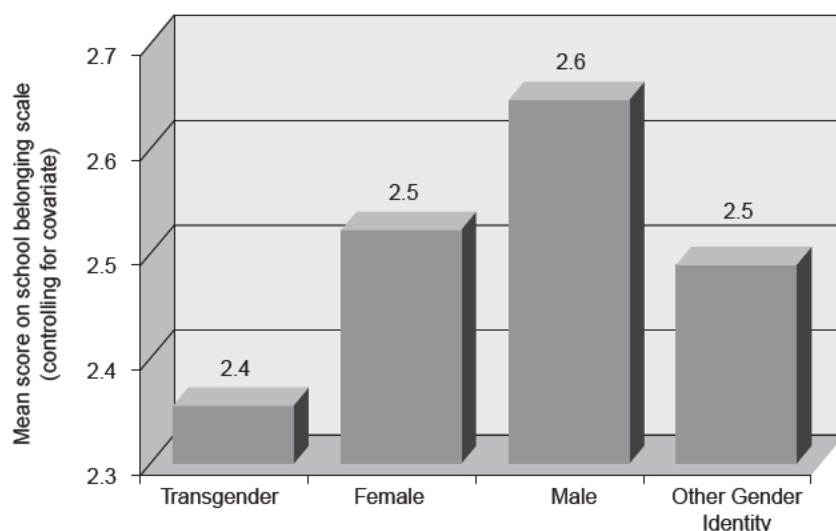
Engagement with the School Community

The degree to which students feel accepted by and a part of their school community is another important indicator of the quality of their school experience and is related to educational outcomes. To the extent that students feel comfortable in school and with their classmates and believe that school staff care about their well-being and academic success, they may then have greater academic motivation and higher academic achievement.²⁶ In contrast, being harassed or assaulted in school would likely make a student feel less welcome or part of the school community. In the *2007 National School Climate Survey*, we examined indicators of school engagement, such as: LGBT students' sense of belonging to their school community, their level of "outness" about their sexual orientation or gender identity, and their participation in discussions of LGBT-related issues in school. We found, in fact, that students experiencing more frequent victimization were less likely to feel like a part of their school community. Given that transgender students experienced higher levels of harassment and assault than non-transgender students in the survey sample, we believed it was important to specifically examine their sense of belonging to and engagement in their school community.

School Belonging

In order to examine students' sense of belonging to their school community, students were given a series of statements about feeling like a part of their school and were asked to indicate how much they agreed or disagreed with the statements.²⁷ Given that transgender students experienced higher levels of victimization than other students in the *2007 National School Climate Survey* sample, we expected that they would be less likely to feel that they were a part of their school. And, in fact, as illustrated in Figure 17 transgender students had a lower sense of school belonging than non-transgender LGB students.²⁸

Figure 17. Sense of School Belonging by Gender Identity



Outness

Even when transgender students feel safe from physical harm in school, they may not be comfortable disclosing their gender identity and/or sexual orientation which may prevent them from participating in school activities as fully as their peers. Students were asked how “out” or open they were in school about their sexual orientation and/or gender identity to other students and to school staff. As shown in Figure 18, the majority (66%) of transgender students were out to most or all of their peers. In contrast, less than half of transgender students (45%) were out to most or all of the school staff (see also Figure 18). Transgender students were not different than non-transgender LGB students in their degree of outness to other students;²⁹ however, transgender students were more likely to be out to staff members than other students. As shown in Figure 19, three-quarters of transgender students were out to most or all of the school staff compared to about two-thirds of the other groups.³⁰ Students were also asked whether or not they were out to a parent or guardian. As illustrated in Figure 19, transgender students were more likely than female students and students with other gender identities to be out to be to a parent or guardian, but were not more likely than male students.³¹

Some transgender students may feel that they cannot publicly acknowledge their sexual orientation or gender identity because it may single them out for harassment in school. As shown in Figure 20, the more out transgender students were to their peers at school, the higher their reported experiences of victimization related to their gender expression and sexual orientation.³² However, those who were more out in school were also more likely to report experiences of victimization to school staff.³³ In the *2007 National School Climate Survey*, some students indicated that they did not report incidents to school staff because of concerns about confidentiality, specifically that they feared being “outed” by the staff person to other members of the school community. A transgender student who is already out to students or staff might be less concerned about being “outed” and thus, as we found, more likely to report incidents. For example, as illustrated in Figure 21, 18% of transgender students who were out to most or all of their school staff indicated that they reported incidents of harassment or assault to staff most of the time or always, compared to 10% of those who were either not out to staff or only out to a few staff.

Being out about one’s sexual orientation and/or gender identity may also have positive effects on transgender students’ educational experiences. For transgender students, being out, and thus able to participate more fully in one’s school community, was related to a greater sense of belonging in school.³⁴ For example, as shown in Figure 22, transgender students who were out to most or all other students reported a greater sense of belonging to their school community than those who were not out or only out to a few other students.

Figure 18. Degree of Being Out to Other Students and School Staff

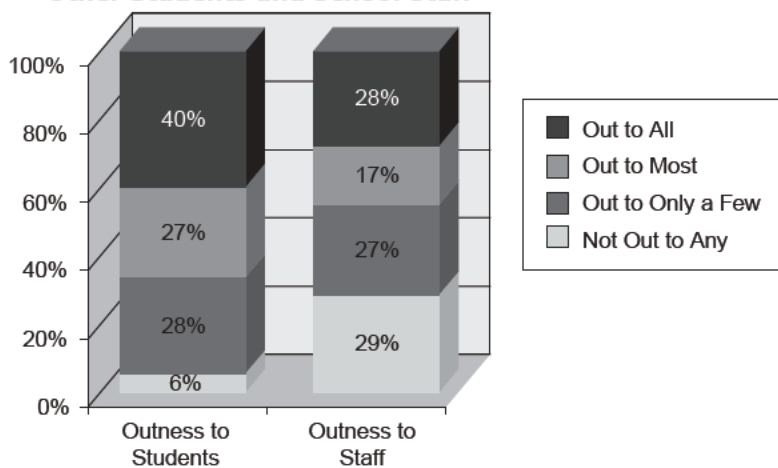


Figure 19. Outness to School Staff and Parents by Gender Identity

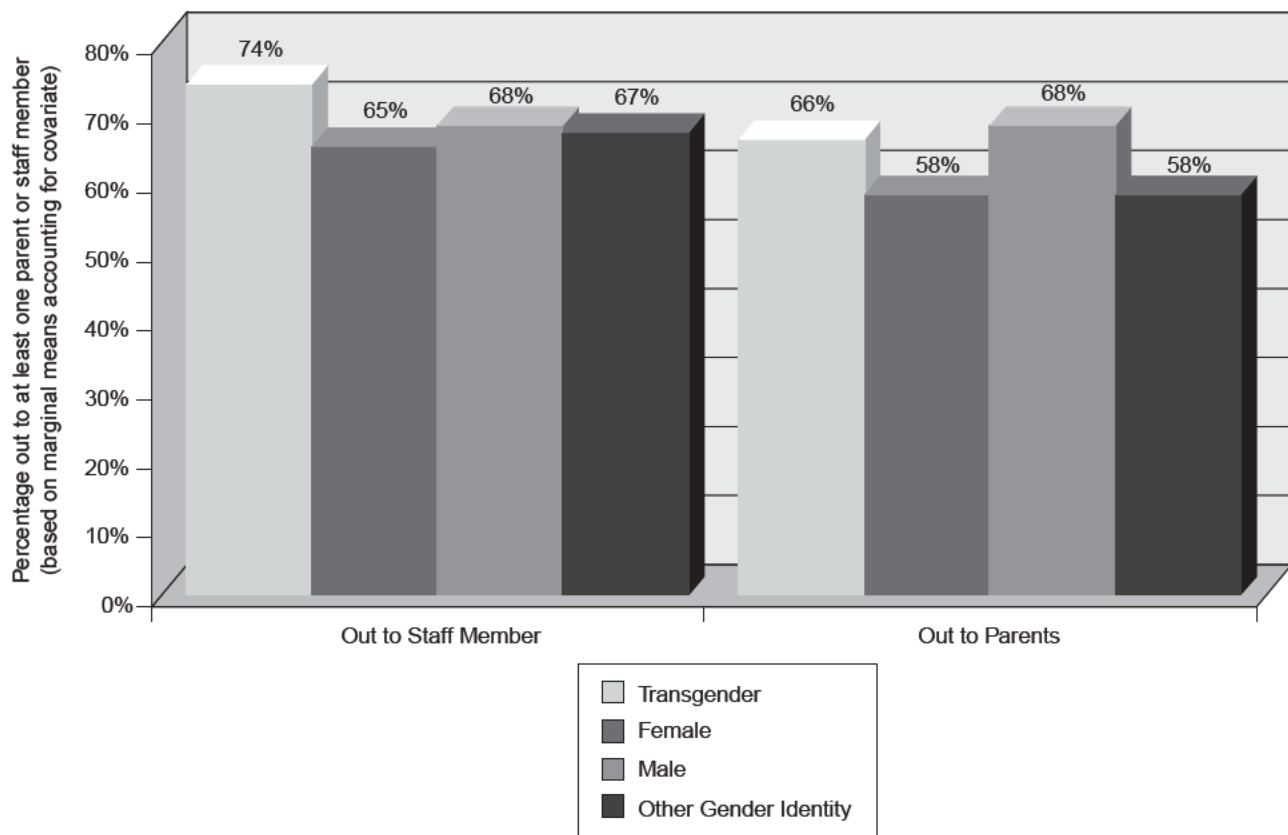


Figure 20. Experiences of Victimization Based on Gender Expression and Sexual Orientation and Degree of Outness to Students at School

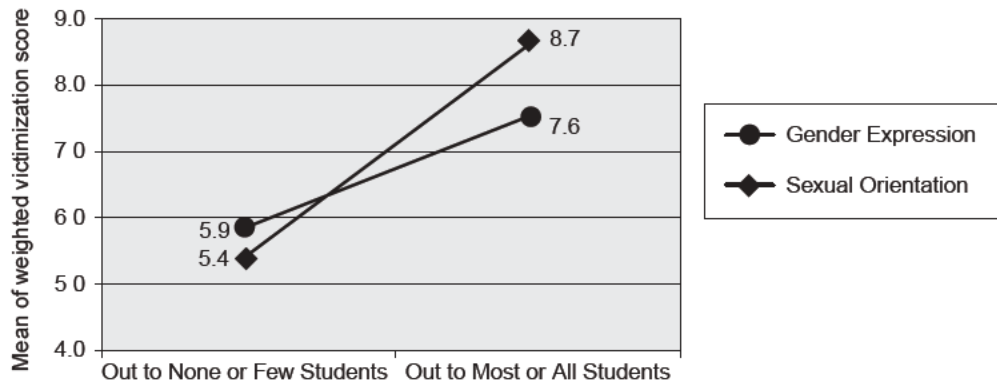


Figure 21: Reporting of Harassment and Assault to School Staff and Degree of Outness at School
(percentage reporting incidents to staff "most of the time" or "always")

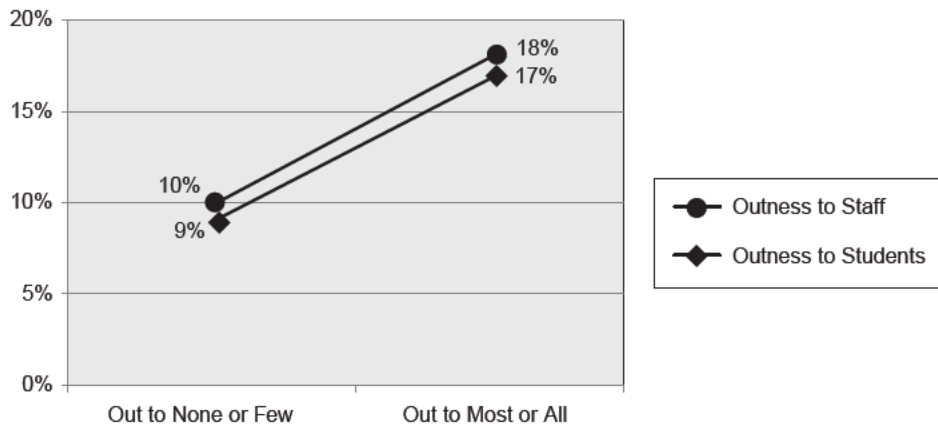
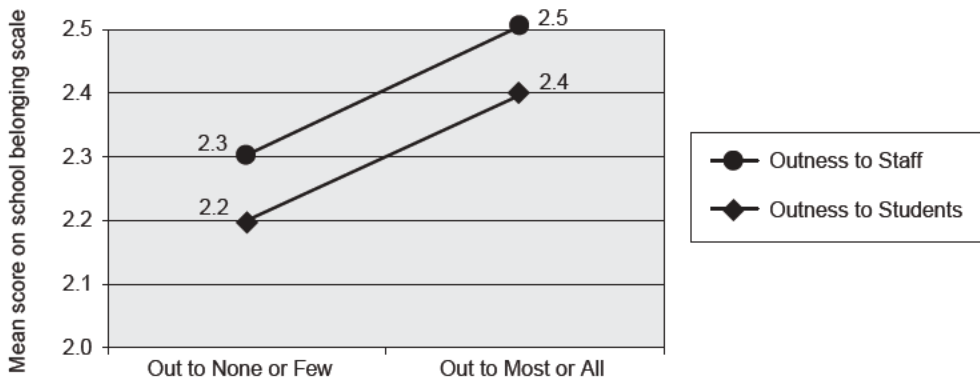


Figure 22: Sense of Belonging by Degree of Outness at School



Talking About LGBT-Related Issues in School

Discussing LGBT issues in class may be another indicator of school engagement, as being able to talk about these issues in school may enhance a student's educational experience and make the student feel like a greater part of the school community. For example, students may want to raise issues related to LGBT people or events, such as discussions of the LGBT civil rights movement in a social studies class. Almost half (43%) of transgender students reported being uncomfortable raising LGBT issues in class (see Figure 23); nevertheless, three-fourths (76%) had actually raised these issues at least once in the past year (see Figure 24).

In addition to asking students about raising LGBT issues during class, we asked about their interactions with various school personnel about LGBT-related issues. Transgender students reported that they would be most comfortable talking one-on-one with teachers or school mental health professionals, such as counselors, social workers, or psychologists. As shown in Figure 25, about half of students reported that they would be somewhat or very comfortable talking with their teachers or a school counselor, social worker, or school psychologist, and over a third said that they would be comfortable talking with a school nurse or other medical professional. Fewer transgender students said they would feel comfortable talking one-on-one with a principal, vice/assistant principal, school librarian or other resource staff, or a coach about these issues.

Students were also asked how often they had actually spoken with various school personnel about LGBT-related issues in the past school year. By and large, the staff with whom they most often had discussed these issues were the same staff with whom they were most comfortable – teachers and school mental health professionals (counselors, social workers, psychologists). However, as shown in Figure 26, transgender students were more likely to have actually spoken with a teacher (66%) than a school mental health professional (51%) even though their comfort level with counselors/social workers/psychologists was somewhat higher. This finding is to be expected given that students typically spend more time interacting with teachers than school-based mental health professionals and thus students may have more opportunity to engage in conversations with teachers. Transgender students were much less likely to report having talked about LGBT issues with principals, vice/assistant principals, or other school personnel (see again Figure 26).

Being able to talk about LGBT issues in school may help transgender students feel more connected to their school community. We found that students who talked about these issues more often in school, both by raising them in class and talking to school staff, were more likely to feel like a part of their school.³⁵ For example, as shown in Figure 27, transgender students who rarely talked to their teachers about LGBT issues had lower scores on the school belonging scale (2.3) than those who regularly talked to their teachers (2.7).

Compared to non-transgender lesbian, gay, and bisexual students, transgender students were more likely to talk about LGBT issues in school, although they were not any more comfortable doing so.³⁶ Specifically, transgender students were more likely to report having actually raised LGBT issues in class³⁷ and having talked with school staff about these issues³⁸ (see Figures 28 and 29). For example, as illustrated in Figure 29, over half (52%) of transgender students had talked to a school counselor, social worker, or psychologist about LGBT issues in the past year, compared to a third (34%) of male students. Although we had thought that these differences may be related to the higher levels of victimization reported by transgender students – having higher levels of victimization perhaps increasing the likelihood of talking to school staff – these gender differences remained even after accounting for levels of victimization experienced.³⁹ Thus, it appears that transgender students may be talking more often to school staff about LGBT-related issues other than their experiences of victimization. Further research should examine the content of these LGBT-related communications, and research should explore why, even when they feel no more comfortable doing so, transgender students are more likely to discuss LGBT issues in school than LGB students who do not identify as transgender.

Figure 23. Comfort Level Raising LGBT Issues in Class

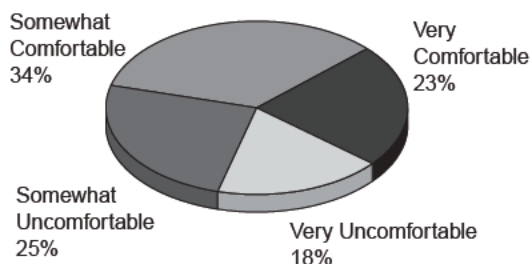


Figure 24. Frequency of Students Raising LGBT Issues in Class

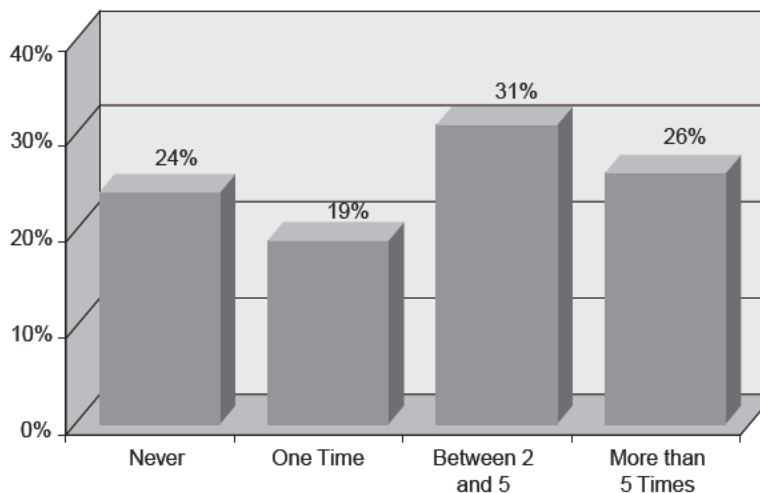


Figure 25. Comfort Talking with School Staff about LGBT Issues
(percentage reporting they would be "somewhat comfortable" or "very comfortable")

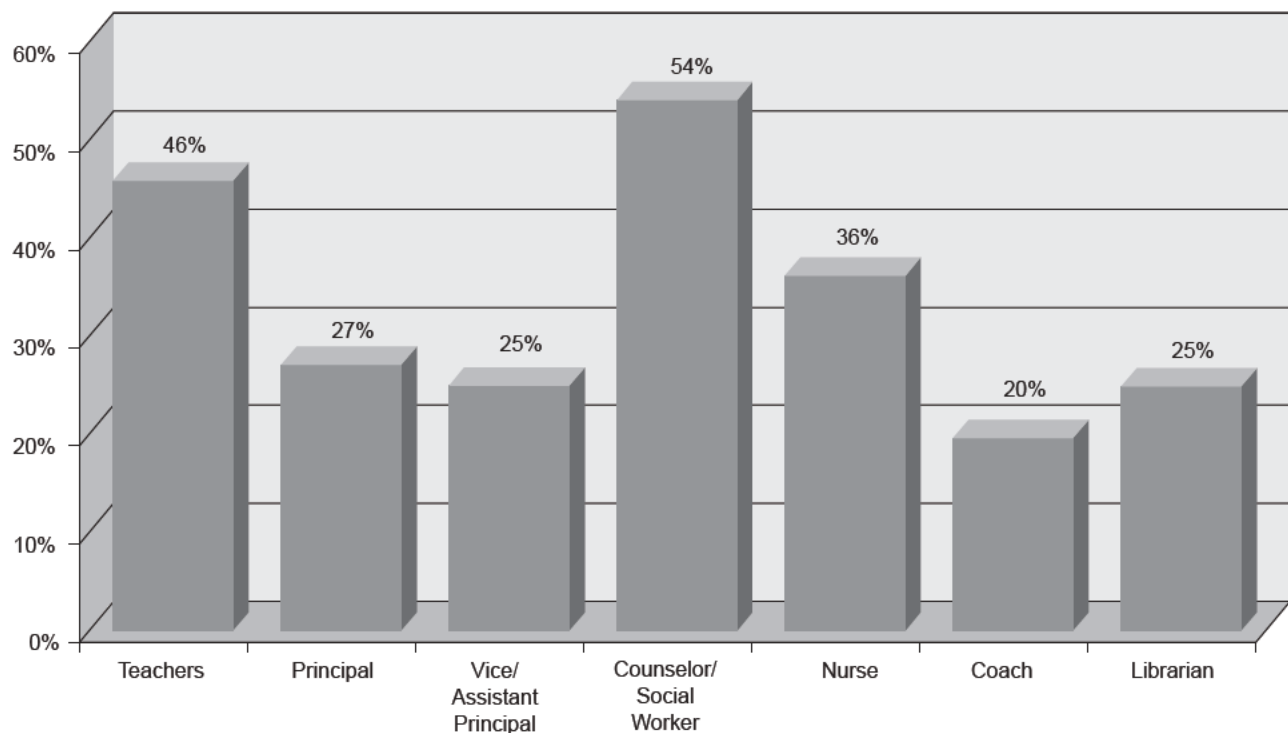


Figure 26. Frequency of Students Speaking to School Staff about LGBT Issues

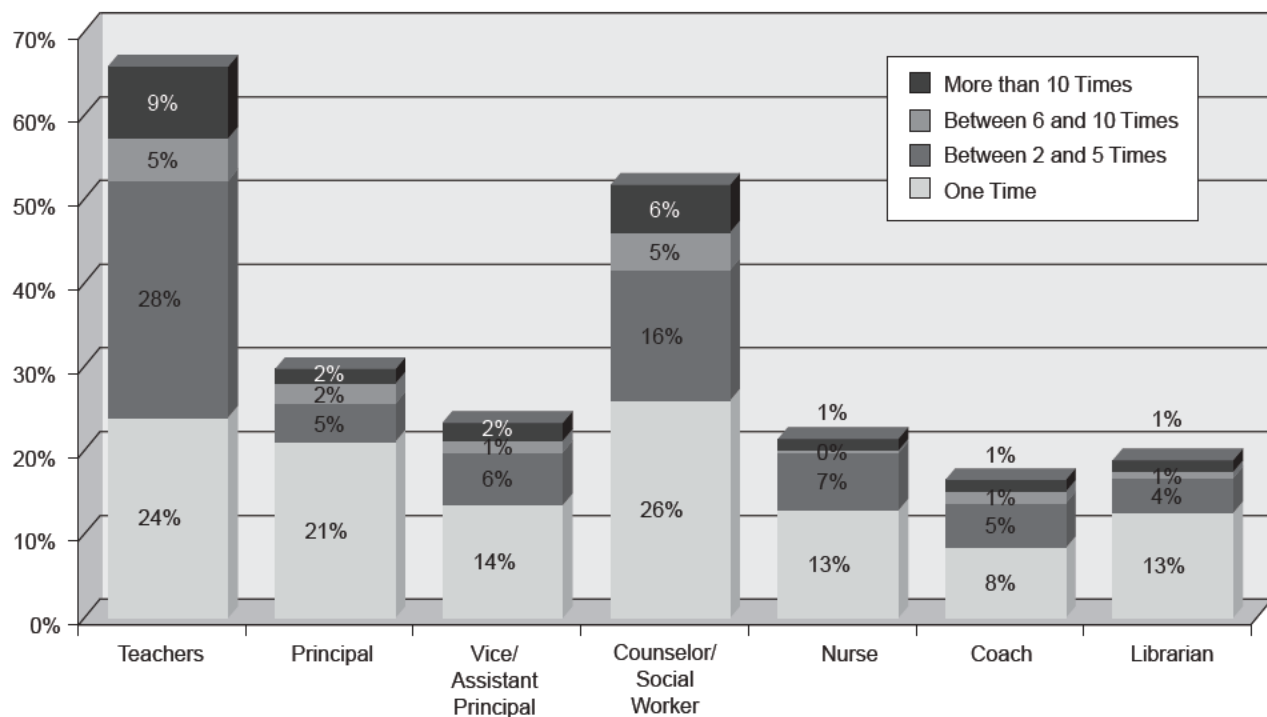


Figure 27. Sense of Belonging and Talking about LGBT Issues in School

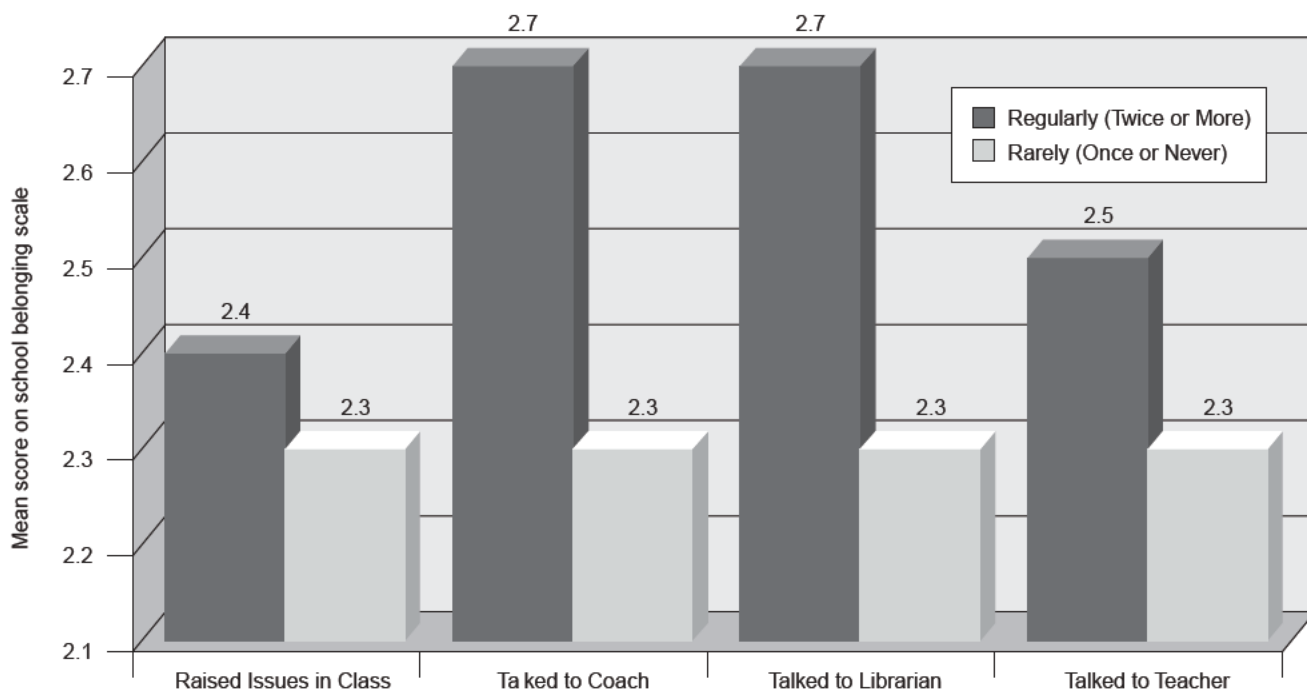


Figure 28. Raising LGBT Issues in Class by Gender Identity

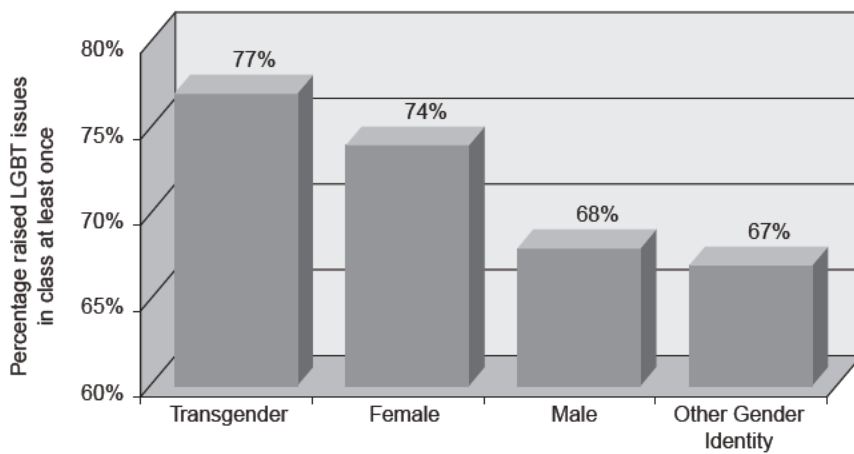
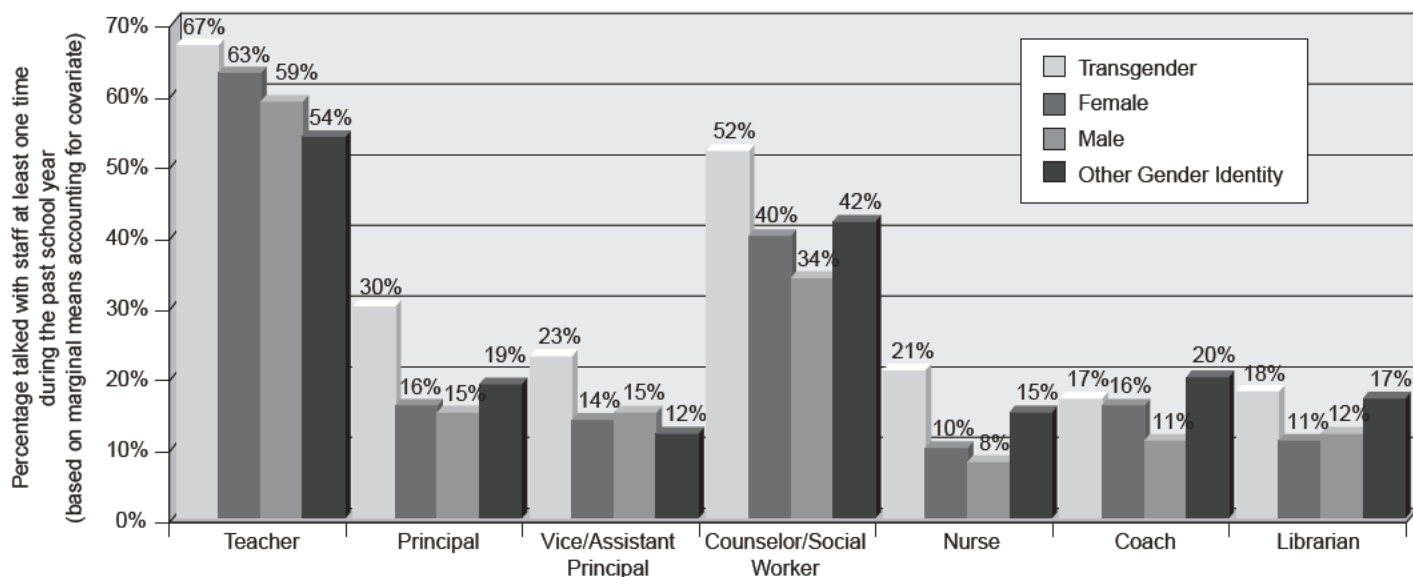


Figure 29. Talking to School Staff about LGBT Issues by Gender



Notes

- 26 Goodenow, C. & Grady, K.E. (1993). The relationship of school belonging and friends' values to academic motivation among urban adolescent students. *Journal of Experimental Education*, 62(1), 60–71.
 - Roeser, R.W., Midgley, C. & Urdan, T.C. (1996). Perceptions of the school psychological environment and early adolescents' psychological and behavioral functioning in school: The mediating role of goals and belonging. *Journal of Educational Psychology*, 88, 408–422.
 - 27 A measure for the psychological sense of school membership was developed for use with adolescents by Carol Goodenow: Goodenow, C. (1993). The psychological sense of school membership among adolescents: Scale development and educational correlates. *Psychology in the Schools*, 30(1), 79–90.
 - 28 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with feeling of school belonging as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 6136)=27.64$, $p<.001$.
 - 29 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with outness to students as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was not significant.
 - 30 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with outness to staff as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 6149)=9.73$, $p<.001$. Transgender students were significantly higher on outness to staff than non-transgender LGB female students, and marginally higher than non-transgender GB male students and LGB students with other gender identities. Percentages are shown for illustrative purposes.
 - 31 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with outness to parents as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 6147)=4.31$, $p<.01$. Percentages are shown for illustrative purposes.
 - 32 The relationships between being out to students and experiences of victimization were examined through Pearson correlations—victimization based on sexual orientation: $r=.23$, $p<.01$; victimization based on gender expression: $r=.20$, $p<.01$. The correlation between being out and experiences of victimization based on gender was not significant. Category means are shown for illustrative purposes.
 - 33 The relationships between reporting and being out were examined through Pearson correlations—out to other students: $r=.18$, $p<.01$; out to staff: $r=.17$, $p<.05$. Percentages are shown for illustrative purposes.
 - 34 The relationships between school belonging and being out were examined through Pearson correlations—out to other students: $r=.19$, $p<.01$; out to staff: $r=.20$, $p<.01$. Category means are shown for illustrative purposes.
 - 35 The relationships between raising LGBT issues in class and school belonging was examined through a Pearson correlation— $r=.13$, $p<.01$.
- The relationships between talking to school staff and school belonging were also examined through Pearson correlations. The correlations were significant for talking to teachers: $r=.20$, $p<.01$; coaches: $r=.15$, $p<.01$; and librarians/resource staff: $r=.16$, $p<.01$.

- 36 To test differences in comfort level raising LGBT issues in class across gender identity, an analysis of covariance (ANCOVA) was conducted with comfort level raising LGBT issues in class as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 6142)=4.92, p<.01$, although post-hoc comparisons indicated that there were no differences between transgender students and other students.

To test differences in comfort level talking school staff about LGBT-related issues across gender identity, a multivariate analysis of covariance (MANCOVA) was conducted with comfort level talking to each school staff member as dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. Multivariate results were significant: Pillai's Trace=.047, $F(21, 17,781)=13.58, p<.001$, although post-hoc comparisons indicated that there were no differences between transgender students and other students.

- 37 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with number of times raising LGBT issues as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 6134)=10.91, p=.001$. Post-hoc comparisons revealed that transgender students were more likely ($p<.01$) than non-transgender GB male students and LGB students with other gender identities to have raised LGBT issues in class, and marginally more likely ($p<.05$) than LGB female students. Percentages are shown for illustrative purposes.

- 38 To test differences across gender identity, a multivariate analysis of covariance (MANCOVA) was conducted with talking to each school staff member (never talking staff member and talking to staff member at least once) as the dependent variables, gender identity as the independent variable, and sexual orientation as a covariate. Multivariate results were significant: Pillai's Trace=.026, $F(21, 17460)=7.28, p<.001$. Univariate effects were considered at $p<.01$. Transgender students were more likely to have talked with principals and vice/assistant principals than all other types of students. Transgender students were more likely than LGB female students and LGB students with other gender identities to have talked with teachers. Transgender students were more likely than male and female LGB students and marginally more likely ($p<.05$) than LGB students with other gender identities to have talked with counselors/school social workers/school psychologists and with school nurses/other medical professionals. Transgender students were more likely than male and female LGB students to have talked with librarians/other resource staff. Transgender students were only marginally more likely ($p<.05$) than male LGB students to have talked with coaches. Percentages are shown for illustrative purposes.

- 39 To test differences across gender identity, controlling for levels of victimization, a multivariate analysis of covariance (MANCOVA) was conducted with talking to each school staff member as the dependent variables, gender identity as the independent variable, and sexual orientation, victimization based on sexual orientation, victimization based on gender, and victimization based on gender expression as covariates. Multivariate results were significant: Pillai's Trace=.015, $F(21, 16692)=3.39, p<.001$. Univariate effects were considered at $p<.01$.

In-School Resources and Supports

Another dimension of school climate for transgender students is the availability of positive resources about LGBT-related issues and of supportive teachers and other school personnel. Students were asked about the availability of in-school resources and supports: student clubs that address LGBT student issues (such as Gay-Straight Alliances); the inclusion of LGBT people, history, or events in class curricula; teachers and other school staff who are supportive of LGBT students; and school policies for addressing incidences of harassment or assault. In the *2007 National School Climate Survey*, we found that each of these resources can have a positive impact on overall school climate and the experiences of LGBT students. Given their potential to improve school climate, it is important to examine students' access to these in-school resources and supports. We did not expect that the availability of these school-based resources would be different for transgender students than for non-transgender LGB students; and, in fact, there were no significant differences in availability of resources. However, we believed it important to describe transgender students' access to resources and do so in the following section.

Supportive Student Clubs

For many LGBT students and their allies, student clubs that address LGBT student issues (commonly called Gay-Straight Alliances or GSAs) may offer critical support. Slightly less than half (44%) of transgender students reported that they had a GSA in their school (see Figure 30). Among transgender students who had a GSA, over two-thirds (68%) said that they attended meetings often or frequently. Although transgender students were not more likely to report having a GSA in their school, they did attend GSA meetings more often than lesbian, gay, and bisexual students in our survey who were not transgender.⁴⁰ For example, over two-thirds (69%) of transgender students reported attending GSA meetings frequently or often compared to less than half (47%) of male students (see Figure 31). Transgender students, however, were not more generally involved in extracurricular activities, as there was no difference in level of participation with other school activities, such as student government or drama club, between transgender students and non-transgender students.⁴¹

Curricula Resources

Most transgender students did not have access to LGBT-related curricular resources in school. As shown in Figure 30, less than half (46%) reported that they could find information about LGBT people, history, or events in their school library and only a third (31%) were able to access this information using the school Internet. Additionally, less than a fifth of transgender students (16%) reported that LGBT-related topics were included in their textbooks or other assigned

readings, and only a tenth (11%) were exposed to an inclusive curriculum that included positive representations of LGBT people, history, or events in their classes (see also Figure 30).

Figure 30. LGBT-Related Resources in School

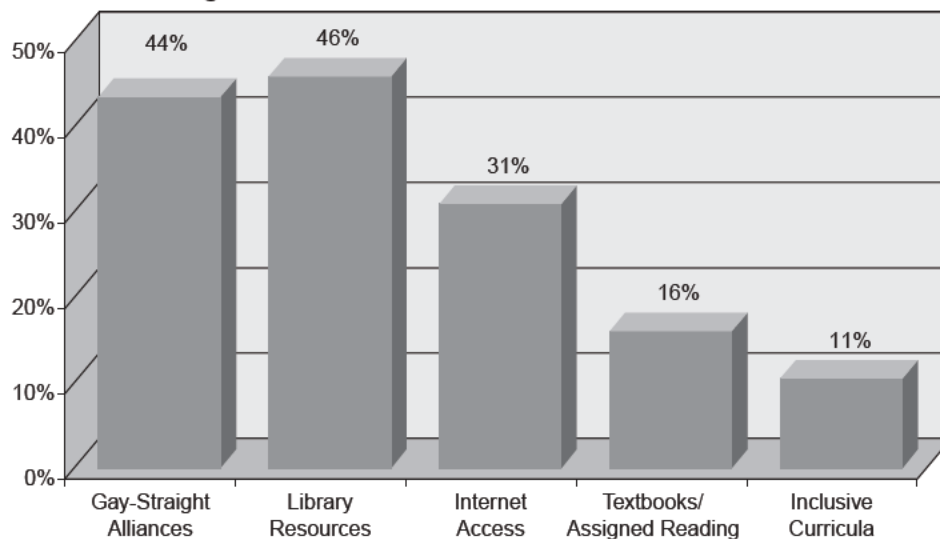
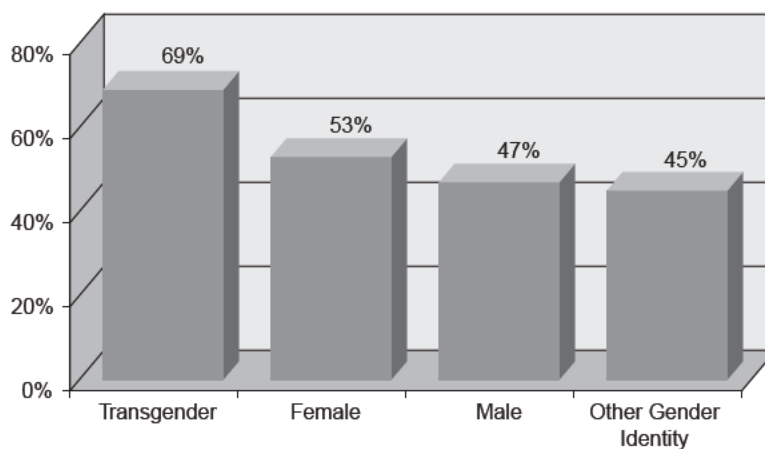


Figure 31. Frequency of Attending Gay-Straight Alliance (GSA) Meetings by Gender Identity
(percentage who attended GSA meetings "frequently" or "often")



Supportive School Personnel

Supportive teachers, principals, and other school staff serve as another important resource for transgender students. Having the support of caring adults in school may have a positive impact on the school experiences for students, particularly for those who feel marginalized or experience harassment. Eight out of ten transgender students (83%) could identify at least one school staff member whom they believed was supportive of LGBT students at their school, yet only slightly more than a third (36%) could identify six or more supportive school staff (see Figure 32).

School Policies for Addressing Harassment and Assault

School policies that address in-school harassment and assault are imperative for creating school environments where students feel safe. Comprehensive policies enumerate categories that explicitly state protection based on personal characteristics, such as sexual orientation, gender identity, and gender expression. When a school has and enforces a comprehensive policy, one that also includes procedures for reporting incidents to school authorities, it can send a message that harassment and assault are unacceptable and will not be tolerated. It can also send a message that student safety, including the safety of LGBT students, is taken seriously by school administrators.

In the *2007 National School Climate Survey*, we found that having a comprehensive school policy was related to a more positive school climate for LGBT students in general. Policies that include gender identity and gender expression among enumerated categories may be particularly important for transgender students because they provide students with greater protection by making clear the various forms of harassment and assault that will not be tolerated and providing guidelines for reporting such events. Students were asked whether their school had a policy or procedure for reporting incidents of in-school harassment or assault, and if that policy explicitly included sexual orientation and gender identity or expression. As shown in Table 4, nearly half (46%) of transgender students reported that their school did not have a policy or did not know if their school had a policy. Among those who said their school had a policy, more reported that their school had a “generic” policy, one that does not include enumerated categories or specify the various types of harassment that are unacceptable. Few said that their school had a comprehensive policy that included sexual orientation and/or gender identity or expression (see also Table 4). Only about a tenth (12%) of transgender students reported that their school had a policy that specifically mentioned gender identity or gender expression.

Figure 32. Number of School Staff Supportive of LGBT Students

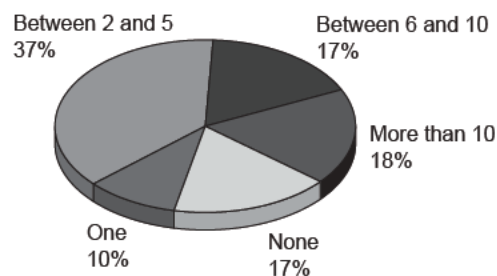


Table 4. Students' Reports Regarding School Policies for Reporting Harassment and Assault

No Policy ^a	46%
Any Policy	54%
Generic Policy ^b	31%
Comprehensive Policy	24%
Sexual Orientation Only	11%
Gender Identity/Expression Only	3%
Both Sexual Orientation & Gender Identity/Expression	9%

^a Includes students who indicated that they did not know if there was a policy or not.

^b Includes students who indicated that they did not know if the policy included specific enumeration.

Notes

40 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with frequency of GSA attendance as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was significant: $F(3, 2236)=9.83$, $p<.001$. Percentages are shown for illustrative purposes.

41 To test differences across gender identity, an analysis of covariance (ANCOVA) was conducted with level of school activity participation as the dependent variable, gender identity as the independent variable, and sexual orientation as a covariate. The main effect of gender identity was not significant.



CONCLUSIONS AND RECOMMENDATIONS

Limitations

The findings presented in this report provide valuable information about the school experiences of transgender students and may add to our understanding of the educational experiences of these youth. However, as with all research, there are some limitations to our study. It is important to note that the sample for this report is representative only of students who identified as transgender and had some connection to LGBT communities (either through their local youth organization or through the Internet) or had a MySpace page. However, because MySpace did not offer its users the opportunity to identify their gender as anything other than male or female, our outreach to transgender students through MySpace was limited to transgender students who identified as lesbian, gay, or bisexual.

Discussion

Findings presented in this report highlight the experiences of transgender youth in U.S. schools. Similar to their non-transgender lesbian, gay, and bisexual peers, most transgender youth attended schools with hostile school climates. Many transgender students reported frequently hearing homophobic and sexist language, and negative remarks about gender expression from other students. They reported little intervention on the part of school personnel when such language was used, as well as hearing school personnel make such remarks themselves. Many transgender students were made to

feel unsafe in school because of their personal characteristics, most notably their gender expression and sexual orientation. The majority of students were verbally harassed in school in the past year because of their gender expression, sexual orientation, and gender. Many also experienced physical violence in school for these reasons. This hostile school climate had very negative repercussions on transgender students' ability to succeed in school – a high incidence of harassment was related to increased absenteeism, decreased educational aspirations, and lower academic performance. In addition to experiencing high levels of in-school victimization, many transgender students lacked the institutional supports that may ameliorate the negative effects of victimization. Transgender students who were victimized in school were unlikely to regularly report the events to school authorities, the very people who are tasked with ensuring that all students have a safe learning environment. Unfortunately, among those who did report incidents to school personnel, few students believed that staff addressed the situation effectively. Furthermore, although most transgender students could identify at least one supportive educator, the majority lacked access to other supportive resources, such as, GSAs, inclusive curricula, and comprehensive anti-harassment policies.

Findings from this report indicate that the school experiences of transgender students are similar to, yet also distinct in some ways, from their non-transgender lesbian, gay, and bisexual peers. Although LGBT students in general experience high levels of victimization, transgender students consistently reported the highest levels of victimization and were less likely than non-transgender students to feel like a part of their school community. Prior National School Climate Surveys⁴² have found similar differences, with transgender students experiencing a more hostile school environment than non-transgender students. Whereas lesbian, gay, and bisexual people are often viewed as not conforming to traditional gender norms, transgender people may pose a challenge not only to gender roles, but also to the traditional understanding of gender itself; by challenging the convention that one's gender identity naturally follows their gender assigned at birth. Thus, transgender people may be more vulnerable to stigmatization, harassment, and discrimination that results from the strict enforcement of the traditional system of gender. In fact, prior research indicates that the more individuals deviate from traditional societal norms related to gender, the more likely they are to experience victimization and isolation.⁴³

In addition to experiencing a more hostile school climate, this report demonstrates that transgender students were also more likely to be engaged with LGBT-related issues in their schools, as evidenced by more frequent attendance at GSA meetings, more frequent interaction with school personnel about LGBT issues, and greater frequency of raising LGBT issues in class. It is possible that transgender students are more engaged in LGBT-related issues and talk more with school staff because they face higher levels of in-school victimization; yet,

even when accounting for levels of victimization, there were still differences between transgender and non-transgender students. Thus, it may be that beyond explicit victimization, transgender students face other unique challenges in school that result in an increased interaction with educators and other students about LGBT issues. Perhaps transgender students are put in the position of having to educate school personnel and advocate for their rights in ways that non-transgender LGB students are not – for example, having to explain to others what being transgender means. School personnel and secondary students are most likely familiar with the idea of being gay, lesbian, or bisexual, and given that there are more gay, lesbian, and bisexual people than transgender people, they may have limited exposure to the concept of being transgender or to transgender individuals. In fact, past research found that both students and educators were more than twice as likely to know a gay, lesbian, or bisexual student than a transgender student.⁴⁴ In addition to educating members of the school community about being transgender, these students may also have to advocate for themselves with school authorities, particularly around issues related to accessing gender-segregated facilities (e.g., bathrooms and locker rooms) or being addressed by their preferred names and pronouns. An increased need to explain their situation and advocate for themselves may also account for why we found that transgender students were more likely to be out to school staff than non-transgender LGB students. Yet, although transgender students were more likely than their non-transgender peers to talk about LGBT issues in school, they were not any more comfortable doing so. Thus, perhaps transgender students engage in an inadvertent activism of sorts, in that given the nature of the challenges they face in school, they may have to advocate for their rights in ways that non-transgender students do not.

In addition to facing hostile school climates, both transgender and non-transgender lesbian, gay, and bisexual students shared other similar school experiences. All were unlikely to report incidents of harassment and assault to school staff, and those that did were unlikely to find the response of school staff to be effective. Transgender students' access to resources and supports also did not differ from their non-transgender peers, as LGBT students, regardless of their transgender status, lacked access to many school-based resources and supports.

Future Directions for Research

This report adds to available information about LGBT youth by examining the specific experiences of a national sample of transgender students. With 295 participants, this study had one of the largest samples of transgender youth. Yet, research with larger samples of transgender youth is necessary to further our understanding of their experiences and enable examination of specific subgroups within the larger population of transgender youth. Future research should examine

the school experiences within various subgroups of transgender youth (e.g., Latino/a transgender youth, lesbian transgender youth, transgender youth in rural communities) and explore differences in experiences based on various demographic characteristics (e.g., race/ethnicity, age, sexual orientation). Furthermore, although we found no differences in transgender students' experiences based on the way they specifically identified their gender (e.g., male-to-female transgender, female-to-male transgender, transgender), the relatively small sample of youth in each category may have limited our ability to detect any differences in their experiences. Given that transgender people identify in a variety of ways, future research should examine potential differences in their experiences based on how they identify. Quantitative research with a large enough sample size to detect potential differences is needed, as well as qualitative research that explores transgender youth's experiences more in depth.

The current report has also raised a number of additional questions for future research. The findings from this report indicate that, compared to lesbian, gay, and bisexual students who do not identify as transgender, transgender students are more likely to be involved in LGBT-related issues, through their involvement in GSAs, interactions with school staff, and participation in classroom discussions. Research that explores both the content of and possible explanations for transgender students' greater involvement in LGBT issues at school would be an important contribution to our understanding of LGBT students' school experiences.

Further research is also needed on school structures, policies, and practices related to issues of gender expression and gender identity. For example, as existing research indicates that gender identity and expression are less likely than sexual orientation to be addressed in anti-harassment policies⁴⁵ and trainings for educators,⁴⁶ it is likely that other LGBT-inclusive resources (e.g., curricula, library resources) are more apt to include information about lesbian, gay, and bisexual people, history, and events than information about transgender people or issues. Findings from this report indicate that many transgender students do not have access to LGBT-related in-school resources at all, but further research should examine the extent to which these resources specifically address transgender people, history, and events. In addition to specifically LGBT-related resources, research should examine other school policies and practices, as school facilities are often segregated by gender with no alternatives provided for students for whom this creates difficulties. Research on the existence of traditionally gender segregated spaces (e.g., bathrooms and locker rooms) and school policies (e.g., dress codes and athletic teams) would provide a more complete picture of the ways in which school environments may accommodate or disenfranchise students who do not conform to traditional gender norms.

Recommendations for Policy and Practice

The findings detailed in this report make it clear that there is an urgent need for action to create a safer school climate for transgender students. Educators, policymakers, and safe school advocates must continue to seek to understand the specific experiences of transgender students, and implement measures to ensure that schools are safe and inclusive environments for transgender youth.

Findings from the *2007 National School Climate Survey* highlight the important role that institutional supports can play in making schools safer for LGBT students. The availability of supportive school staff, Gay-Straight Alliances, LGBT inclusive curricular resources, and the presence of comprehensive anti-harassment school policies were related to improved school climate on a number of indicators, including: increased feelings of safety, lower frequencies of harassment and assault, lower absenteeism due to safety concerns, lower academic achievement, higher frequencies of reporting incidents of harassment and assault to school authorities, and more effective responses to incidents by school staff. Unfortunately, we found that the majority of transgender students did not have access to most of these resources. On a positive note, the vast majority of transgender students could identify at least one supportive staff person in school, although only about a third reported having access to many supportive staff. Given the potential positive impact of supportive educators, student clubs, curricular resources, and comprehensive anti-harassment policies on the school experiences of LGBT students, it is imperative that schools work to provide these resources to students.

Along with providing access to LGBT-related resources, it is important for educators, advocates, and policymakers to recognize how the needs of transgender youth may both be similar to and different from the needs of their non-transgender peers. It appears that educators are aware that transgender students may face particularly hostile climates – in two national studies, teachers and school principals recognized that transgender students would feel less safe at school than LGB students.⁴⁷ Yet, in order for LGBT-related resources to truly be inclusive and effective for transgender students, they must explicitly address issues and experiences specific to transgender students. However, prior research indicates that the needs of transgender students are often ignored and that issues involving gender identity or gender expression are rarely included in school policies or practices. School personnel need professional development to improve rates of intervention and increase the number of supportive school staff available to transgender students. However, a national survey of public school principals indicates that educators were rarely exposed to information about transgender students or victimization based on gender identity or expression.⁴⁸ Although educators were unlikely to receive this information, few principals believed that transgender issues were among the areas where their staff needed the most support and

training. Thus, it may be necessary for advocates to engage in efforts to make school administrators aware of the importance of training for educators on these issues. School staff can also help to create a safe and welcoming environment for all students by proactively educating their students. In an effort to prevent the all too pervasive negative remarks about gender expression, homophobic remarks, and harassment of transgender students, students should be taught that this type of behavior is not acceptable. Yet, based on research from a national survey of principals, most anti-bullying/harassment programs for students did not include information on bullying or harassment based on students' gender identity or gender expression.⁴⁹

In addition to educating staff and students, schools and districts should also adopt and implement comprehensive policies that enumerate categories, including sexual orientation and gender identity and expression, and have clear and effective systems for reporting and addressing incidents that students experience. Yet, similar to findings from past research,⁵⁰ this report indicates that most schools do not have such policies. In addition, LGBT students overall reported that their schools' policies were more likely to specifically enumerate sexual orientation than gender identity or gender expression. Furthermore, many students were not aware whether their school had a policy or not. Thus, in addition to the inclusion of specific protections based on sexual orientation, gender identity, and gender expression, schools must take measures to ensure that all members of the school community are aware of the policies that are currently in place.

Although implementing strategies to decrease bullying and harassment for all students is crucial, schools must also go beyond addressing these critical issues and consider how policies and practices related to traditional notions of gender may contribute to a hostile school climate. For example, the gender segregation of school facilities, such as bathrooms, locker rooms, and physical education classes, gender-specific dress codes, and classroom procedures that sort students into groups by gender may all pose challenges for transgender students. Practices and policies that are sensitive to the experiences of transgender students would not only serve to improve their school experiences, but can send an important message to all members of a school community that individuals will not be limited nor defined merely by their gender.

Taken together, these recommended measures can move us towards a future in which every child learns to respect and accept all people, regardless of sexual orientation, gender identity, or gender expression.

Notes

42 Kosciw and Diaz (2006). See Note 2 for full citation.

Kosciw, J. G. (2004). *The 2003 National School Climate Survey: The School-Related Experiences of our Nation's Lesbian, Gay, Bisexual and Transgender Youth*. New York: GLSEN.

43 Daley et al. (2008). Daley, A., Solomon, S., Newman, P. A., & Mishna, F. (2008). Traversing the margins: Intersectionalities in the bullying of lesbian, gay, bisexual and transgender youth. *Journal of Gay & Lesbian Social Services*, 19(3), 9–29.

Fitzpatrick, K. K., Eutona, S. J., Jonesa, J. N., & Schmidt, N. B. (2005). Gender role, sexual orientation and suicide risk. *Journal of Affective Disorders*, 87, 35–42.

Young, R. & Sweeting, H. (2004). Adolescent bullying, relationships, psychological well-being, and gender-atypical behavior: A gender diagnosticity approach. *Sex Roles*, 50(7/8), 525–537.

44 Harris Interactive & GLSEN (2005). *From Teasing to Torment: School Climate in America, A Survey of Students and Teachers*. New York: GLSEN.

45 Kosciw, et al. (2008). See Note 6 for full citation.

GLSEN & Harris Interactive. (2008). *The Principal's Perspective: School Safety, Bullying and Harassment, A Survey of Public School Principals*. New York: GLSEN.

Harris Interactive & GLSEN. (2005). See Note 44 for full citation.

46 GLSEN & Harris Interactive. (2008). See Note 45 for full citation.

47 In a national survey of secondary teachers (Harris Interactive & GLSEN, 2005), a smaller percentage of teachers believed that a transgender adolescent would feel “somewhat” or “very” safe at school than would a gay, lesbian, or bisexual adolescent (57% vs. 73%). Similarly, a national survey of public school principals (GLSEN & Harris Interactive, 2008) found that fewer secondary school principals believed a transgender student would feel “somewhat” or “very” safe at school, compared to those who believed a gay, lesbian, or bisexual student would feel that safe (76% vs. 89%).

48 GLSEN & Harris Interactive. (2008). See Note 45 for full citation.

49 GLSEN & Harris Interactive. (2008). See Note 45 for full citation.

50 GLSEN & Harris Interactive. (2008). See Note 45 for full citation.

Harris Interactive & GLSEN (2005). See Note 44 for full citation.

Kosciw & Diaz (2006). See Note 2 for full citation.



Gay, Lesbian and Straight Education Network
90 Broad Street
2nd Floor
New York, NY 10004
www.glsen.org



Highlights from “Harsh Realities” on staff comments and educational outcomes for transgender students

(based on 2007 National School Climate Survey)

See other attachment for full report.

- A third of transgender students heard school staff make homophobic (32%) remarks, sexist (39%) remarks, and negative comments about someone's gender expression (39%) sometimes, often, or frequently in the past year.

Almost half of all transgender students reported skipping a class at least once in the past month (47%) and missing at least one day of school in the past month (46%) because they felt unsafe or uncomfortable.

Transgender students were more likely to miss school due to safety concerns than non-transgender students (46% of transgender students compared to 34% of female students, 27% of male students, and 40% of students with other gender identities).

- Transgender students who experienced high levels of harassment had significantly lower grade point averages than those who experienced lower levels of harassment (verbal harassment based on sexual orientation: 2.2. vs. 3.0; gender expression: 2.3 vs. 2.8; gender: 2.2 vs. 2.7).

- Transgender students experiencing high levels of harassment were more likely to report that they were not planning on going to college than those experiencing lower levels of harassment (verbal harassment based on sexual orientation: 42% vs. 30%; gender expression: 40% vs. 30%; gender: 49% vs. 32%).

- Transgender students had lower educational aspirations than male students and reported lower GPAs than male students and marginally lower GPAs than female students.

From: [Turpin, Melanie](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: FW: Gender Identity
Date: Tuesday, March 17, 2015 4:28:11 PM

How would you like me to respond?

Melanie A. Turpin
Fairfax County School Board Office
Executive Administrative Assistant to:
 Ryan McElveen, Member At-Large
 Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

-----Original Message-----

From: Jen Hitchcock [<mailto:jenjim24@gmail.com>]
Sent: Tuesday, March 17, 2015 4:20 PM
To: Turpin, Melanie
Cc: McElveen, Ryan (School Board Member)
Subject: Re: Gender Identity

Hello,

I am available now though I don't know if it's too late in the day to arrange anything.

Tomorrow between 12-2 works for me. On Thursday I am free from 9-10am and from 2:15-4pm.

Yes, [REDACTED] is the best number to reach me.

Thank you,

Jen Hitchcock

> On Mar 17, 2015, at 12:02 PM, Turpin, Melanie <maturpin@fcps.edu> wrote:

>

> Ms. Hitchcock,

>

> I'm following up on your email exchange of last week with Ryan McElveen and understand that you'd like to schedule a phone call this week with Ryan. I'm happy to help arrange this. Could you suggest a convenient time for you today, tomorrow, or Thursday as Ryan is heading out of town on business on Friday? I assume you would want him to reach you at 7 [REDACTED].

>

> I look forward to hearing from you.

>

> Melanie A. Turpin

> Fairfax County School Board Office

> Executive Administrative Assistant to:

> Ryan McElveen, Member At-Large

> Megan McLaughlin, Braddock District

> Phone: 571-423-1070 FAX: 571-423-1067

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)

> Sent: Thursday, March 12, 2015 11:47 AM

> To: Jen Hitchcock

> Cc: Turpin, Melanie; Hook, Mary Ellen

> Subject: Re: Gender Identity

>

> Dear Ms. Hitchcock,

>

> Thanks for your email! I'm glad to help on this important issue. My assistant is out this week, but perhaps we can arrange a brief chat sometime next week. She will follow up with an email when she returns.

>

> Ryan

>

>

>> On Mar 12, 2015, at 11:19 AM, Jen Hitchcock <jenjim24@gmail.com> wrote:

>>

>>

>>

>> Mr. McElveen,

>>

>> The headline o yesterday's Washington Post article on your gender identity proposal put an enormous smile on my face. THANK YOU!

>>

>> [REDACTED] Can we arrange a time for a short phone call? I would prefer not to have our first discussion via email given the sensitive nature of the topic. Unfortunately I cannot make tonight's meeting - [REDACTED]

>> [REDACTED]!

>>

>> Many thanks,

>>

>> Jennifer Hitchcock

>> [REDACTED]

>>

>>

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: Please add transgender students and staff - UANBLE TO DETERMINE DISTRICT
Date: Thursday, March 12, 2015 2:05:32 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Susan Brickman [<mailto:sbbrickman@gmail.com>]
Sent: Thursday, March 12, 2015 1:01 PM
To: School Board
Subject: Please add transgender students and staff

Dear School Board Members,

Thank you for serving on the School Board. I know it is a bigger job than most of us realize.

I was thrilled when you courageously added sexual orientation to the non-discrimination policy last November.

I urge you to continue to stand up for all students and staff by adding transgender folks to the policy. You set an example that matters.

Susan Brickman



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [School Board Office](#)
Subject: FW: please add transgender students and staff- UNABLE TO DETERMINE DISTRICT
Date: Thursday, March 12, 2015 1:51:19 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: purpledogwood@gmail.com [mailto:purpledogwood@gmail.com] **On Behalf Of** Marianne Vakiener

Sent: Thursday, March 12, 2015 12:39 PM

To: School Board

Subject: please add transgender students and staff

Dear School Board Members,

Thank you for serving on the School Board. I know it is a bigger job than most of us realize.

I was thrilled when you courageously added sexual orientation to the non-discrimination policy last November.

I urge you to continue to stand up for all students and staff by adding transgender folks to the policy. You set an example that matters.

Marianne Vakiener

[REDACTED]

*Deputy Executive Assistant and
Deputy Clerk of the School Board*
Ph: 571-423-1062
Fax: 571-423-1067

I'm writing to express my support for the addition of gender identity protections for FCPS staff and students. I'm an alumna of Fairfax County Public Schools (TJHSST and West Potomac High School, 2004) and was the Gay-Straight Alliance president at West Potomac HS. [REDACTED]

- 78 percent of transgender youth experienced severe harassment in schools
- 35 percent experienced physical assault in schools
- 12 percent experienced sexual assault in grades K-12
- One-sixth of students were so severely harassed that they dropped out before completing high school

As though adolescence isn't difficult enough, trans students frequently face the additional burdens of cruel peers and family rejection, so neither school nor home is safe.

Trans nondiscrimination is the burgeoning frontier of human rights in the US and FCPS has the opportunity to be a leader and a model for the country. While the South is not known for its acceptance of LGBT folks like Avery and me, I would be proud to have come from a state and a school district that stood up for the next generation of kids like us. We all deserve the chance to be safe and nurtured, especially at school. Our children, the children of transgender and queer parents, deserve to be respected and told that their families are valid and valued.

Thank you for considering this action and taking steps toward a fair future. I look forward to one day telling my children how much the world has changed since I was their age, and you [REDACTED] and me make that world possible.

Very sincerely,
Lindsey Aitcheson

--

Lindsey Aitcheson
Research Analyst

[REDACTED]
[REDACTED]
[REDACTED]

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#); [TorresBarthel, Lizette](#)
Cc: [Partlow, Kathy](#)
Subject: FW: Transgender protections in Fairfax County Schools- PROVIDENCE DISTRICT
Date: Thursday, March 12, 2015 2:05:06 PM

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Kelly Schlageter [mailto:kschlageter@yahoo.com]
Sent: Thursday, March 12, 2015 1:01 PM
To: School Board
Subject: Transgender protections in Fairfax County Schools

To all Fairfax county school board members,

I am a parent whose children attend school in Fairfax County, and I want to express my support for including transgender students and staff in the non-discrimination policy. I hope you'll make this very needed change.

Thanks for all the work you do.

Sincerely,
Kelly

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Fwd: Forum Topic Request - Nondiscrimination Policy Update
Date: Tuesday, March 10, 2015 10:31:54 AM

I will talk with him, but my opinion is we should still include the language in our policy. The community believes that we don't currently protect this group. Will call you later.

Ryan

Begin forwarded message:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On Mar 5, 2015, at 2:05 PM, McElveen, Ryan (School Board Member)
<rlmcelveen@fcps.edu> wrote:

I have attached a forum topic request to discuss updating our
nondiscrimination policy to include "gender identity."

Ryan

<forum topic request form_McElveen030515.doc>

From: [Jen Hitchcock](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Gender Identity
Date: Thursday, March 12, 2015 11:19:44 AM

Mr. McElveen,

The headline o yesterday's Washington Post article on your gender identity proposal put an enormous smile on my face. THANK YOU!

[REDACTED]. Can we arrange a time for a short phone call? I would prefer not to have our first discussion via email given the sensitive nature of the topic. Unfortunately I cannot make tonight's meeting - [REDACTED]
[REDACTED]

Many thanks,

Jennifer Hitchcock
[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Patricia Velkoff](#)
Subject: Re: excellent proposal on gender identity protections
Date: Wednesday, March 11, 2015 6:59:05 PM

Thanks, Patricia! Ted has been a pioneer in this area, as well :-)

Ryan

On Mar 11, 2015, at 6:49 PM, Patricia Velkoff <pvelkoff@cox.net> wrote:

Hello, Ryan –

I don't normally write to school board members (☺), but: Kudos for the proposal on gender identity protections! I hope that you saw this article:

<http://www.washingtonpost.com/news/morning-mix/wp/2015/03/11/the-state-of-hate-in-america-a-new-home-on-the-internet/>

It includes the statement that "Among general hate groups, only the anti-LGBT movement has seen a steady expansion in the number of organizations in the past five years". You may also appreciate this link (looks like it's about poultry workers, but it's about LGBT issues).

<http://www.splcenter.org/home/splc-report-exposes-dangers-faced-by-alabama-poultry-workers/teaching-tolerance-guide-provides->

Cheers,

Patricia

Patricia Velkoff, Ph.D.

The content of this message is for the specified individual(s) only and is protected by the Electronic Communications Privacy Act (18 USC 2510-2521). If received in error, delete and notify me immediately. Any review, dissemination, copying, or acting on the contents is prohibited by law. Email is not a private and confidential method of communication; please do not include information that you would not wish to be viewed by a third party. Thank you.

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Goddard, Pam](#)
Subject: Re: Forum Topic Request - Nondiscrimination Policy Update
Date: Monday, March 09, 2015 11:09:20 AM

Thanks.

> On Mar 9, 2015, at 11:08 AM, Goddard, Pam <pgoddard@fcps.edu> wrote:

>

> Ryan: there's a new fillable form in the BoardDocs library. But we'll fix this for you and post for March 12.
> Please be advised there are three topics ahead of you.

>

> Pam

> Pam Goddard

> Executive Assistant and

> Clerk of the School Board

> 571.423.1060

> Please consider the environment before printing this email

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)

> Sent: Thursday, March 05, 2015 2:05 PM

> To: Goddard, Pam; Rhodes, Yvette P.; TorresBarthel, Lizette

> Cc: Garza, Karen; Lockard, Steven; Pajardo, Phyllis; Foster, John; Derenak Kaufax, Tamara (School Board Member); Velkoff, Theodore (School Board Member)

> Subject: Forum Topic Request - Nondiscrimination Policy Update

>

> I have attached a forum topic request to discuss updating our nondiscrimination policy to include "gender identity."

>

> Ryan

From: [Goddard, Pam](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Forum Topic Request - Nondiscrimination Policy Update
Date: Monday, March 09, 2015 11:08:51 AM

Ryan: there's a new fillable form in the BoardDocs library. But we'll fix this for you and post for March 12. Please be advised there are three topics ahead of you.

Pam
Pam Goddard
Executive Assistant and
Clerk of the School Board
571.423.1060

Please consider the environment before printing this email

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, March 05, 2015 2:05 PM
To: Goddard, Pam; Rhodes, Yvette P.; TorresBarthel, Lizette
Cc: Garza, Karen; Lockard, Steven; Pajardo, Phyllis; Foster, John; Derenak Kaufax, Tamara (School Board Member); Velkoff, Theodore (School Board Member)
Subject: Forum Topic Request - Nondiscrimination Policy Update

I have attached a forum topic request to discuss updating our nondiscrimination policy to include "gender identity."

Ryan

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Forum Topic Request - Nondiscrimination Policy Update
Date: Tuesday, March 10, 2015 11:02:30 AM

Ok- I don't disagree

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

On Mar 10, 2015, at 10:31 AM, McElveen, Ryan (School Board Member)
<rlmcelveen@fcps.edu> wrote:

I will talk with him, but my opinion is we should still include the language in our policy. The community believes that we don't currently protect this group. Will call you later.

Ryan

Begin forwarded message:

[REDACTED]

[REDACTED]

[REDACTED]



■ Mar 5, 2015, at 2:05 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

I have attached a forum topic request to discuss updating our nondiscrimination policy to include "gender identity."
Ryan

<forum topic request form_McElveen030515.doc>

From: [Jen Hitchcock](#)
To: [Turpin, Melanie](#)
Cc: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Gender Identity
Date: Tuesday, March 17, 2015 4:19:45 PM

Hello,

I am available now though I don't know if it's too late in the day to arrange anything.

Tomorrow between 12-2 works for me. On Thursday I am free from 9-10am and from 2:15-4pm.

Yes, [REDACTED] the best number to reach me.

Thank you,

Jen Hitchcock

> On Mar 17, 2015, at 12:02 PM, Turpin, Melanie <maturpin@fcps.edu> wrote:

>

> Ms. Hitchcock,

>

> I'm following up on your email exchange of last week with Ryan McElveen and understand that you'd like to schedule a phone call this week with Ryan. I'm happy to help arrange this. Could you suggest a convenient time for you today, tomorrow, or Thursday as Ryan is heading out of town on business on Friday? I assume you would want him to reach you at 7 [REDACTED].

>

> I look forward to hearing from you.

>

> Melanie A. Turpin

> Fairfax County School Board Office

> Executive Administrative Assistant to:

> Ryan McElveen, Member At-Large

> Megan McLaughlin, Braddock District

> Phone: 571-423-1070 FAX: 571-423-1067

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)

> Sent: Thursday, March 12, 2015 11:47 AM

> To: Jen Hitchcock

> Cc: Turpin, Melanie; Hook, Mary Ellen

> Subject: Re: Gender Identity

>

> Dear Ms. Hitchcock,

>

> Thanks for your email! I'm glad to help on this important issue. My assistant is out this week, but perhaps we can arrange a brief chat sometime next week. She will follow up with an email when she returns.

>

> Ryan

>

>

>> On Mar 12, 2015, at 11:19 AM, Jen Hitchcock <jenjim24@gmail.com> wrote:

>>

>>

>>

>> Mr. McElveen,

>>

>> The headline o yesterday's Washington Post article on your gender identity proposal put an enormous smile on my face. THANK YOU!

>>

>> [REDACTED] Can we arrange a time for a short phone call? I would prefer not to have our first discussion via email given the sensitive nature of the topic. Unfortunately I cannot make tonight's meeting - [REDACTED]

[REDACTED]!

>>

>> Many thanks,

>>

>> Jennifer Hitchcock

>> 7 [REDACTED]

>>

>>

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Jen Hitchcock](#)
Cc: [Turpin, Melanie](#); [Hook, Mary Ellen](#)
Subject: Re: Gender Identity
Date: Thursday, March 12, 2015 11:46:42 AM

Dear Ms. Hitchcock,

Thanks for your email! I'm glad to help on this important issue. My assistant is out this week, but perhaps we can arrange a brief chat sometime next week. She will follow up with an email when she returns.

Ryan

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> [REDACTED]

>

> Many thanks,

>

> Jennifer Hitchcock

> [REDACTED]

>

>

From: [Turpin, Melanie](#)
To: [Jen Hitchcock](#)
Cc: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity
Date: Tuesday, March 17, 2015 12:02:51 PM

Ms. Hitchcock,

I'm following up on your email exchange of last week with Ryan McElveen and understand that you'd like to schedule a phone call this week with Ryan. I'm happy to help arrange this. Could you suggest a convenient time for you today, tomorrow, or Thursday as Ryan is heading out of town on business on Friday? I assume you would want him to reach you at 7 [REDACTED].

I look forward to hearing from you.

Melanie A. Turpin
Fairfax County School Board Office
Executive Administrative Assistant to:
Ryan McElveen, Member At-Large
Megan McLaughlin, Braddock District
Phone: 571-423-1070 FAX: 571-423-1067

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, March 12, 2015 11:47 AM
To: Jen Hitchcock
Cc: Turpin, Melanie; Hook, Mary Ellen
Subject: Re: Gender Identity

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>

> Many thanks,

>

> Jennifer Hitchcock

> [REDACTED]
>
>
>

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Jen Hitchcock](#)
Cc: [Turpin, Melanie](#)
Subject: Re: Gender Identity
Date: Tuesday, March 17, 2015 7:26:58 PM

Let's do tomorrow (Wednesday) at 12pm. I'll call you then.

Ryan

> On Mar 17, 2015, at 4:19 PM, Jen Hitchcock <jenjim24@gmail.com> wrote:

>

> Hello,

>

> I am available now though I don't know if it's too late in the day to arrange anything.

>

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>

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>> I look forward to hearing from you.

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>> Melanie A. Turpin

>> Fairfax County School Board Office

>> Executive Administrative Assistant to:

>> Ryan McElveen, Member At-Large

>> Megan McLaughlin, Braddock District

>> Phone: 571-423-1070 FAX: 571-423-1067

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>> -----Original Message-----

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>> Sent: Thursday, March 12, 2015 11:47 AM

>> To: Jen Hitchcock

>> Cc: Turpin, Melanie; Hook, Mary Ellen

>> Subject: Re: Gender Identity

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>>>

>>> [REDACTED]. Can we arrange a time for a short phone call? I would prefer not to have our first discussion via email given the sensitive nature of the topic. Unfortunately I cannot make tonight's meeting - if [REDACTED]!

>>>

>>> Many thanks,

>>>

>>> Jennifer Hitchcock

>>> [REDACTED]

>

From: [McElveen, Ryan \(School Board Member\)](#)
To: [TorresBarthel, Lizette](#)
Subject: Re: please add transgender students and staff- UNABLE TO DETERMINE DISTRICT
Date: Thursday, March 12, 2015 2:05:09 PM

Dear Ms. Vakiener,

Thanks for yor support!

Ryan

On Mar 12, 2015, at 1:51 PM, TorresBarthel, Lizette <LTorresBarth@fcps.edu> wrote:

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: purpledogwood@gmail.com [<mailto:purpledogwood@gmail.com>] **On Behalf Of**
Marianne Vakiener
Sent: Thursday, March 12, 2015 12:39 PM
To: School Board
Subject: please add transgender students and staff

Dear School Board Members,

Thank you for serving on the School Board. I know it is a bigger job than most of us realize.

I was thrilled when you courageously added sexual orientation to the non-discrimination policy last November.

I urge you to continue to stand up for all students and staff by adding transgender folks to the policy. You set an example that matters.

Marianne Vakiener


From: [REDACTED] Amy
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Transgender teens in FCPS
Date: Thursday, March 12, 2015 10:17:24 AM

Me too! Again if I can do anything at all please let me know.

Amy [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: McElveen, Ryan (School Board Member)
Sent: Thursday, March 12, 2015 10:13 AM
To: [REDACTED], Amy
Subject: Re: Transgender teens in FCPS

Hi Amy,

Thanks for sharing this experience and your support. I'm hopeful that the board will pass this change expeditiously.

All the best!

Ryan

On Mar 12, 2015, at 9:57 AM, [REDACTED] o, Amy <[REDACTED]> wrote:

Mr. McElveen,
I saw your tweet today and was beyond thrilled to see you are bringing this issue to the Board. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Please let me know if I can be of any assistance – I have learned a tremendous amount over the past year. I want to help in any way I can. I would be happy to meet with you or the Board. I am sure there are kids who aren't "out" at their schools because they don't feel comfortable and are afraid. As was mentioned in the article, the suicide or attempted suicide rate is astounding, and these kids need help.

Thank you so much,

Amy

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [REDACTED], Amy
Subject: Re: Transgender teens in FCPS
Date: Thursday, March 12, 2015 10:12:50 AM

Hi Amy,

Thanks for sharing this experience and your support. I'm hopeful that the board will pass this change expeditiously.

All the best!

Ryan

On Mar 12, 2015, at 9:57 AM, [REDACTED], Amy <[REDACTED]> wrote:

Mr. McElveen,

I saw your tweet today and was beyond thrilled to see you are bringing this issue to the Board. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Please let me know if I can be of any assistance – I have learned a tremendous amount over the past year. I want to help in any way I can. I would be happy to meet with you or the Board. I am sure there are kids who aren't "out" at their schools because they don't feel comfortable and are afraid. As was mentioned in the article, the suicide or attempted suicide rate is astounding, and these kids need help.

Thank you so much,

Amy [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED] Amy
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Transgender teens in FCPS
Date: Thursday, March 12, 2015 9:57:45 AM

Mr. McElveen,

I saw your tweet today and was beyond thrilled to see you are bringing this issue to the Board. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Please let me know if I can be of any assistance – I have learned a tremendous amount over the past year. I want to help in any way I can. I would be happy to meet with you or the Board. I am sure there are kids who aren't "out" at their schools because they don't feel comfortable and are afraid. As was mentioned in the article, the suicide or attempted suicide rate is astounding, and these kids need help.

Thank you so much,

Amy [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

From: [Catherine Read](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: [FWD: FW: Federal Government Resolves Complaint Filed by CA Transgender Student]
Date: Wednesday, July 24, 2013 5:03:43 PM

Sent by my good friend Jim Woods of the Transgender Law Center in San Francisco. Thought I'd keep you up to date on the latest in this evolving issue of transgender students and how school systems are managing their emerging needs.



FOR IMMEDIATE RELEASE
July 24, 2013

Media Contacts:

Erik Olvera	Amanda Keating
Communications Director	Communications Associate
NCLR	NCLR
Office: 415.392.6257 x324	Office: 415.392.6257 x305
Mobile: 415.994.3242	
EOlvera@NCLRights.org	AKeating@NCLRights.org

Federal Government Resolves Complaint Filed by CA Transgender Student

Agreement Affirms that Transgender Students Are Entitled to Equal Access in Schools

(San Francisco, CA, July 24, 2013)—Today, the U.S. Department of Education's Office of Civil Rights and U.S. Department of Justice's Civil Rights Division announced a resolution to a complaint filed by the National Center for Lesbian Rights (NCLR) on behalf of a transgender student in California's Arcadia Unified School District. The resolution requires the school district to treat the student as male in all respects and keep his transgender status private. Furthermore, the school district agreed to revise its policies to ensure that all students who do not conform to sex stereotypes, including transgender students, have equal access and

opportunity to participate in all of the district's activities and programs. Those policy changes will be complemented by district-wide training for personnel and students. The implementation of this agreement will be overseen by a qualified expert agreed upon by the district and federal government.

The student and his family—who asked that their names not be made public—filed a complaint with OCR and DOJ in October 2011 when the school district required him to sleep in a cabin by himself instead of allowing him to room with his male peers on an overnight field trip. Not wanting to miss out on this important educational opportunity, he attended the field trip, but could not escape the feeling that he was being "quarantined" for no legitimate reason.

In addition to preventing him from fully participating in the overnight field trip, the school district excluded the student from the boys' restroom and locker room, insisting that he use the nurse's office. That arrangement resulted in the student being ridiculed by peers and limited his ability to participate in afterschool activities because the nurse's restroom was locked during those times.

The student and his family are represented by the NCLR.

"I am glad that my school district has agreed to put in place the protections that I, and other transgender students, need to feel safe and welcome in school," said the student. "Knowing that I have the school district's support, I can focus on learning and being a typical high school student, like my friends."

Said NCLR Staff Attorney Asaf Orr: "We commend the federal government for taking this necessary step to ensure that schools are safe and supportive environments where all students can thrive, including transgender students. Federal law obligates school districts to affirm and respect a transgender student's gender identity in all of their programs, activities, and facilities. Treating transgender students based on their assigned sex at birth is psychologically harmful and interferes with their healthy social development. Hopefully, school districts will take this opportunity to proactively address the needs of transgender youth through district-wide policies and training."

[Read the resolution letter.](#)

[Read the agreement.](#)

[Read the complaint.](#)

The National Center for Lesbian Rights is a national legal organization committed to advancing the human and civil rights of the lesbian, gay, bisexual, and transgender community through litigation, public policy advocacy, and public education. www.NCLRights.org

Disclaimer: If you do not wish to receive further news/releases from National Center for Lesbian Rights, please click the following link: [\[Remove Me\]](#). Requests will take a maximum of 2 business days to process.

Contact information: Erik Olvera, National Center for Lesbian Rights, 870 Market St Ste 370, San Francisco, CA 941023009

From: [Catherine Read](#)
To: [Velkoff, Theodore \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#)
Subject: [FWD: Huge Win for Transgender Students!]
Date: Wednesday, April 30, 2014 2:09:41 PM

Did you get this info on guidelines from the US Dept. of Education? I was sent this yesterday by my peeps in San Francisco. Federal protection is pretty HUGE~

Catherine S. Read
Creative Read, Inc.
www.CatherineRead.com
703-966-6960

----- Original Message -----

Subject: Huge Win for Transgender Students!
From: Transgender Law Center <info@transgenderlawcenter.org>
Date: Tue, April 29, 2014 6:22 pm
To: catherine@creativeread.com

Having trouble viewing this email? [Click here](#)



blueline

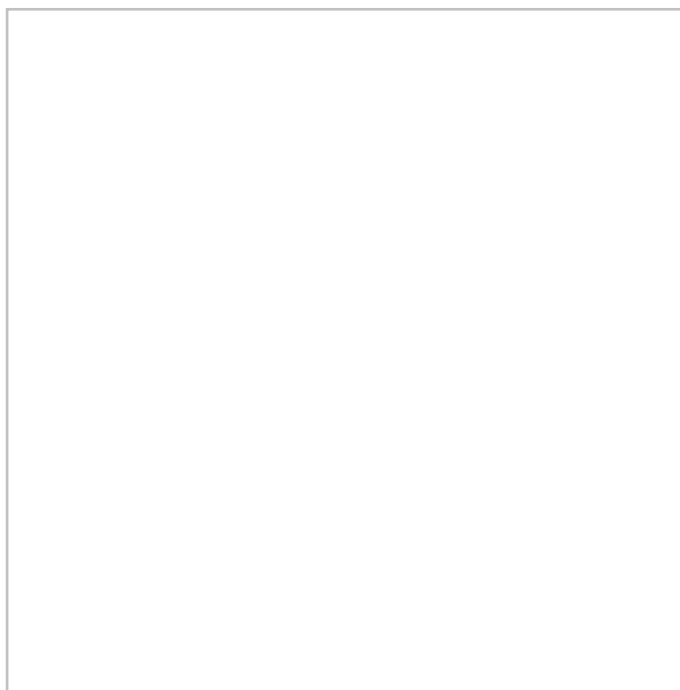


Catherine,

It's a great day for transgender students!

Transgender Law Center applauds the U.S. Department of Education for releasing [guidelines](#) today that make it clear **transgender and gender nonconforming students are protected from discrimination under Title IX**, the federal law that prohibits discrimination based on sex in schools.

This means that **transgender and gender nonconforming students have legal recourse if they experience discrimination at school**, and that schools will be held responsible if they discriminate. The guidance also



covers colleges and universities that receive any federal funding.

[Click here to share this image on Facebook!](#)

Increasingly, courts and federal agencies are making clear that transgender and gender nonconforming people are covered under laws that protect people from discrimination based on sex. In 2012 the Equal Employment Opportunity Commission (EEOC) ruled, [in a case brought by Transgender Law Center](#), that transgender people are protected from discrimination in the workplace under Title VII, the parallel federal law that prohibits sex discrimination in employment. In 2013 the U.S. Department of Education's Office of Civil Rights and U.S. Department of Justice's Civil Rights Division settled a lawsuit brought by a transgender student against the Arcadia Unified School District for denying him access to the same facilities and activities as other boys. The settlement referenced the EEOC ruling.

Transgender Law Center is [currently representing Seamus Johnston](#), a former honors student at the University of Pittsburgh, in his sex discrimination lawsuit against the university. Mr. Johnston is a transgender man. During his three years at the University of Pittsburgh, he consistently lived as male and used men's restrooms on campus. He has also changed most of his identity documents to reflect his male gender. The University allowed him to enroll in a Weight Lifting for Men class in the spring and fall of 2012. In the fall of 2012, however, the University suddenly informed Mr. Johnston that he was no longer permitted to use the men's restrooms or locker rooms on campus unless he obtained a new birth certificate reflecting his male gender. When he continued using the men's facilities, the University engaged in a campaign of persecution against him, having him arrested and criminally prosecuted, and eventually expelling him, causing him to lose his full scholarship.

The California School Board Association has released a [great model policy](#) you can share with your school district, no matter where you live, so that they can comply with federal law and ensure all students are able to participate. For even more resources on improving your school check out the [Support All Students](#) website.

In pride,



Masen Davis
Executive Director



This email was sent to catherine@creativeread.com by info@transgenderlawcenter.org |
[Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).



Transgender Law Center | 1629 Telegraph Street | Suite 400 | Oakland | CA | 94612

From: [REDACTED]
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: FCPS FLE Improvements
Date: Tuesday, May 20, 2014 10:30:10 PM
Attachments: [REDACTED]

Dear Mr. McElveen,

My name is [REDACTED]. I am writing to you today to address a concern of mine that I was hoping you would be able to help with. I have already attempted to contact Mrs. Payne who is the Coordinator for FCPS's Health and PE Department, also in charge of the Family Life Education program. I assume your inbox must get extremely full due to your well know popularity, so I understand if you don't get a chance to read or reply to this, [REDACTED] The email I send to Mrs. Payne is as follows:

Currently as a senior in high school who has been a part of FCPS since kindergarten, I have gone through the entirety of the FLE program that our school county has to offer. However, in the 8 years that Fairfax County has been teaching my fellow peers and I about the world of reproduction, I have never experienced any education that involves material applicable to LGBTQ youth. According to the FCPS FLE program description, homosexuality isn't even discussed until the ninth grade, where it is only defined, and in the tenth grade bisexuality and transgender are also defined. In the eleventh and twelfth grade program descriptions, no discussion is mentioned on any of these topics. In summary, Fairfax County's family life education program is only inclusive to heterosexuality, and promotes heteronormativity, as well as encourages it. The HIV/AIDS epidemic is and always has been a major struggle for members of the LGBTQ community and without proper instruction, this epidemic will only continue to grow and affect more young individuals than it already does. My goal is to incorporate an LGBTQ inclusive curriculum to Fairfax County's current Family Life Education Program to better educate our LGBTQ youth and others. I was hoping there is hopefully some way we can work together to come to a consensus on this topic to better the education of FCPS's students. Thank you so much for listening and I hope to hear back from you!

Sincerely,

[REDACTED]

[REDACTED]
[REDACTED]

From: [Jenn Delaney](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Follow-up: Have you signed this form?
Date: Tuesday, July 15, 2014 3:36:37 PM

Dear Mr. McElveen,

I hope that this email finds you well! We're sending you a follow-up email to remind you that it is **perfectly legal to fire someone in Virginia because they are gay, lesbian, bisexual, or transgender** (LGBT). To show that there is wide-spread support throughout Virginia for legislation codifying the right of workplace non-discrimination for all public employees based upon sexual orientation and gender identity, we are asking local officials to [sign this statement](#). Right now, [there are over 70 local officials](#) across Virginia who have signed this statement in support of workplace fairness because they realize that it:

- makes good business sense,
- improves the commonwealth's national reputation,
- keeps Virginia competitive,
- and is the right thing to do.

Do you support workplace non-discrimination? If so, we applaud you! Please download and [sign this form](#), then email or fax it back to our office at your earliest convenience.

Thank you for your time and we hope that you'll bring us one step closer to statewide workplace protections. Please call or email our Program Director, Virginia Lamneck, at vlamneck@equalityvirginia.org if you have any questions or would like additional information. We look forward to your response!

Sincerely,
Jenn

Jenn Delaney
Equality Virginia
804.643.4816
It Takes Everyone.
www.equalityvirginia.org



From: [Becca Summers](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Join Fairfax County and EV!
Date: Monday, May 19, 2014 1:30:14 PM
Attachments: [local leader nondiscrimination statement of support2014.pdf](#)

Dear School Board Member McElveen,

Did you know that it is still legal to fire someone in Virginia because they are gay, lesbian, bisexual, or transgender (LGBT)? Despite this fact, 80% of Virginia's 25 largest private employers have policies that include sexual orientation and 60% include gender identity. This is great news for the employees who work at those companies, but we think Virginia can do better.

We are asking elected officials across the commonwealth to publically support legislation to ensure fairness in the workplace for LGBT employees. Right now, there are [over 50 elected officials](#) across Virginia who support workplace fairness. Join Board of Supervisors Chairman Bulova, Board of Supervisors Vice Chair Gross, Supervisors McKay, Foust, and Smyth, School Board Chair Moon, and School Board Member Storck from Fairfax County who have already signed on! Please download and sign [the attached form](#), then email or fax the completed form back to me at your earliest convenience.

Supporting workplace fairness makes good business sense, improves Virginia's national reputation, and keeps Virginia competitive – we hope that you'll bring us one step closer to statewide workplace protections.

Thank you for your time and consideration. Please call or email me if I can answer any questions or provide you with additional information. We look forward to your response!

Sincerely Virginia,

Virginia Lamneck
Program Director
Equality Virginia
804.643.4816
vlamneck@equalityvirginia.org

It Takes Everyone.
www.equalityvirginia.org



From: [Josh I](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Non-discrimination
Date: Wednesday, March 04, 2015 10:26:10 PM

Mr. McElveen,

In light of our Attorney General's new advisory opinion today, do you think perhaps the Fairfax County School Board might follow its great move a few months ago by adding gender identity and expression to its non-discrimination policy as it did sexual orientation?

http://www.washingtonpost.com/local/virginia-politics/va-school-boards-anti-discrimination-policies-can-include-sexual-orientation/2015/03/04/b72a2f88-c2a4-11e4-ad5c-3b8ce89f1b89_story.html

http://ag.virginia.gov/files/14-080_Ebbin.pdf

I think a lot of other school systems will be looking to our community's lead and this would send the strongest possible signal that FCPS is a place where all are valued and treated equally.

Thanks for your consideration!

Josh Israel



From: [Payne, Elizabeth T](#)
To: [REDACTED]
Cc: [Turpin, Melanie](#); [Smith, Kathy L \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Wardinski, Paul A.](#); [Presidio, Sloan](#)
Subject: RE: FCPS FLE Improvements
Date: Friday, May 23, 2014 1:47:51 PM

Mr. Kaelin,

My apologies for the delayed response as I am on leave. The Family Life Education Curriculum Advisory Committee discussed inclusion of LGBTQ at the middle school level this year. Due to the potential impacts of new general health standards of learning coming from the Virginia Department of Education next year, the advisory committee will be conducting a full scope and sequence of the FLE program next school year to bring more comprehensive recommendations to the School Board. LGBTQ instruction will be part of this review; so this is an opportune time to include your perspectives and input. My staff and I would be happy to schedule a time to meet with you when I return next week. We have had several productive meetings with students about important health topics that concern our students and that led to changes in the curriculum.

The advisory committee also welcomes student involvement and we have been fortunate to have several students over the years appointed by the student member of the School Board. Working with your student member to the School Board to ensure the committee has student representation may be one avenue for advocacy.

You have my email and my direct line is below if it is easier to call. I look forward to talking with you and working with you towards inclusion of this important information and instruction for students.

Liz Payne, Ed.D.

K-12 Coordinator for Health, Family Life Education, and Physical Education

Fairfax County Public Schools

3877 Fairfax Ridge Road 3104

Fairfax, VA 22030

571-423-4553

Fax 703-279-5202

etpayne@fcps.edu

From: McElveen, Ryan (School Board Member)
Sent: Wednesday, May 21, 2014 7:37 AM
To: [REDACTED]
Cc: Payne, Elizabeth T; Turpin, Melanie; Smith, Kathy L (School Board Member); Velkoff, Theodore (School Board Member); Moon, Ilryong (School Board Member)
Subject: Re: FCPS FLE Improvements

Dear [REDACTED]

Thanks for sharing your concerns about FLE. I agree that improvements are needed in the realm of LGBTQ awareness, and I am also aware that it can be politically difficult to make those improvements. I have copied Mrs. Payne on this email (in addition to my school board colleagues

who represent your school) in the hope that she can provide suggestions on how you can be heard and weigh in more extensively on the issue.

All the best,

Ryan

PS. I don't have photoshop at work, but feel free to crop my head into your picture as you wish :-)

On May 20, 2014, at 10:30 PM, "[REDACTED]" > wrote:

Dear Mr. McElveen,

My name is [REDACTED]

[REDACTED] I am writing to you today to address a concern of mine that I was hoping you would be able to help with. I have already attempted to contact Mrs. Payne who is the Coordinator for FCPS's Health and PE Department, also in charge of the Family Life Education program. I assume your inbox must get extremely full due to your well know popularity, so I understand if you don't get a chance to read or reply to this, however it [REDACTED]. The email I send to Mrs. Payne is as follows:

Currently as a senior in high school who has been a part of FCPS since kindergarten, I have gone through the entirety of the FLE program that our school county has to offer. However, in the 8 years that Fairfax County has been teaching my fellow peers and I about the world of reproduction, I have never experienced any education that involves material applicable to LGBTQ youth. According to the FCPS FLE program description, homosexuality isn't even discussed until the ninth grade, where it is only defined, and in the tenth grade bisexuality and transgender are also defined. In the eleventh and twelfth grade program descriptions, no discussion is mentioned on any of these topics. In summary, Fairfax County's family life education program is only inclusive to heterosexuality, and promotes heteronormativity, as well as encourages it. The HIV/AIDS epidemic is and always has been a major struggle for members of the LGBTQ community and without proper instruction, this epidemic will only continue to grow and affect more young individuals than it already does. My goal is to incorporate an LGBTQ inclusive curriculum to Fairfax County's current Family Life Education Program to better educate our LGBTQ youth and others. I was hoping there is hopefully some way we can work together to come to a consensus on this topic to better the education of FCPS's students. Thank you so much for listening and I hope to hear back from you!

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED] !

<20140521_022620030_iOS.jpg>

From: [Jenn Delaney](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Workplace fairness and you!
Date: Thursday, June 26, 2014 9:21:35 AM
Attachments: [local leader nondiscrimination statement of support2014.pdf](#)

Dear School Board Member McElveen,

I hope that this email finds you well! Our office emailed you last month asking you to publicly support legislation to ensure fairness in the workplace for lesbian, gay, bisexual, and transgender (LGBT) employees. Right now, there are [over 50 elected officials](#) across Virginia who support workplace fairness and we invite you to join them.

Supporting workplace fairness makes good business sense, improves Virginia's national reputation, and keeps Virginia competitive – we hope that you'll bring us one step closer to statewide workplace protections. Please download and sign [the attached form](#), then email or fax the completed form back to our office at your earliest convenience.

Thank you for your time and consideration. Please call or email our Program Director, Virginia Lamneck, at vlamneck@equalityvirginia.org if you have any questions or would like additional information. We look forward to your response!

Sincerely,
Jenn

Jenn Delaney
Equality Virginia
804.643.4816
kbokenkamp@equalityvirginia.org

It Takes Everyone.
www.equalityvirginia.org



From: [Garza, Karen](#)
To: [Lockard, Steven](#); [Smith, Marty K.](#)
Subject: FW: Consultant to FCPS on Transgender policy and practice
Date: Thursday, May 07, 2015 1:49:00 PM
Attachments: [REDACTED]

FYI

From: Lipp, Jane H
Sent: Thursday, May 07, 2015 1:43 PM
To: Garza, Karen; Superintendent Garza
Cc: Donohue, Christine W.
Subject: Consultant to FCPS on Transgender policy and practice

Karen,

Enclosed is the resume for [REDACTED], the recommended consultant for our work on transgender policy and practice.

Let me know if you need anything else.

Jane

From: [Garza, Karen](#)
To: [Kirkbride, Sue](#); [Donohue, Christine W.](#)
Subject: FW: Message From Dr. Garza -- PROVIDENCE
Date: Monday, June 08, 2015 9:07:00 AM

[REDACTED]

From: Reed, Patty (School Board Member)
Sent: Friday, June 05, 2015 6:05 PM
To: Garza, Karen
Cc: Guilfoyle, Matt
Subject: Fwd: Message From Dr. Garza -- PROVIDENCE

Help!

Sent from my iPhone

Begin forwarded message:

From: "Wunderlin, Desiree" <dpwunderlin@fcps.edu>
Date: June 5, 2015 at 4:19:04 PM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: "Partlow, Kathy" <KFPartlow@fcps.edu>
Subject: FW: Message From Dr. Garza -- PROVIDENCE

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Adam H. [<mailto:adam.hiatt@gmail.com>]
Sent: Friday, June 05, 2015 10:17 AM
To: Hynes, Patricia (School Board Member); School Board
Cc: Garza, Karen; FLE Comments
Subject: Re: Message From Dr. Garza

Will you kindly reply to my questions below about OPT out in HEALTH EDUCATION. Do you plan to allow OPT out of teachings on HUMAN SEXUALITY IN HEALTH EDUCATION?

Will you kindly provide all parents, faculty, and staff a "clean copy" of the final plans? How will you handle conflicts between FREE EXERCISE OF RELIGION in dealing with EMPLOYMENT of teachers who disagree with this on a MORAL, PERSONAL OR RELIGIOUS basis? Will teachers be able to OPT out teaching something that goes against their "sincerely held religious belief" and moral conscience?

Or is your intent to **FORCE PEOPLE OF FAITH TO VIOLATE THEIR RELIGIOUS BELIEFS AND MORAL CONSCIENCE?**

-- Adam

On Tue, May 19, 2015 at 10:04 AM, Adam H. <adam.hiatt@gmail.com> wrote:
Perhaps it would be more helpful if you could specifically identity which sections of the proposed changes the parents WILL NOT be able to opt out of that relate to human sexuality in the Health Curriculum?

Indicate the section number and whether it is a strike-out section # or new section # (since there are duplicate section #'s such as 9.1-9.6 (duplicate section #'s).

It is also very confusing since the grade's are being changed from 9 to 10 and 10 to 9.

Do you have a final "non-strikeout" copy (i.e. "clean copy") version of the proposed health curriculum objectives that will clearly show all the subject objects that parents will NOT be able to opt out of?

What is the motivation for removing these items? Will you provide parents an OPT out freedom and choice in the Health curriculum so as to respect parents 1st amendment rights of free exercise of religion, free speech, moral or personal choices as relates to human sexuality?

As far as I've read on the state website the "standards of health" do NOT require teaching these new items relating to human sexuality in the health curriculum, that are being proposed to be added (i.e. addition of confusing teachings

on gender and gender identity).

Please kindly answer these questions for myself and all concerned parents faculty, staff and students impacted by this policy.

Religious non-discrimination

Employment rights - 1st amendment free EXERCISE of religion?

=====

If a teacher that is supposed to teach this as part of their employment disagrees with these concepts on religious grounds will they be allowed to "opt out" of teaching these based on religious, personal, or moral beliefs and allowed to teach another subject instead?

-- Adam

On Tue, May 19, 2015 at 1:00 AM, Hynes, Patricia (School Board Member) <pmhynes@fcps.edu> wrote:
Hello, Adam. Thank you for your questions. The sections you cite - 7.1, 8.5 and 10.5 will continue to be part of FLE, not the new health curriculum. The structure of the document is confusing, but the introductory paragraphs for each of those sections explicitly do not remove those sections from FLE. Because those sections remain part of FLE, parents may opt their children out. Does that help?

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

On May 18, 2015, at 10:18 PM, "Adam H." <adam.hiatt@gmail.com><mailto:adam.hiatt@gmail.com>> wrote:

This message seems to only be telling 1/2 of the truth. Please send out a follow up email with a clarification that parents WILL NOT BE ABLE TO OPT OUT OF THESE other TOPICS IN HEALTH EDUCATION relating to HUMAN SEXUALITY AND GENDER IDENTITY!

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9W4QLH5CB9D5/\\$file/FLECAC%20Annual%20Report%202014-2015.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9W4QLH5CB9D5/$file/FLECAC%20Annual%20Report%202014-2015.pdf)

While it is true that the Family Life Education is mandated by VA state law to allow parents to opt out of, the Health Education Law in VA has no such requirement and when they are voting to "add" these teaching on homosexuality, bi-sexual and transgender and confusing gender topics to Health Education, they are also telling you as a parent that you WILL NOT have the ability to opt out of those sections of HEALTH EDUCATION identified below.

If you read this board document starting at page 12, in the 7th - 10th grades it clearly states at the top of the page that "there is no opt out option".

Allow parents to be notified of and opt out of any teaching in the Fairfax County, VA school system relating to human sexuality, including health education. Respect 1st amendment rights of free exercise of religious freedom and parental rights.

-- Adam

=====

Example from page 12:

Note: Lesson objectives 7.2, 7.3, 7.4, 7.6, and 7.7 will continue to be included in the Emotional and Social Health Unit; however, these objectives will no longer be considered Family Life Education instruction as they meet new general Health Standards of Learning that do not have an opt out option. Underlines denote new wording.

...

7.1 The student will identify physical, emotional, sexual, and social developmental changes that occur during the middle school years.

Descriptive Statement: The new responsibilities related to changing classes, communication with more teachers, organization and homework, and other school-related changes are discussed, and resources for support are presented. Instruction will include that adolescence is a period of time when teens are growing and developing physically, socially, psychologically, and sexually. During this period of time they have a greater interest in sexuality than they had in their younger years. Emphasis will be placed on recognizing that everyone is experiencing changes and the role of respectful, inclusive language in promoting an environment free of bias and discrimination. Students will be provided definitions for sexual orientation terms heterosexuality, homosexuality, and bisexuality; and the gender identity term transgender.

=====

Example from Page 15:

Recommended Lesson Objectives for
Grade Eight Emotional and Social Health

Note: Lesson objectives 8.1-4, 8.6-8, 8.11, and 8.12 will continue to be included in the Emotional and Social Health Unit; however, these objectives will no longer be considered Family Life Education instruction as they meet new general Health Standards of Learning that do not have an opt out option. Underlines denote new wording.

...

8.5 Students will identify and explore factors that influence the that development of individual identity during adolescence, including attitudes about masculinity and femininity occurs over a lifetime and includes the component of sexual orientation and gender identity.

Descriptive Statement: This includes discovering and developing Instruction will include factors that influence the development of individual identity such as capabilities; acknowledging areas in need of personal growth; and understanding and accepting oneself.; and Instruction includes the effect of gender roles and expectations on individual choices and emphasizes that while attitudes about gender roles differ among families, cultures, religions, and individuals, stereotyping individuals based on gender can limit opportunities. Individual identity will also be described as having four parts – biological gender, gender identity (includes transgender), gender role, and sexual orientation (includes heterosexual, bisexual, and homosexual). The concept that sexuality is a broader spectrum will be introduced.

=====

Page 22-23 - 10th grade:

Recommended Lesson Objectives for
Grade Ten Human Growth and Development

Note: Lesson objective 10.1 will continue to be included in health instruction; however, this objective will no longer be considered Family Life Education instruction as it meets new general Health Standards of Learning that do not have an opt out option. ...

10.85 Students will recognize development of sexuality as an aspect of one's total personality.

Descriptive Statement: Instruction will include how sexuality develops throughout a lifetime and how sexuality encompasses attitudes, values, and behaviors. Emphasis will be placed on an understanding that there is a broader, boundless, and fluid spectrum of sexuality that is developed throughout a lifetime. Sexual orientation and gender identity terms will be discussed with focus on appreciation for individual differences.

Heterosexuality, homosexuality, bisexuality, and transgender will be defined. Social and legal issues will be discussed.

=====

-- Adam

On Mon, May 18, 2015 at 5:02 PM, Fairfax County Public Schools
<KIT_NoReply@fcps.edu<mailto:KIT_NoReply@fcps.edu>> wrote:
A message from FAIRFAX COUNTY PUBLIC SCHOOLS

Dear Parents,

We would like to ensure that all Fairfax County Public Schools (FCPS) families have the correct information regarding the proposed lesson objectives and curriculum for our Family Life Education (FLE) program. The changes under consideration by the School Board are the result of a series of recommendations from the Family Life Education Curriculum Advisory Committee (FLECAC), which is a standing citizen advisory committee that reviews the FLE curriculum on a regular basis and is comprised of school board appointees, community members, students, teachers and administrators. The committee has been working on the curriculum recommendations for more than a year.

Most sections in the FLECAC committee's report have been a part of the curriculum in past years, with the difference being that many of the instructional objectives now meet the Virginia Dept. of Education's (VDOE) general Health Standards of Learning, and as-such no longer have an opt-out option. These topics include conflict resolution skills, respecting individual differences such as disabilities, ethnicities and cultures and mental health areas.

The question has been asked: "Will parents still be able to opt their child out of Family Life Education lessons?" The answer is yes. Parents have been able to opt their students out of FLE designated lessons in the past and will continue to have that ability under the FLECAC committee's recommendations - including the sexual orientation and gender identity lessons. Other topics that parents will be able to opt their child out of include reproductive anatomy, contraception, abstinence, STIs, and many others.

Parents and community members will have the opportunity to review and comment on the proposed curriculum revisions during a 30 day period, which begins May 21. I encourage you to visit our web page for additional

information about the FLE curriculum and to learn how you can participate in the comment process:
<http://www.fcps.edu/is/hpe/fle.shtml>

Our parents' role in determining if their child will receive Family Life Education lessons has not changed. As parents, you continue to have the final say. I hope you find this information helpful and that it dispels many of the misperceptions that are currently being posted regarding our FLE curriculum in the media and elsewhere.

Thank you for your support and understanding.

Karen Garza
Superintendent
Fairfax County Public Schools

Parents of FCPS students may update contact information online through weCare@School <http://www.fcps.edu/news/wecare.shtml>, a feature of FCPS 24-7 Learning (Blackboard) or by contacting the student information officer at their child(ren)'s school to have the contact information updated in the student information system.

If you are not a parent or guardian of a child who attends an FCPS school please reply to this message with the words "ERROR – NOT MY CHILD" in the subject line.

--
-- Adam

=====

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♀♂
1+1=3

--
-- Adam

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♀♂
1+1=3

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-- Adam

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♀♂

1+1=3

From: [Garza, Karen](#)
To: [Foster, John](#)
Subject: Fwd: Gender Identity Statement
Date: Monday, May 04, 2015 6:57:32 AM

[REDACTED]

Sent from my iPhone

Begin forwarded message:

From: "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>
Date: May 4, 2015 at 2:38:03 AM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Foster, John" <jefoster@fcps.edu>
Cc: "Donohue, Christine W." <CWDonohue@fcps.edu>, "Guilfoyle, Matt" <msguilfoyle@fcps.edu>, "Cornell, Lora L." <LLCornell@fcps.edu>, "Fields, Melissa" <mkfields@fcps.edu>
Subject: RE: Gender Identity Statement

Following up on previously posed questions regarding potential impact of 1450 – kindly advise.

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: Schultz, Elizabeth (School Board Member)
Sent: Thursday, April 23, 2015 5:23 PM
To: Garza, Karen; Lockard, Steven; Foster, John
Cc: Donohue, Christine W.; Guilfoyle, Matthew; Fields, Melissa
Subject: RE: Gender Identity Statement
Importance: High

Within hours of the marriage equality decision by the Governor on October 6th, we had a statement from John indicating an immediate movement to ensure implementation of

healthcare, etc.

The statement provided below does not address what happens if this Board passes language without first understanding the implications. In passing the policy, its effect is immediate unless it states otherwise. Without a consultant report being contracted and reported out to the Board, never mind any public engagement, what effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what? What are parental and student rights in such a situation? If a student or employee is dressed as their biological identity, but ‘identifies’ with the other, will they be allowed to use that gender’s restroom and locker facilities? What will happen the next day or week after the vote in male and female employee bathrooms and locker rooms?, etc.

The statement issued does not account or provide for functional implementation issues around first passing something into policy then reading it to learn what’s in it.

Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:32 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy – [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students?
Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All – Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add “gender identity” to the FCPS non-discrimination policy (Policy 1450):
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a “New Business” item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

From: [Garza, Karen](#)
To: [Guilfoyle, Matt](#); [Donohue, Christine W.](#); [Foster, John](#)
Subject: Fwd: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT
Date: Wednesday, April 22, 2015 2:29:58 AM
Attachments: [image001.png](#)
[image001.png](#)

FYI

Sent from my iPhone

Begin forwarded message:

From: "Storck, Dan (School Board Member)" <DGStorck@fcps.edu>
Date: April 22, 2015 at 1:06:44 AM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: "Garza, Karen" <kkgarza@fcps.edu>, "Goddard, Pam" <pgoddard@fcps.edu>, "Hook, Mary Ellen" <mehook@fcps.edu>
Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

Colleagues,
I meant to share my response with you. I know of several situations like [REDACTED].
[REDACTED]. I urge a unanimous vote for this language addition to affirm to our students, parents and community that we are learning and growing and that the 21st Century will truly be a different one and a less discriminatory one for every one of us!

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

From: Storck, Dan (School Board Member)
Sent: Wednesday, April 22, 2015 12:55 AM
To: [REDACTED]
Subject: RE: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

[REDACTED],

I, too, have learned much more these past few years, so I understand and strongly support the need for the language addition. Learning (and understanding) is what we all need to be doing. I will try to further that when we vote on Thursday.

Respectfully yours,



Dan Storck
Mt. Vernon District Member
Fairfax County School Board
Voice Mail: 571.423.1086
Mary Ellen Hook, Executive Admin. Asst.
Contact: 571.423.1055 or MEHook@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

From: Rhodes, Yvette P.
Sent: Tuesday, April 21, 2015 2:33 PM
To: School Board Members
Cc: School Board Office
Subject: FW: Help Families of Gender Nonconforming Children - UNABLE TO DETERMINE DISTRICT

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: [REDACTED]
Sent: Monday, April 20, 2015 6:25 PM
To: School Board
Subject: Help Families of Gender Nonconforming Children

Dear Fairfax County School Board,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Please do not let uneducated parents who do not stand in our shoes sway your vote to discriminate against our children.

Please vote to add "gender identity" to the non-discrimination policy for Fairfax County Public Schools. You will be savings lives with this brave move.

Thank you.

[REDACTED]

From: [Garza, Karen](#)
To: [Velkoff, Theodore \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Fwd: NBC - transgender Kids
Date: Wednesday, April 22, 2015 9:37:31 AM

Sent from my iPhone

Begin forwarded message:

From: "Kirkbride, Sue" <slkirkbride@fcps.edu>
Date: April 22, 2015 at 8:52:36 AM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Meier, Annie" <AKMeier@fcps.edu>, "Cornell, Lora L." <LLCornell@fcps.edu>
Subject: NBC - transgender Kids

This week NBC nightly news is doing stories regarding transgender kids. Last night's story was amazing and a huge learning experience for many.

<http://www.nbcnews.com/storyline/transgender-kids/jacobs-journey-life-transgender-5-year-old-n345131>

From: [Garza, Karen](#)
To: [Platenberg, Jeffrey](#)
Subject: Fwd: playing with our kids
Date: Monday, April 27, 2015 11:03:15 PM

[REDACTED]
[REDACTED]
[REDACTED]

Sent from my iPhone

Begin forwarded message:

From: "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>
Date: April 27, 2015 at 11:01:22 PM EDT
To: "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>
Cc: "Goddard, Pam" <pgoddard@fcps.edu>, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>, "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>, "Garza, Karen" <kkgarza@fcps.edu>
Subject: Re: playing with our kids

Haven't had this type of situation yet. Pam can we please pass this to safety and security and work through them to possibly pass it to the police to investigate if our security team feels it is credible?

Never a dull moment. Thanks for catching this one Sandy.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

On Apr 27, 2015, at 10:29 PM, Evans, Sandy (School Board Member) <ssevans@fcps.edu> wrote:

Pam and Tammy, This individual is making threats against School Board members. While we could ignore this and assume he doesn't mean it

literally, I do think there should be some repercussions for making these types of threats. How do we generally handle this type of thing? Sandy

From: lancaste@gdls.com [<mailto:lancaste@gdls.com>]

Sent: Friday, April 24, 2015 11:17 AM

To: School Board

Subject: playing with our kids

Those pushing the idea of 'transgender' bathroom are perverts bent on the destruction of the family unit. All of those who support this effort ought to be dragged into the street and have your asses beat. yes, I said asses beat. Pull this shit on my grandchild and I will hunt you down and and administer militia justice on you. Change your ways and stop playing with our kids or your shit will be weak when the moms and dads come to your house and visit with you and your family.

David B. Lancaster

lancaste@gdls.com

Deus pascit corvos

From: [Garza, Karen](#)
To: [Kirkbride, Sue](#); [Donohue, Christine W.](#)
Subject: Fwd: Training
Date: Tuesday, June 16, 2015 10:38:23 PM

[REDACTED]

Sent from my iPhone

Begin forwarded message:

From: "Strauss, Jane (School Board Member)" <jkstrauss@fcps.edu>
Date: June 16, 2015 at 10:05:17 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>
Cc: "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>
Subject: Fwd: Training

I assume we are all getting this stuff?

Janie

Jane K Strauss
Fairfax County School Board
Dranesville Representative
Phone: 571.423.1087

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Begin forwarded message:

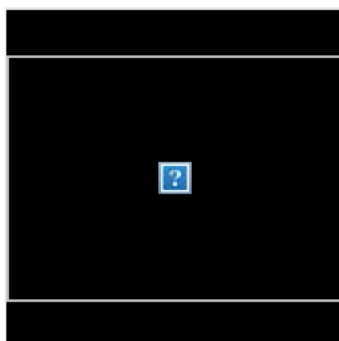
From: Levonne Gryder <levonne.gryder@yahoo.com>
Date: June 16, 2015 at 7:14:41 PM EDT
To: "Strauss, Jane (School Board Member)" <jkstrauss@fcps.edu>
Subject: Training
Reply-To: Levonne Gryder <levonne.gryder@yahoo.com>

YOU WILL BURN IN HELL FOR THIS

[SICK: Starting In](#)

[Kindergarten Children Will Be Taught Heterosexual, Homosexual, Bisexual, And Transgender Lifestyles \[Video\]](#)

[SICK: Starting In Kindergarten Children Will Be Taught
Heterosexual, Homosexual, Bisexual, And
Transgender Lifestyles \[Video\]](#)



SICK: Starting In Kindergarte n Children Will Be Taught H...

Blaze and Spitfire AMERICA'S FREEDOM
FIGHTERS - As some of us have predi
cted and warned we have now arrived at a ti
me in the liberal society that they have beg

View on [www.americasfreedo...](#)

Preview by Yahoo

***Thank You
Levonnie Gryder***

From: [Donohue, Christine W.](#) on behalf of [Garza, Karen](#)
To: [School Board Members](#)
Cc: [School Board Office; Garza, Karen](#)
Subject: KIT on FLECAC
Date: Monday, May 18, 2015 1:09:33 PM

Karen asked me to send you the following. We will be sending the message below after school today.
Thanks,
Chris

Dear Parents,

We would like to ensure that all Fairfax County Public Schools (FCPS) families have the correct information regarding the proposed lesson objectives and curriculum for our Family Life Education (FLE) program. The changes under consideration by the School Board are the result of a series of recommendations from the Family Life Education Curriculum Advisory Committee (FLECAC), which is a standing citizen advisory committee that reviews the FLE curriculum on a regular basis and is comprised of school board appointees, community members, students, teachers and administrators. The committee has been working on the curriculum recommendations for more than a year.

Most sections in the FLECAC committee's report have been a part of the curriculum in past years, with the difference being that many of the instructional objectives now meet the Virginia Dept. of Education's (VDOE) general Health Standards of Learning, and as-such no longer have an opt-out option. These topics include conflict resolution skills, respecting individual differences such as disabilities, ethnicities and cultures and mental health areas.

The question has been asked, "will parents still be able to opt their child out of Family Life Education lessons?" The answer is yes. Parents have been able to opt their students out of FLE designated lessons in the past and will continue to have that ability under the FLECAC committee's recommendations - including the sexual orientation and gender identity lessons. Other topics that parents will be able to opt their child out of include reproductive anatomy, contraception, abstinence, STIs, and many others.

Parents and community members will have the opportunity to review and comment on the proposed curriculum revisions during a 30 day period, which begins May 21. I encourage you to visit our web page for additional information about the FLE curriculum and to learn how you can participate in the comment process: <http://www.fcps.edu/is/hpe/fle.shtml>

Our parents' role in determining if their child will receive Family Life Education lessons has not changed. As parents, you continue to have the final say. I hope you find this information helpful and that it dispels many of the misperceptions that are currently being posted regarding our FLE curriculum in the media and elsewhere.

Thank you for your support and understanding.

Karen Garza
Superintendent
Fairfax County Public Schools

From: [Garza, Karen](#)
To: [Reed, Patty \(School Board Member\)](#)
Cc: [Guilfoyle, Matt](#)
Subject: RE: Message From Dr. Garza -- PROVIDENCE
Date: Monday, June 08, 2015 9:08:00 AM

From: Reed, Patty (School Board Member)
Sent: Friday, June 05, 2015 6:05 PM
To: Garza, Karen
Cc: Guilfoyle, Matt
Subject: Fwd: Message From Dr. Garza -- PROVIDENCE

Help!

Sent from my iPhone

Begin forwarded message:

From: "Wunderlin, Desiree" <dpwunderlin@fcps.edu>
Date: June 5, 2015 at 4:19:04 PM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: "Partlow, Kathy" <KEPartlow@fcps.edu>
Subject: FW: Message From Dr. Garza -- PROVIDENCE

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Adam H. [<mailto:adam.hiatt@gmail.com>]
Sent: Friday, June 05, 2015 10:17 AM
To: Hynes, Patricia (School Board Member); School Board
Cc: Garza, Karen; FLE Comments
Subject: Re: Message From Dr. Garza

Will you kindly reply to my questions below about OPT out in HEALTH EDUCATION. Do you plan to allow OPT out of teachings on HUMAN SEXUALITY IN HEALTH EDUCATION?

Will you kindly provide all parents, faculty, and staff a "clean copy" of the final plans? How will you handle conflicts between FREE EXERCISE OF RELIGION in dealing with EMPLOYMENT of teachers who disagree with this on a MORAL, PERSONAL OR RELIGIOUS basis? Will teachers be able to OPT out teaching something that goes against their "sincerely held religious belief" and moral conscience?

Or is your intent to **FORCE PEOPLE OF FAITH TO VIOLATE THEIR RELIGIOUS BELIEFS AND MORAL CONSCIENCE?**

-- Adam

On Tue, May 19, 2015 at 10:04 AM, Adam H. <adam.hiatt@gmail.com> wrote:
Perhaps it would be more helpful if you could specifically identify which sections of the proposed changes the parents WILL NOT be able to opt out of that relate to human sexuality in the Health Curriculum?

Indicate the section number and whether it is a strike-out section # or new section # (since there are duplicate section #'s such as 9.1-9.6 (duplicate section #'s).

It is also very confusing since the grade's are being changed from 9 to 10 and 10 to 9.

Do you have a final "non-strikeout" copy (i.e. "clean copy") version of the proposed health curriculum objectives that will clearly show all the subject objects that parents will NOT be able to opt out of?

What is the motivation for removing these items? Will you provide parents an OPT out freedom and choice in the Health curriculum so as to respect parents 1st amendment rights of free exercise of religion, free speech, moral or personal choices as relates to human sexuality?

As far as I've read on the state website the "standards of health" do NOT require teaching these new items relating to human sexuality in the health curriculum, that are being proposed to be added (i.e. addition of confusing teachings

on gender and gender identity).

Please kindly answer these questions for myself and all concerned parents faculty, staff and students impacted by this policy.

Religious non-discrimination

Employment rights - 1st amendment free EXERCISE of religion?

=====

If a teacher that is supposed to teach this as part of their employment disagrees with these concepts on religious grounds will they be allowed to "opt out" of teaching these based on religious, personal, or moral beliefs and allowed to teach another subject instead?

-- Adam

On Tue, May 19, 2015 at 1:00 AM, Hynes, Patricia (School Board Member) <pmhynes@fcps.edu> wrote:
Hello, Adam. Thank you for your questions. The sections you cite - 7.1, 8.5 and 10.5 will continue to be part of FLE, not the new health curriculum. The structure of the document is confusing, but the introductory paragraphs for each of those sections explicitly do not remove those sections from FLE. Because those sections remain part of FLE, parents may opt their children out. Does that help?

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

On May 18, 2015, at 10:18 PM, "Adam H." <adam.hiatt@gmail.com><mailto:adam.hiatt@gmail.com>> wrote:

This message seems to only be telling 1/2 of the truth. Please send out a follow up email with a clarification that parents WILL NOT BE ABLE TO OPT OUT OF THESE other TOPICS IN HEALTH EDUCATION relating to HUMAN SEXUALITY AND GENDER IDENTITY!

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9W4QLH5CB9D5/\\$file/FLECAC%20Annual%20Report%202014-2015.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9W4QLH5CB9D5/$file/FLECAC%20Annual%20Report%202014-2015.pdf)

While it is true that the Family Life Education is mandated by VA state law to allow parents to opt out of, the Health Education Law in VA has no such requirement and when they are voting to "add" these teaching on homosexuality, bi-sexual and transgender and confusing gender topics to Health Education, they are also telling you as a parent that you WILL NOT have the ability to opt out of those sections of HEALTH EDUCATION identified below.

If you read this board document starting at page 12, in the 7th - 10th grades it clearly states at the top of the page that "there is no opt out option".

Allow parents to be notified of and opt out of any teaching in the Fairfax County, VA school system relating to human sexuality, including health education. Respect 1st amendment rights of free exercise of religious freedom and parental rights.

-- Adam

=====

Example from page 12:

Note: Lesson objectives 7.2, 7.3, 7.4, 7.6, and 7.7 will continue to be included in the Emotional and Social Health Unit; however, these objectives will no longer be considered Family Life Education instruction as they meet new general Health Standards of Learning that do not have an opt out option. Underlines denote new wording.

...

7.1 The student will identify physical, emotional, sexual, and social developmental changes that occur during the middle school years.

Descriptive Statement: The new responsibilities related to changing classes, communication with more teachers, organization and homework, and other school-related changes are discussed, and resources for support are presented. Instruction will include that adolescence is a period of time when teens are growing and developing physically, socially, psychologically, and sexually. During this period of time they have a greater interest in sexuality than they had in their younger years. Emphasis will be placed on recognizing that everyone is experiencing changes and the role of respectful, inclusive language in promoting an environment free of bias and discrimination. Students will be provided definitions for sexual orientation terms heterosexuality, homosexuality, and bisexuality; and the gender identity term transgender.

=====

Example from Page 15:

Recommended Lesson Objectives for
Grade Eight Emotional and Social Health

Note: Lesson objectives 8.1-4, 8.6-8, 8.11, and 8.12 will continue to be included in the Emotional and Social Health Unit; however, these objectives will no longer be considered Family Life Education instruction as they meet new general Health Standards of Learning that do not have an opt out option. Underlines denote new wording.

...

8.5 Students will identify and explore factors that influence the that development of individual identity during adolescence, including attitudes about masculinity and femininity occurs over a lifetime and includes the component of sexual orientation and gender identity.

Descriptive Statement: This includes discovering and developing Instruction will include factors that influence the development of individual identity such as capabilities; acknowledging areas in need of personal growth; and understanding and accepting oneself.; and Instruction includes the effect of gender roles and expectations on individual choices and emphasizes that while attitudes about gender roles differ among families, cultures, religions, and individuals, stereotyping individuals based on gender can limit opportunities. Individual identity will also be described as having four parts – biological gender, gender identity (includes transgender), gender role, and sexual orientation (includes heterosexual, bisexual, and homosexual). The concept that sexuality is a broader spectrum will be introduced.

=====

Page 22-23 - 10th grade:

Recommended Lesson Objectives for
Grade Ten Human Growth and Development

Note: Lesson objective 10.1 will continue to be included in health instruction; however, this objective will no longer be considered Family Life Education instruction as it meets new general Health Standards of Learning that do not have an opt out option. ...

10.85 Students will recognize development of sexuality as an aspect of one's total personality.

Descriptive Statement: Instruction will include how sexuality develops throughout a lifetime and how sexuality encompasses attitudes, values, and behaviors. Emphasis will be placed on an understanding that there is a broader, boundless, and fluid spectrum of sexuality that is developed throughout a lifetime. Sexual orientation and gender identity terms will be discussed with focus on appreciation for individual differences.

Heterosexuality, homosexuality, bisexuality, and transgender will be defined. Social and legal issues will be discussed.

=====

-- Adam

On Mon, May 18, 2015 at 5:02 PM, Fairfax County Public Schools
<KIT_NoReply@fcps.edu<mailto:KIT_NoReply@fcps.edu>> wrote:
A message from FAIRFAX COUNTY PUBLIC SCHOOLS

Dear Parents,

We would like to ensure that all Fairfax County Public Schools (FCPS) families have the correct information regarding the proposed lesson objectives and curriculum for our Family Life Education (FLE) program. The changes under consideration by the School Board are the result of a series of recommendations from the Family Life Education Curriculum Advisory Committee (FLECAC), which is a standing citizen advisory committee that reviews the FLE curriculum on a regular basis and is comprised of school board appointees, community members, students, teachers and administrators. The committee has been working on the curriculum recommendations for more than a year.

Most sections in the FLECAC committee's report have been a part of the curriculum in past years, with the difference being that many of the instructional objectives now meet the Virginia Dept. of Education's (VDOE) general Health Standards of Learning, and as-such no longer have an opt-out option. These topics include conflict resolution skills, respecting individual differences such as disabilities, ethnicities and cultures and mental health areas.

The question has been asked: "Will parents still be able to opt their child out of Family Life Education lessons?" The answer is yes. Parents have been able to opt their students out of FLE designated lessons in the past and will continue to have that ability under the FLECAC committee's recommendations - including the sexual orientation and gender identity lessons. Other topics that parents will be able to opt their child out of include reproductive anatomy, contraception, abstinence, STIs, and many others.

Parents and community members will have the opportunity to review and comment on the proposed curriculum revisions during a 30 day period, which begins May 21. I encourage you to visit our web page for additional

information about the FLE curriculum and to learn how you can participate in the comment process:
<http://www.fcps.edu/is/hpe/fle.shtml>

Our parents' role in determining if their child will receive Family Life Education lessons has not changed. As parents, you continue to have the final say. I hope you find this information helpful and that it dispels many of the misperceptions that are currently being posted regarding our FLE curriculum in the media and elsewhere.

Thank you for your support and understanding.

Karen Garza
Superintendent
Fairfax County Public Schools

Parents of FCPS students may update contact information online through weCare@School <http://www.fcps.edu/news/wecare.shtml>, a feature of FCPS 24-7 Learning (Blackboard) or by contacting the student information officer at their child(ren)'s school to have the contact information updated in the student information system.

If you are not a parent or guardian of a child who attends an FCPS school please reply to this message with the words "ERROR – NOT MY CHILD" in the subject line.

--
-- Adam

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* NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and legally privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

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♀♂
1+1=3

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-- Adam

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* NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and legally privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

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♀♂
1+1=3

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-- Adam

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* NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and legally privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.
=====

♀♂

1+1=3

From: [Garza, Karen](#)
To: [Lockard, Steven](#)
Subject: Re: Sex Education Gr 7-12
Date: Sunday, May 17, 2015 5:49:45 PM


Sent from my iPhone

On May 17, 2015, at 5:39 PM, "Lockard, Steven" <salockard@fcps.edu> wrote:

Lovely...

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

----- Original message -----

From: dcg27@cox.net
Date: 05/17/2015 4:13 PM (GMT-05:00)
To: "Lockard, Steven" <salockard@fcps.edu>
Subject: Sex Education Gr 7-12

God bless you and all the kooks in your system, for your transgender curriculum.
God must be smiling upon you and probably has a special place for you in the afterlife.

From: [Human Rights Campaign](#) on behalf of [Debra Steppel](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 12:08:29 AM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Debra Steppel

A black rectangular redaction box covering the signature area.

From: [Human Rights Campaign](#) on behalf of [Amanda Walker](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 12:08:27 AM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Amanda Walker

A black rectangular redaction box covering the signature of Ms. Amanda Walker.

From: [Velkoff, Theodore \(School Board Member\)](#)
To: [Garza, Karen](#)
Cc: [Foster, John](#); [Tammy Derenak Kaufax](#)
Subject: Re: Protection - but not for everyone, just some - ?
Date: Tuesday, May 05, 2015 12:38:17 AM

I do not know who the "we" is in the first sentence, unless it be the royal we.

Ted

Sent from my iPad

On May 4, 2015, at 11:56 PM, Garza, Karen <kkgarza@fcps.edu> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Schultz, Elizabeth (School Board Member)"
<elschultz@fcps.edu>
Date: May 4, 2015 at 9:21:27 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven"
<salockard@fcps.edu>
Subject: **Protection - but not for everyone, just some - ?**

Karen, Steve:

We – as individual Board Members and collectively as a Board - do not understand the implications or intent of this change; there is **no basis for a Board Member to answer constituents' constructive concerns – even the most basic ones**. This becomes crucial when you look at other school divisions where such sweeping changes have significantly impacted the environment for teachers, academics and even student athletics:

<!--[if !supportLists]-->• <!--[endif]--> [Fourth grade teacher opposes transgender student bathroom access; forced Union Dues contributions used to support the measure leads Friedrichs v. California Teachers Association as Free Speech Case to U.S. Supreme Court](#)

<!--[if !supportLists]-->• <!--[endif]--> [High school league votes to let transgender athletes pick their teams](#)

<!--[if !supportLists]-->• <!--[endif]--> [State Law Mandates Students Study the Role and Contributions of Lesbian, Gay,](#)

[Bisexual, and Transgender Americans](#)

- <!--[if !supportLists]-->• <!--[endif]-->[California Public School Kids Now Required to Study Contributions of LGBT Americans](#)
- <!--[if !supportLists]-->• <!--[endif]-->[New LGBTTTQ+ Policy Includes Gender-Free Pronouns Xe, Xem and Xyr](#)
- <!--[if !supportLists]-->• <!--[endif]-->[State allows high school students to participate in activities](#) in a manner that is [consistent with their gender identity, irrespective of the gender listed on a student's records](#)

We can't answer any reasonable and prudent questions about what this policy expansion means. *The following have already occurred* in other school divisions and states, so it is more than reasonable to pontificate among many other things:

- <!--[if !supportLists]-->➤ <!--[endif]-->Will we incorporate material into the curriculum [and require](#) all students to learn the contributions of particular sexually-oriented and gender-oriented protected classes?
- <!--[if !supportLists]-->➤ <!--[endif]-->Will teachers become gender identity referees/pseudo-medical personnel navigating [who is what gender on which day controversy re: the 'daily use of bathrooms and locker rooms'](#)?
- <!--[if !supportLists]-->➤ <!--[endif]-->Will the biological gender of athletes become irrelevant in high school athletics and the players' locker rooms?
- <!--[if !supportLists]-->➤ <!--[endif]-->Will we permit any adult who is gender-presenting, gender transitioning, gender non-conforming, gender fluid, gender questioning, etc. to teach children of any age?
- <!--[if !supportLists]-->➤ <!--[endif]-->Will we replace all pronouns with 'gender sensitive/neutral' nomenclature'?
- <!--[if !supportLists]-->➤ <!--[endif]-->Is the next politically-advantageous step for the Governor, Lt. Governor and AG to eradicate Virginia's Right to Work status...when teachers will face unions using their dues to promote issues which they inherently oppose, abridging their 1st Amendment rights should the Friedrichs v. CTA case before the Supreme Court right now not be decided in favor of free speech?
- <!--[if !supportLists]-->➤ <!--[endif]-->Will we ever engage the parent, student and teacher voice – authentically – and present the pros/cons/other issues to make deliberative and informed policy decisions?

If members of a particular religious faith believe they have been especially maltreated at a campus, in the FCPS education environment, the wider community or more broadly in our national dialogue, would we identify them as a separate protected class beyond 'religion' in our non-discrimination policy? It can certainly be argued that Catholics, Jews or Muslims would all say they feel particularly vulnerable, targeted and at-risk for discrimination. However, there is no inevitability we would ever further parse down 'religion' to provide named subgroup status. Why are we considering this, then, really?

So, is it...ironic, prophetic, sad...that this Thursday is the "National Day of Prayer - founded in 1952 by Truman, after then-unanimous passage by Congress?

"The mission of the National Day of Prayer Task Force is to mobilize prayer in America and to encourage personal repentance and righteousness in the culture."

"The National Day of Prayer has great significance for us as a nation as it enables us to recall and to teach the way in which our founding fathers sought the wisdom of God when faced with critical decisions."

It stands as a call for us to humbly come before God, seeking His guidance for our leaders and His grace upon us as a people.

The unanimous passage of the bill establishing the National Day of Prayer as an annual event, signifies that prayer is as important to our nation today as it was in the beginning."

However, do we instead face the delivery of the 'fundamental transformation of America' as promised?

My, how very far we have fallen...
ELS

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: [Human Rights Campaign](#) on behalf of [Elizabeth Gibson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 12:38:30 AM

May 4, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Elizabeth Gibson

[REDACTED]

From: [Charles Lappe](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Questions concerning agenda item for May 7th Fairfax County School Board Meeting
Date: Tuesday, May 05, 2015 10:36:02 AM
Attachments: [P1450Nondiscrimination.pdf](#)

Ryan,

Good morning! I am contacting you concerning an agenda item that will be discussed at this Thursday's (May 7th) School Board Meeting. The agenda item is proposed policy 1450.56 regarding the inclusion of gender identity within the Fairfax County school systems policy of non-discrimination (see attached).

In light of the item's topic, I have a couple of questions, as a Fairfax County taxpayer and parent, that I would like answered:

- 1.) Have all the parents of Fairfax County students been informed of this proposal (e.g., via phone call or in a written format)?**
- 2.) If enacted, how much is this going to cost tax payers to accommodate any changes required (e.g., associated programs, structural changes to facilities, etc) ?**
- 3.) What sort of 'screening' (if possible) will be been done to declare that an individual (student, faculty or staff) is indeed a practicing 'transgender' (*note: I am erring on the side of caution here so that no one may potentially take advantage of an established policy in a concerning or harmful way)**
- 4.) So if this measure is enacted then what other policies, along these lines, are next?**

With you being a public servant/official, you are well aware that with privilege comes responsibility. This agenda item is certainly not one to be implemented in a cavalier manner. It must be handled with careful thought and due diligence for the comprehensive good of our county's educational system.

I look forward to your response to the above. Your office can reach me at this email address (chuck.lappe@gmail.com) or phone at [REDACTED].

Thank you for your service as well as time and consideration toward this matter.

Regards,

//Signed///

Charles Lappé

[REDACTED]

From: [Human Rights Campaign](#) on behalf of [Conley Lowrance](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 10:39:34 AM

May 5, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

It is archaic and beyond belief that a school system as well regarded as Fairfax County Public Schools has yet to recognize the humanity of its most targeted students, faculty, and staff. It is time for FCPS to look towards the future of human rights and legal policy rather than cling to anachronistic procedures.

Thank you,

Mr. Conley Lowrance



From: randsnunez@aol.com
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Policy 1450
Date: Tuesday, May 05, 2015 12:43:09 PM

Dear FCPS Board member,

I am writing to urge you to vote NO on May 7th to the gender identity change to Policy 1450. I feel strongly that this change is unnecessary, has not been properly studied and discussed by parents, teachers and public at large, as well as professional input. I feel that it will create more issues and problems among students and teachers in terms of safety and privacy and frankly may create further confusion for the very population it seeks to protect.

Granting special privileges to a few at the expense of privacy for the majority is not a solution, and while we must protect those who are struggling with gender identity from bullying and harassment (as well as any student group), any privacy policy should be drafted with parent and public engagement to protect privacy rights of students and employees alike.

So please Vote NO on May 7th on Policy 1450 change.

Thank you.

Sarah Nunez


From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Rhodes, Yvette P.](#)
Cc: [Goddard, Pam](#); [Donohue, Christine W.](#); [Fields, Melissa](#); [Foster, John](#); [Garza, Karen](#)
Subject: RE: Proposed amendment
Date: Tuesday, May 05, 2015 1:40:51 PM
Importance: High

Yvette:

Thanks for asking; I am trying to but don't have the language yet.

I had hoped to have it Friday to share with my colleagues over the weekend. It is still apparently not ready but I have left messages for John and Karen seeking their help to finalize it so it may be posted.

Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

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From: Rhodes, Yvette P.
Sent: Tuesday, May 05, 2015 11:12 AM
To: Schultz, Elizabeth (School Board Member)
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa
Subject: Proposed amendment

Elizabeth,

Will you advise Tammy, Ted, other Board members of your amendment before posting?

Yvette

Yvette P. Rhodes
Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Donohue, Christine W.
Sent: Monday, May 04, 2015 9:41 PM

To: Rhodes, Yvette P.
Cc: Goddard, Pam
Subject: Fwd: Gender Identity

FYI

Christine Walsh Donohue

Begin forwarded message:

From: "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>
Date: May 4, 2015 at 9:38:46 PM EDT
To: "Foster, John" <jefoster@fcps.edu>
Cc: "Garza, Karen" <kkgarza@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Goddard, Pam" <pgoddard@fcps.edu>, "Fields, Melissa" <mkfields@fcps.edu>
Subject: RE: Gender Identity

Excellent - the only question is (date) when?
Thank you. We should post at earliest convenience upon date clarification.
With appreciation,
ELS

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-----Original Message-----

A large black rectangular redaction box covering the original message content.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Garza, Karen](#)
Subject: Effect of policy...mental wellness v. an agenda?
Date: Tuesday, May 05, 2015 1:46:05 PM

“Paul R. McHugh, M.D., is presently University Distinguished Service Professor of Psychiatry at the Johns Hopkins University School of Medicine. From 1975-2001, he was the director of the Department of Psychiatry and Behavioral Science at the Johns Hopkins School of Medicine and psychiatrist-in-chief at the Johns Hopkins Hospital. He is the author or co-author of five books and has published more than 200 articles in scientific journals and many essays on psychiatry in publications such as the Wall Street Journal, American Scholar, Chronicle of Higher Education, and Commentary. In October 2008 Dr. McHugh received the National Academy of Sciences Institute of Medicine's prestigious Sarnat International Prize in Mental Health for his achievements.”

<http://www.wsj.com/articles/paul-mchugh-transgender-surgery-isnt-the-solution-1402615120>



Transgender Surgery Isn't the Solution

A drastic physical change doesn't address underlying psycho-social troubles.

By **PAUL MCHUGH**

June 12, 2014 7:19 p.m. ET

The government and media alliance advancing the transgender cause has gone into overdrive in recent weeks. On May 30, a U.S. Department of Health and Human Services review board ruled that Medicare can pay for the "reassignment" surgery sought by the transgendered—those who say that they don't identify with their biological sex. Earlier last month Defense Secretary Chuck Hagel said that he was "open" to lifting a ban on transgender individuals serving in the military. Time magazine, seeing the trend, ran a cover story for its June 9 issue called "The Transgender Tipping Point: America's next civil rights frontier."

Yet policy makers and the media are doing no favors either to the public or the transgendered by treating their confusions as a right in need of defending rather than as a mental disorder

that deserves understanding, treatment and prevention. This intensely felt sense of being transgendered constitutes a mental disorder in two respects. The first is that the idea of sex misalignment is simply mistaken—it does not correspond with physical reality. The second is that it can lead to grim psychological outcomes.

The transgendered suffer a disorder of "assumption" like those in other disorders familiar to psychiatrists. With the transgendered, the disordered assumption is that the individual differs from what seems given in nature—namely one's maleness or femaleness. Other kinds of disordered assumptions are held by those who suffer from anorexia and bulimia nervosa, where the assumption that departs from physical reality is the belief by the dangerously thin that they are overweight.

With body dysmorphic disorder, an often socially crippling condition, the individual is consumed by the assumption "I'm ugly." These disorders occur in subjects who have come to believe that some of their psycho-social conflicts or problems will be resolved if they can change the way that they appear to others. Such ideas work like ruling passions in their subjects' minds and tend to be accompanied by a solipsistic argument.

For the transgendered, this argument holds that one's feeling of "gender" is a conscious, subjective sense that, being in one's mind, cannot be questioned by others. The individual often seeks not just society's tolerance of this "personal truth" but affirmation of it. Here rests the support for "transgender equality," the demands for government payment for medical and surgical treatments, and for access to all sex-based public roles and privileges.

With this argument, advocates for the transgendered have persuaded several states—including California, New Jersey and Massachusetts—to pass laws barring psychiatrists, even with parental permission, from striving to restore natural gender feelings to a transgender minor. That government can intrude into parents' rights to seek help in guiding their children indicates how powerful these advocates have become.

How to respond? Psychiatrists obviously must challenge the solipsistic concept that what is in the mind cannot be questioned. Disorders of consciousness, after all, represent psychiatry's domain; declaring them off-limits would eliminate the field. Many will recall how, in the 1990s, an accusation of parental sex abuse of children was deemed unquestionable by the

solipsists of the "recovered memory" craze.

You won't hear it from those championing transgender equality, but controlled and follow-up studies reveal fundamental problems with this movement. When children who reported transgender feelings were tracked without medical or surgical treatment at both Vanderbilt University and London's Portman Clinic, 70%-80% of them spontaneously lost those feelings. Some 25% did have persisting feelings; what differentiates those individuals remains to be discerned.

We at Johns Hopkins University—which in the 1960s was the first American medical center to venture into "sex-reassignment surgery"—launched a study in the 1970s comparing the outcomes of transgendered people who had the surgery with the outcomes of those who did not. Most of the surgically treated patients described themselves as "satisfied" by the results, but their subsequent psycho-social adjustments were no better than those who didn't have the surgery. And so at Hopkins we stopped doing sex-reassignment surgery, since producing a "satisfied" but still troubled patient seemed an inadequate reason for surgically amputating normal organs.

It now appears that our long-ago decision was a wise one. A 2011 study at the Karolinska Institute in Sweden produced the most illuminating results yet regarding the transgendered, evidence that should give advocates pause. The long-term study—up to 30 years—followed 324 people who had sex-reassignment surgery. The study revealed that beginning about 10 years after having the surgery, the transgendered began to experience increasing mental difficulties. Most shockingly, their suicide mortality rose almost 20-fold above the comparable nontransgender population. This disturbing result has as yet no explanation but probably reflects the growing sense of isolation reported by the aging transgendered after surgery. The high suicide rate certainly challenges the surgery prescription.

There are subgroups of the transgendered, and for none does "reassignment" seem apt. One group includes male prisoners like Pvt. [Bradley Manning](#), the convicted national-security leaker who now wishes to be called Chelsea. Facing long sentences and the rigors of a men's prison, they have an obvious motive for wanting to change their sex and hence their prison. Given that they committed their crimes as males, they should be punished as such; after serving their time, they will be free to reconsider their gender.

Another subgroup consists of young men and women susceptible to suggestion from "everything is normal" sex education, amplified by Internet chat groups. These are the transgender subjects most like anorexia nervosa patients: They become persuaded that seeking a drastic physical change will banish their psycho-social problems. "Diversity" counselors in their schools, rather like cult leaders, may encourage these young people to distance themselves from their families and offer advice on rebutting arguments against having transgender surgery. Treatments here must begin with removing the young person from the suggestive environment and offering a counter-message in family therapy.

Then there is the subgroup of very young, often prepubescent children who notice distinct sex roles in the culture and, exploring how they fit in, begin imitating the opposite sex. Misguided doctors at medical centers including Boston's Children's Hospital have begun trying to treat this behavior by administering puberty-delaying hormones to render later sex-change surgeries less onerous—even though the drugs stunt the children's growth and risk causing sterility. Given that close to 80% of such children would abandon their confusion and grow naturally into adult life if untreated, these medical interventions come close to child abuse. A better way to help these children: with devoted parenting.

At the heart of the problem is confusion over the nature of the transgendered. "Sex change" is biologically impossible. People who undergo sex-reassignment surgery do not change from men to women or vice versa. Rather, they become feminized men or masculinized women. **Claiming that this is civil-rights matter and encouraging surgical intervention is in reality to collaborate with and promote a mental disorder.**

Dr. McHugh, former psychiatrist in chief at Johns Hopkins Hospital, is the author of "Try to Remember: Psychiatry's Clash Over Meaning, Memory, and Mind" (Dana Press, 2008).

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From: [Rhodes, Yvette P.](#)
To: [Schultz, Elizabeth \(School Board Member\)](#)
Cc: [Goddard, Pam](#); [Donohue, Christine W.](#); [Fields, Melissa](#); [Foster, John](#); [Garza, Karen](#)
Subject: RE: Proposed amendment
Date: Tuesday, May 05, 2015 2:07:18 PM

Elizabeth,

Maybe Pam/John can chime in on this language for your proposed amendment:

I move to postpone School Board action on Policy 1450, Nondiscrimination, until after the Board's review of the procedural handbook for Policy 1450, once the handbook is completed.

Yvette

From: Schultz, Elizabeth (School Board Member)
Sent: Tuesday, May 05, 2015 1:41 PM
To: Rhodes, Yvette P.
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa; Foster, John; Garza, Karen
Subject: RE: Proposed amendment
Importance: High

Yvette:

Thanks for asking; I am trying to but don't have the language yet.

I had hoped to have it Friday to share with my colleagues over the weekend. It is still apparently not ready but I have left messages for John and Karen seeking their help to finalize it so it may be posted.

Elizabeth

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From: Rhodes, Yvette P.
Sent: Tuesday, May 05, 2015 11:12 AM
To: Schultz, Elizabeth (School Board Member)
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa

Subject: Proposed amendment

Elizabeth,

Will you advise Tammy, Ted, other Board members of your amendment before posting?

Yvette

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Donohue, Christine W.
Sent: Monday, May 04, 2015 9:41 PM
To: Rhodes, Yvette P.
Cc: Goddard, Pam
Subject: Fwd: Gender Identity

FYI

Christine Walsh Donohue

Begin forwarded message:

From: "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>
Date: May 4, 2015 at 9:38:46 PM EDT
To: "Foster, John" <jefoster@fcps.edu>
Cc: "Garza, Karen" <kkgarza@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Goddard, Pam" <pgoddard@fcps.edu>, "Fields, Melissa" <mkfields@fcps.edu>
Subject: RE: Gender Identity

Excellent - the only question is (date) when?
Thank you. We should post at earliest convenience upon date clarification.
With appreciation,
ELS

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-----Original Message-----

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Rhodes, Yvette P.](#)
Cc: [Goddard, Pam](#); [Donohue, Christine W.](#); [Fields, Melissa](#); [Foster, John](#); [Garza, Karen](#)
Subject: RE: Proposed amendment
Date: Tuesday, May 05, 2015 2:17:38 PM

John just called me – he is on the road back to the office. He will talk with IS/DSS and get us the correct language for posting.

Thanks, Yvette.

Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
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From: Rhodes, Yvette P.
Sent: Tuesday, May 05, 2015 2:07 PM
To: Schultz, Elizabeth (School Board Member)
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa; Foster, John; Garza, Karen
Subject: RE: Proposed amendment

Elizabeth,

Maybe Pam/John can chime in on this language for your proposed amendment:

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Yvette

From: Schultz, Elizabeth (School Board Member)
Sent: Tuesday, May 05, 2015 1:41 PM
To: Rhodes, Yvette P.
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa; Foster, John; Garza, Karen
Subject: RE: Proposed amendment
Importance: High

Yvette:

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From: Rhodes, Yvette P.
Sent: Tuesday, May 05, 2015 11:12 AM
To: Schultz, Elizabeth (School Board Member)
Cc: Goddard, Pam; Donohue, Christine W.; Fields, Melissa
Subject: Proposed amendment

Elizabeth,

Will you advise Tammy, Ted, other Board members of your amendment before posting?

Yvette

Yvette P. Rhodes
Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Donohue, Christine W.
Sent: Monday, May 04, 2015 9:41 PM
To: Rhodes, Yvette P.
Cc: Goddard, Pam
Subject: Fwd: Gender Identity

FYI

Christine Walsh Donohue

Begin forwarded message:

From: "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>
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To: "Foster, John" <jefoster@fcps.edu>
Cc: "Garza, Karen" <kkgarza@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Goddard, Pam" <pgoddard@fcps.edu>, "Fields, Melissa" <mkfields@fcps.edu>
Subject: RE: Gender Identity

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-----Original Message-----

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Adam Ebbin](#)
To: [Velkoff, Theodore \(School Board Member\)](#)
Cc: [McElveen, Ryan \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Transgender Resources for the Fairfax County School Board
Date: Tuesday, May 05, 2015 2:17:43 PM

Here are some really good resources:

<http://www.transgenderlaw.org/resources/talkingpoints.htm>
<http://www.lgbtagencycenter.org/resources/resource.cfm?r=497>
<http://thinkprogress.org/lgbt/2013/06/26/2216781/transgender-bathroom-study/>
http://archive.srlp.org/files/documents/toolkit/talking_points_gender_seg.pdf

1. Does this law mean that we have to let men into women's locker rooms or bathrooms?

No. This law means does not require that men be let into women's facilities, or that women be allowed into men's facilities. Instead, it requires that we respect that some people's gender identity does not perfectly match societal expectations. Some men are more feminine than others, some women are more masculine than others, and some people live in a gender different from what was assigned to them at birth. This law only requires that all people who identify as women be treated as women, and all people who identify as men be treated as men.

2. Will this law endanger women in spaces like locker rooms and bathrooms because it will allow men in who may want to sexually assault women?

No. This law does not invite sexual assault on women in locker rooms and bathrooms. People who enter restrooms or locker rooms with the intent to commit sexual assault are still subject to criminal penalty. However, the people who have often experienced the discrimination and harassment in gender segregated facilities that this law seeks to address, such as women of transgender experience trying to use women's facilities, masculine women trying to use women's facilities, men of transgender experience trying to use men's facilities, and feminine men trying to use men's facilities, are now explicitly protected from discrimination and exclusion. Any notion that these people are sexual predators is based in ignorance and misunderstanding that this new law seeks to remedy. This law does not change the fact that any person who seeks to enter a bathroom or locker room in order to sexually assault another person is punishable under the criminal laws of NY. There is no evidence that allowing transgender people to have safe access to facilities that concord with their gender identities will increase the incidence of sexual assault, however it is clear that the new law will protect them from the harassment and violence they frequently face when trying to access such facilities.

3. Does this law require that new bathrooms be constructed for transgender people? No. This law does not require any construction. It simply clarifies that all people should be able to access the bathroom that is appropriate for them based on their gender identity, and should not be forced to use a bathroom that is designated for individuals of another gender identity. The Compliance Guidelines do recommend that, because gender segregated bathrooms are often the site of harassment and discrimination for people whose gender expression transgresses societal norms, any single-stall bathrooms be converted into gender-neutral bathrooms. This recommendation comes from our understanding that many people find gender segregated bathrooms inaccessible, including people with disabilities who require attendance in the bathroom and whose attendant is a different gender than they are, parents with children whose gender is different from their own but who wish to accompany their child to the bathroom, and people whose gender expression transgresses societal norms. The Commission on Human Rights set out this recommendation with the safety and convenience of these people in mind, recognizing that all people should be able to safely access bathroom facilities.

4. What about transgender people who have not had surgery? What facilities will they use? The new law requires that people be allowed to use facilities that accord with their gender identity, not with any particular body part. Just as non-transgender men and women are not asked to prove what body parts they have before entering gender-segregated facilities, transgender people also should not be. All people, regardless of surgical status, are entitled to use facilities which comport with their gender identities regardless of whether their bodies match traditional expectations. Challenging someone's gender identity and/ or asking invasive personal questions about their body parts is a form of harassment.

5. What about facilities where people see each other without clothing?

The Commission recognizes that there are still some facilities without privacy, such as totally open showers. The Commission recommends that in circumstances where nudity is unavoidable, basic steps such as the installation of curtains be taken in order to create the minimal amount of privacy needed to maintain the comfort and safety of all people using facilities. Most importantly, this law requires that no person be forced to use facilities that do not comport with his/her gender identity, so employers, housing provider, schools and others maintaining gender segregated facilities should take the steps necessary to ensure that this requirement is met. Whether by creating private space through curtains, or designating a space as gender neutral, this task should be neither difficult nor expensive. The Commission is available to assist in creating plans to remedy any problems that may arise in the process of making facilities accessible to all people.

Please note my new e-mail address: adam@adamebbin.com

Adam Ebbin |  | adam@adamebbin.com



From: [McElveen, Ryan \(School Board Member\)](#)
To: [Adam Ebbin](#)
Cc: [Velkoff, Theodore \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Re: Transgender Resources for the Fairfax County School Board
Date: Tuesday, May 05, 2015 2:19:25 PM

Thanks, Adam! Very helpful. We're all very excited about making this statement to support equality for all of our employees and students.

All the best,

Ryan

On May 5, 2015, at 2:17 PM, Adam Ebbin <adam@adamebbin.com> wrote:

Here are some really good resources:

<http://www.transgenderlaw.org/resources/talkingpoints.htm>
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http://archive.srlp.org/files/documents/toolkit/talking_points_gender_seg.pdf

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3. Does this law require that new bathrooms be constructed for transgender people? No. This law does not require any construction. It simply clarifies that all people should be able to access the bathroom that is appropriate for them based on their gender identity, and should not be forced to use a bathroom that is designated for individuals of another gender identity. The Compliance Guidelines do recommend that, because gender segregated bathrooms are often the site of harassment and discrimination for people whose gender expression transgresses societal norms, any single-stall bathrooms be converted into gender-neutral bathrooms. This recommendation comes from our understanding that many people find gender segregated bathrooms inaccessible, including

people with disabilities who require attendance in the bathroom and whose attendant is a different gender than they are, parents with children whose gender is different from their own but who wish to accompany their child to the bathroom, and people whose gender expression transgresses societal norms. The Commission on Human Rights set out this recommendation with the safety and convenience of these people in mind, recognizing that all people should be able to safely access bathroom facilities.

4. What about transgender people who have not had surgery? What facilities will they use? The new law requires that people be allowed to use facilities that accord with their gender identity, not with any particular body part. Just as non-transgender men and women are not asked to prove what body parts they have before entering gender-segregated facilities, transgender people also should not be. All people, regardless of surgical status, are entitled to use facilities which comport with their gender identities regardless of whether their bodies match traditional expectations. Challenging someone's gender identity and/ or asking invasive personal questions about their body parts is a form of harassment.

5. What about facilities where people see each other without clothing? The Commission recognizes that there are still some facilities without privacy, such as totally open showers. The Commission recommends that in circumstances where nudity is unavoidable, basic steps such as the installation of curtains be taken in order to create the minimal amount of privacy needed to maintain the comfort and safety of all people using facilities. Most importantly, this law requires that no person be forced to use facilities that do not comport with his/her gender identity, so employers, housing provider, schools and others maintaining gender segregated facilities should take the steps necessary to ensure that this requirement is met. Whether by creating private space through curtains, or designating a space as gender neutral, this task should be neither difficult nor expensive. The Commission is available to assist in creating plans to remedy any problems that may arise in the process of making facilities accessible to all people.

Please note my new e-mail address: adam@adamebbin.com

Adam Ebbin |  | adam@adamebbin.com



From: [Human Rights Campaign](#) on behalf of [Sarah Jebian](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 3:09:53 PM

May 5, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

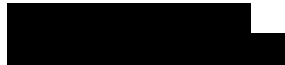
Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

The statistics are sobering. The rates of homelessness, abuse, depression and suicide among transgender youth are significantly higher than for any other marginalized group. We have a long way to go before these children feel safe, welcome and understood in our homes, churches and schools. I urge you to take this important step forward.

Thank you,

Mrs. Sarah Jebian

A black rectangular redaction box covering the signature of Mrs. Sarah Jebian.

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Foster, John](#); [Smith, Marty K.](#); [Lipp, Jane H](#)
Cc: [Donohue, Christine W.](#); [Cornell, Lora L.](#); [Goddard, Pam](#); [Rhodes, Yvette P.](#); [Reed, Patty \(School Board Member\)](#); [Fields, Melissa](#)
Subject: FW: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 3:14:53 PM

Following on Patty's previous email along the same lines, kindly advise regarding the below highlighted assertion, which is embedded in a mass email the Board is receiving.

Thank you,
Elizabeth

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

-----Original Message-----

From: Human Rights Campaign [mailto:hrc@hrc.org]
Sent: Tuesday, May 05, 2015 2:40 PM
To: Schultz, Elizabeth (School Board Member)
Subject: Protect Transgender Students and Educators

May 5, 2015

Elizabeth Schultz

Dear Schultz,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections

to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation.

However, transgender students and educators are not yet explicitly protected from discrimination.

This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Hernaldo J Castaneda

[REDACTED]

[REDACTED]

From: [Guilfoyle, Matt](#)
To: [Donohue, Christine W.](#)
Cc: [Smith, Marty K.](#); [Torre, John](#); [Thomas, Kathleen](#); [Garant, Jay](#)
Subject: Chairman's Communication Notes
Date: Tuesday, May 05, 2015 3:15:14 PM

Chris – see below communications issues for Chairman's.

Statement prepared for Tammy on budget for her newsletter.

Bottomline to go out with FAQs based on community response to Garza letter - launching #savefcps social media visuals this week.

Press release/statement from Tammy following the gender identity vote Thursday? Expect *lots* of media attention. (WaPo and Wash Times already working stories) – factual statement currently on website. Taylor Shapiro says he has interviewed transgender students for his story – from Chantilly HS and West Potomac HS. Student names will not be revealed.

AP reporter inquired Monday about the dismissal of the lawsuit against the SB and Marie Lemmon. His question was if there was any kind of settlement. Statement issued to community Tuesday.

Region 3 feedback has been compiled and is ready to be posted for community.

USA Today is seeking two current FCPS eighth grade students to each write a 500 word essay that would be published in their "Back to School" magazine this summer. They are asking each student to write about their experiences transitioning from elementary to middle school. We're working on identifying two students. (The Gannett Foundation and the News Literacy Project have partnered with us (Two High Schools), and Dana Beyer in Instructional Services is our primary contact. We've just started some deeper discussions about the News Literacy Project – growing it. There are challenges around cost, but the Gannett Foundation has a new leader. Seems folks at Gannett are doing a lot more in the community engagement since they split in two (Digital and Print). In short, we will be asking the Gannett Foundation to fund more of the News Literacy Project on the 20th.)

Mike Hydeck WUSA-9 TV is planning to visit Poe MS this week to shoot a story about the STEM camp that was recently held at the school. He does a regular segment on Channel 9 called "Cool Schools." All positive

Decent budget story last week from Peggy Fox at Channel 9 about the budget situation. This included the Dr Garza interview.

<http://www.wusa9.com/story/news/local/fairfax%20/2015/04/29/superintendent-garza-makes-statement-on-fairfax-co-budget/26565599/>

Lots of local coverage (Connection, Fairfax Times, WaPo) on the First Lady's visit to Great Falls ES.

SR&R release issued. A reporter with the Leesburg Times asked for the 2013-14 number of students

referred to law enforcement. Each school division submits those numbers to VDOE annually. She's writing about disciplinary changes Loudoun is considering and was looking for some Fairfax data for comparison. (I.T. is pulling these numbers).

Grade	Total Incidents	
	Required to be Reported to Law Enforcement	Total Incidents Reported
7	48	571
8	111	1063
9	168	1190
10	151	1017
11	128	830
12	171	692
Total	777	5363

From: [Lipp, Jane H](#)
To: [Garza, Karen](#); [Foster, John](#); [Dockery, Kim P.](#)
Cc: [Donohue, Christine W.](#); [Kirkbride, Sue](#)
Subject: RE: Discriminatory harassment -SR&R
Date: Tuesday, May 05, 2015 5:34:06 PM

Dear Colleagues,

The language in the proposed SR and R was developed by our DSS, Hearings Office and Division Counsel staffs after reviewing the most recent guidelines published by the U.S. Department of Education's Office for Civil Rights. The group believed that it was important to delineate or define both "Discriminatory harassment" and "Sexual harassment".

Jane

[REDACTED]

[REDACTED]

[REDACTED]

Begin forwarded message:

From: "Reed, Patty (School Board Member)" <psreed1@fcps.edu>
Date: May 5, 2015 at 2:53:56 PM EDT
To: "Foster, John" <jefoster@fcps.edu>, "Garza, Karen" <kkgarza@fcps.edu>
Cc: School Board Members <SchBoard@fcps.edu>
Subject: Discriminatory harassment -SR&R

John and Karen-

I apologize in advance for the several questions I pose below, as I know we are all getting inundated with comments and inquiries.

I note that discriminatory harassment is defined in the proposed SR&R revisions on page 16, to include "...matters pertaining to sexuality, including sexual orientation, gender identity, or gender expression".

- Would it be prudent to discuss whether we should use consistent language in all relevant policies and documents?
- Will the consultant's report identify our current practices, local metro district practices and national best practices? What about policy implementation and cost information? When will that be available?

Thanks,
Patty

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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From: [Human Rights Campaign](#) on behalf of [Augustus Vranizan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Tuesday, May 05, 2015 9:10:10 PM

May 5, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Augustus Vranizan

[REDACTED]

From: [Lipp, Jane H](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Foster, John](#)
Subject: Transgender discussion
Date: Wednesday, May 06, 2015 8:28:48 AM

Ryan,

Per our discussion on Monday afternoon, I reached out to Bill Curran for a discussion on this topic. He stated that the student activities personnel have had no real concerns brought or expressed to them by students, staff or parents. As with the school administrators, they have dealt with individual students and requests on a case-by-case basis.

Bill went on to say that the Virginia High School League (VHSL) updated their language last fall. To summarize the language, he noted that students can participate in athletic activities with the gender that relate to if they meet outlined criteria.

Bill will be in Charlottesville tomorrow for a VHSL meeting and will forward to us their most recent documents so we can review them for the specific language that was posted.

Jane

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Lipp, Jane H](#)
Cc: [Foster, John](#)
Subject: RE: Transgender discussion
Date: Wednesday, May 06, 2015 8:59:48 AM

Terrific, thanks.

Ryan

From: Lipp, Jane H
Sent: Wednesday, May 06, 2015 8:28 AM
To: McElveen, Ryan (School Board Member)
Cc: Foster, John
Subject: Transgender discussion

Ryan,

Per our discussion on Monday afternoon, I reached out to Bill Curran for a discussion on this topic. He stated that the student activities personnel have had no real concerns brought or expressed to them by students, staff or parents. As with the school administrators, they have dealt with individual students and requests on a case-by-case basis.

Bill went on to say that the Virginia High School League (VHSL) updated their language last fall. To summarize the language, he noted that students can participate in athletic activities with the gender that relate to if they meet outlined criteria.

Bill will be in Charlottesville tomorrow for a VHSL meeting and will forward to us their most recent documents so we can review them for the specific language that was posted.

Jane

From: [Melissa Hill Jones](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Thank you for supporting the inclusion of "Gender Identity" in the existing Non-Discrimination Policy
Date: Wednesday, May 06, 2015 9:34:52 AM

Dear Mr. McElveen,

I am writing you today to thank for supporting the inclusion of "Gender Identity" in the existing Non-Discrimination Policy.

My children look up to you -- you are, I'm sure, aware of your hero status in the teenage world of Fairfax -- and this is a civil rights issue that is close to their hearts and affects their friends. I thank you for your vocal support on this issue. Your support for adolescents who face discrimination has shown my teens how being politically active and how elected officials can make a positive and tangible difference in their lives everyday in a way they can relate to and understand -- and not just on a snow day.

Keep up the good work. Should you decide to run for higher office, being on the just side of this issue is an important first step. Conversely, my kids and everyone they know will never vote for those whom they even remotely think will support discrimination. They are very determined on this subject.

Best regards,

Melissa

Melissa Hill Jones

Public Administration, B.S. | Public Policy Concentration

Minor: Intelligence Analysis

 | melissahilljones@gmail.com
www.linkedin.com/in/melissahilljones

From: [Rebecca Zimmer](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Mike Zimmer](#)
Subject: Policy 1450
Date: Wednesday, May 06, 2015 9:41:43 AM

Dear Mr. McElveen:

Thank you for your service on the School Board.

As parents of [REDACTED], we urge you not to adopt Policy 1450 at this time, adding "gender identity" to the FCPS nondiscrimination policy.

It is important that FCPS protects the needs of ALL students and employees. By adding "gender identity" to the nondiscrimination policy at this time, FCPS would be allowing the possibility that students who self-identify as transgender could use either the male or female facilities. This would be violating the privacy of students who are not transgender and who should not be exposed to seeing the private body parts of the opposite gender in the facilities designated for their gender. Students who are not transgender also need to have their privacy protected.

As the School Board continues to discuss how best to protect and meet the needs of ALL students and employees, we would like to see the School Board first consider how to protect all students, before adding "gender identity" to the nondiscrimination policy.

We hope to attend the School Board meeting on Thursday night to see how the School Board decides to move forward with this important issue. We would be grateful to hear from you or someone in your office about how you intend to represent all your constituents on this important matter.



Sincerely,
Rebecca & Mike Zimmer
[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Melissa Hill Jones](#)
Subject: Re: Thank you for supporting the inclusion of "Gender Identity" in the existing Non-Discrimination Policy
Date: Wednesday, May 06, 2015 9:59:25 AM

Hi Melissa,

Thanks for this kind note--one of very few this week :-)

I look forward to our board passing this policy change tomorrow night.

All the best,

Ryan

On May 6, 2015, at 9:34 AM, Melissa Hill Jones <melissahilljones@gmail.com> wrote:

Dear Mr. McElveen,

I am writing you today to thank for supporting the inclusion of "Gender Identity" in the existing Non-Discrimination Policy.

██████████ look up to you -- you are, I'm sure, aware of your hero status in the teenage world of Fairfax -- and this is a civil rights issue that is close to their hearts and affects their friends. I thank you for your vocal support on this issue. Your support for adolescents who face discrimination has shown my teens how being politically active and how elected officials can make a positive and tangible difference in their lives everyday in a way they can relate to and understand -- and not just on a snow day.

Keep up the good work. Should you decide to run for higher office, being on the just side of this issue is an important first step. Conversely, ██████████ and everyone they know will never vote for those whom they even remotely think will support discrimination. They are very determined on this subject.

Best regards,

Melissa

Melissa Hill Jones

Public Administration, B.S. | Public Policy Concentration
Minor: Intelligence Analysis

██
██████████ | melissahilljones@gmail.com
www.linkedin.com/in/melissahilljones

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Foster, John](#); [Garza, Karen](#); [Lockard, Steven](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: [REDACTED]
Date: Wednesday, May 06, 2015 12:22:22 PM

I've just left you a voice message. Please listen and call me.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

> On May 6, 2015, at 10:32 AM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

>

> John,

>

> [REDACTED]

>

> Thanks,

>

> Ryan

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Foster, John](#); [Garza, Karen](#); [Lockard, Steven](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: [REDACTED]
Date: Wednesday, May 06, 2015 12:22:22 PM

I've just left you a voice message. Please listen and call me.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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> On May 6, 2015, at 10:32 AM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

>

> John,

>

> [REDACTED]

>

> Thanks,

>

> Ryan

From: [Yongge Liu](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please vote NO on May 7th to the change in Policy 1450
Date: Wednesday, May 06, 2015 12:44:48 PM

Dear Mr. McElveen,

As a concerned parent of a Fairfax County Public School student in the [REDACTED] I am writing to request that you vote NO on May 7th to the change in Policy 1450.

Please do NOT expand the Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. I am concerned such a policy change would have negative effects on mutual respect between students as well as respect between students and teachers. This action will likely increase bullying and create additional concern over student and employee safety.

We need to respect the privacy of all students and not single out a small group no matter how well intended you might be. All students have a right to a distraction-free, education-centered environment and parents have a right to participate in policy changes that may affect that environment.

Again, I sincerely request that you vote NO on any changes to Non-Discrimination Policy 1450.

Thank you very much.

Respectfully,

Yongge Liu
[REDACTED]
[REDACTED]

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Smith, Kathy L \(School Board Member\)](#)
Subject: FW: Revision of Anti-Discrimination Policy 1450
Date: Wednesday, May 06, 2015 2:52:50 PM

From: Caren Lee [carenl1@gmail.com]

Sent: Monday, May 04, 2015 4:03 PM

To: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Reed, Patty (School Board Member); Storck, Dan (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member)
Subject: Revision of Anti-Discrimination Policy 1450

Dear Board Members:

My name is Caren, and am a parent [REDACTED]. I am new to the state and the county and recently attended a hall meeting session with Board Member Elizabeth Shultz at the Sangster Elementary School.

Since the meeting, I have been receiving worrisome emails from other parents about the passage of the anti-discrimination policy 1450, which would include the words "gender identity." While the inclusion of the words is commendable, since I am sure most parents are against any child being discriminated against, I am discovering there may be safety issues associated with such a revision. Furthermore, I have been informed that there is an anti-bullying policy in effect that would address the discriminatory actions based on race, sex, gender identity, religion, etc.

If the news articles about hiring a consultant to iron out the wrinkles AFTER voting for the revision are true, then I hope you will seriously consider not passing the adoption of the revised draft of policy 1450. To pass a draft of a policy PRIOR to assessing the implementation of the changes is irresponsible and shows a lack of accountability as members to your constituents.

We as parents are depending on you to do the thorough research before making changes that will likely have enormous impact to the students, teachers and parents. If there are any safety issues associated with the adoption of the revised draft, I strongly urge you to seek the consultations now before making any impetuous decisions, and inform the community of the findings. If parent concerns regarding safety has no basis in fact, please address this issue prior to voting.

To my knowledge, Fairfax County is at the forefront in addressing the gender identity issues, which is applaudable, but because it is new, research should be thorough before making any changes and Board members should also seek opinions of the parents and community members. It should not be a mere 2-week process.

I searched through the BoardDocs videos to listen to a discussion on the possible adoption of the new language, but I could not find any discussion on the matter other than the fact that it will be part of the agenda as a voting matter at the May 7th meeting.

Before adopting a policy that may have irreversible consequences, I urge you to take more time in performing the necessary research to ensure safety and anti-discriminatory practices of ALL students and avoid making any decisions on this matter at the May 7th meeting.

Thank you in advance for your time.

Sincerely,

Caren Lee

From: [Cornell, Lora L.](#) on behalf of [Lockard, Steven](#)
To: [School Board](#)
Cc: [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [School Board Office](#)
Subject: Gender Identity Memorandum
Date: Wednesday, May 06, 2015 3:30:00 PM
Attachments: [M - SB - Gender Identity 5-6-2015.pdf](#)

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020



FAIRFAX COUNTY
PUBLIC SCHOOLS

Steven A. Lockard, Deputy Superintendent

8115 Gatehouse Road
Falls Church, Virginia 22042

May 6, 2015

MEMORANDUM

TO: School Board Members

FROM: Steven A. Lockard, Deputy Superintendent

SUBJECT: Gender Identity

A handwritten signature in blue ink, appearing to read 'Steve Lockard', is written over the printed name of the sender.

On March 12, 2015, a School Board member proposed that the School Board's discrimination policy -- Policy 1450 -- be amended to expressly include "gender identity." On April 23, 2015, the School Board considered this proposed amendment as new business. It is now set for a final vote on May 7, 2015.

Many of you have contacted FCPS staff with questions. We provide answers below for your information.

Q1: I understand that FCPS administration is already dealing with transgender students in our schools and that we are currently making appropriate accommodations for students in certain situations. If so, then why amend Policy 1450?

A1: The Office of Civil Rights (OCR) of the U.S. Department of Education is requiring that school divisions 1) revise their non-discrimination policies to include gender identity, and 2) hire a consultant to advise on revisions to regulations and, more generally, how school divisions should handle individual cases of transgender students. If the School Board amends Policy 1450, we will be able to tell them that we have already done the two things that OCR is requiring.

If FCPS refuses to amend its policy, OCR has the right to recommend the termination of federal funding to FCPS. OCR has already investigated the City of Alexandria Public Schools and the Arcadia School District in California. Arcadia and Alexandria both entered into voluntary resolution agreements (VRA) with OCR. Those VRAs required that Alexandria and Arcadia amend their discrimination policies to include "gender identity." We see no reason to conclude that OCR would treat FCPS any differently than it has Arcadia or Alexandria in its requirement to amend the discrimination policy to include "gender identity."

Last year, following the negotiation of the VRA, Alexandria Public Schools amended its policy to expressly include gender identity. Also, Charlottesville Public Schools' non-discrimination policy includes gender identity.

Q2: If the School Board amends Policy 1450, will a male student or teacher be able to claim he is transgender the day after the policy is adopted and use the girl's or women's bathroom the next day?

A2: No. At FCPS currently, there is a vetting process that IS and DSS go through when a student or his parents claim that the student is transgender, to ensure that the claim is legitimate and made in good faith. That prevents the scenario of a biological male student walking into school on a Monday,

School Board Members
Page 2
May 6, 2015

claiming he's transgender and identifies as a female, and being allowed to use the girl's bathroom immediately. That process will continue if Policy 1450 is amended.

In guidance documents issued recently, the Office of Civil Rights (OCR) has advised that it considers transgender students to be protected from sex-based discrimination under Title IX. Also, OCR investigated the Arcadia School District in California when that district did not allow a transgender student who identified as male to use the boy's bathroom. Prior to the OCR investigation, Arcadia required the transgender student to use a separate bathroom in the school nurse's office as a restroom and to dress out for gym. While the investigation was pending, the student completed his transition to living as a male and had his birth certificate formally changed to state that he was a male. OCR and Arcadia then entered into a voluntary resolution agreement (VRA) that provided that the specific transgender student would be allowed to use the boy's bathroom.

The VRA did not resolve the issue of whether Arcadia violated federal law when it required the transgender student to use the separate nurse's bathroom, and the VRA did not require Arcadia to adopt a policy that would allow all transgender students to use the bathroom of their choice in the future. Apart from the one student at issue, all other decisions for students are on a case by case basis. The request from the student at issue was supported by evidence showing that medical providers considered the bathroom use to be "consistent with medically appropriate standards of care."

OCR defines a transgender student for purposes of the VRA as "a student who consistently and uniformly asserts a gender identity different than the student's assigned sex, or for which there is documented legal or medical evidence that the gender identity is sincerely held as part of the student's core identity." Relying on that definition, a person would not be entitled to use the bathroom matching their gender expression on Day 1 of their decision to start expressing a different gender.

Q3: What effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what?

A3: We will work with the teacher, HR, and Division Counsel on a plan for that teacher. The teacher would not be allowed to immediately use the bathroom of their choice. As a practical matter, nearly all faculty bathrooms in our schools are single-stall bathrooms such that only one person at a time may use them.

Q4: Previous Virginia Attorneys General have opined that School Boards do not have the Dillon Rule authority to include sexual orientation in their policies. Why should we amend our policy if we don't have the Dillon Rule authority to do so?

A4: On March 4, 2015, the Virginia Attorney General overruled the previous AG opinion in this matter and concluded that school boards do have Dillon Rule authority to adopt policies banning discrimination based on sexual orientation and gender identity.

SAL/lhc

cc: Karen Garza
John E. Foster
Pam Goddard

From: [Cornell, Lora L.](#) on behalf of [Lockard, Steven](#)
To: [School Board Members](#)
Subject: Gender Identity Memorandum
Date: Wednesday, May 06, 2015 3:30:02 PM
Attachments: [M - SB - Gender Identity 5-6-2015.pdf](#)

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020



FAIRFAX COUNTY
PUBLIC SCHOOLS

Steven A. Lockard, Deputy Superintendent

8115 Gatehouse Road
Falls Church, Virginia 22042

May 6, 2015

MEMORANDUM

TO: School Board Members

FROM: Steven A. Lockard, Deputy Superintendent

SUBJECT: Gender Identity

A handwritten signature in blue ink, reading 'Steven A. Lockard', is placed over the 'FROM' line of the memorandum.

On March 12, 2015, a School Board member proposed that the School Board's discrimination policy -- Policy 1450 -- be amended to expressly include "gender identity." On April 23, 2015, the School Board considered this proposed amendment as new business. It is now set for a final vote on May 7, 2015.

Many of you have contacted FCPS staff with questions. We provide answers below for your information.

Q1: I understand that FCPS administration is already dealing with transgender students in our schools and that we are currently making appropriate accommodations for students in certain situations. If so, then why amend Policy 1450?

A1: The Office of Civil Rights (OCR) of the U.S. Department of Education is requiring that school divisions 1) revise their non-discrimination policies to include gender identity, and 2) hire a consultant to advise on revisions to regulations and, more generally, how school divisions should handle individual cases of transgender students. If the School Board amends Policy 1450, we will be able to tell them that we have already done the two things that OCR is requiring.

If FCPS refuses to amend its policy, OCR has the right to recommend the termination of federal funding to FCPS. OCR has already investigated the City of Alexandria Public Schools and the Arcadia School District in California. Arcadia and Alexandria both entered into voluntary resolution agreements (VRA) with OCR. Those VRAs required that Alexandria and Arcadia amend their discrimination policies to include "gender identity." We see no reason to conclude that OCR would treat FCPS any differently than it has Arcadia or Alexandria in its requirement to amend the discrimination policy to include "gender identity."

Last year, following the negotiation of the VRA, Alexandria Public Schools amended its policy to expressly include gender identity. Also, Charlottesville Public Schools' non-discrimination policy includes gender identity.

Q2: If the School Board amends Policy 1450, will a male student or teacher be able to claim he is transgender the day after the policy is adopted and use the girl's or women's bathroom the next day?

A2: No. At FCPS currently, there is a vetting process that IS and DSS go through when a student or his parents claim that the student is transgender, to ensure that the claim is legitimate and made in good faith. That prevents the scenario of a biological male student walking into school on a Monday,

School Board Members
Page 2
May 6, 2015

claiming he's transgender and identifies as a female, and being allowed to use the girl's bathroom immediately. That process will continue if Policy 1450 is amended.

In guidance documents issued recently, the Office of Civil Rights (OCR) has advised that it considers transgender students to be protected from sex-based discrimination under Title IX. Also, OCR investigated the Arcadia School District in California when that district did not allow a transgender student who identified as male to use the boy's bathroom. Prior to the OCR investigation, Arcadia required the transgender student to use a separate bathroom in the school nurse's office as a restroom and to dress out for gym. While the investigation was pending, the student completed his transition to living as a male and had his birth certificate formally changed to state that he was a male. OCR and Arcadia then entered into a voluntary resolution agreement (VRA) that provided that the specific transgender student would be allowed to use the boy's bathroom.

The VRA did not resolve the issue of whether Arcadia violated federal law when it required the transgender student to use the separate nurse's bathroom, and the VRA did not require Arcadia to adopt a policy that would allow all transgender students to use the bathroom of their choice in the future. Apart from the one student at issue, all other decisions for students are on a case by case basis. The request from the student at issue was supported by evidence showing that medical providers considered the bathroom use to be "consistent with medically appropriate standards of care."

OCR defines a transgender student for purposes of the VRA as "a student who consistently and uniformly asserts a gender identity different than the student's assigned sex, or for which there is documented legal or medical evidence that the gender identity is sincerely held as part of the student's core identity." Relying on that definition, a person would not be entitled to use the bathroom matching their gender expression on Day 1 of their decision to start expressing a different gender.

Q3: What effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what?

A3: We will work with the teacher, HR, and Division Counsel on a plan for that teacher. The teacher would not be allowed to immediately use the bathroom of their choice. As a practical matter, nearly all faculty bathrooms in our schools are single-stall bathrooms such that only one person at a time may use them.

Q4: Previous Virginia Attorneys General have opined that School Boards do not have the Dillon Rule authority to include sexual orientation in their policies. Why should we amend our policy if we don't have the Dillon Rule authority to do so?

A4: On March 4, 2015, the Virginia Attorney General overruled the previous AG opinion in this matter and concluded that school boards do have Dillon Rule authority to adopt policies banning discrimination based on sexual orientation and gender identity.

SAL/llc

cc: Karen Garza
John E. Foster
Pam Goddard

From: [Torre, John](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Goddard, Pam](#); [Guilfoyle, Matt](#)
Subject: media request
Date: Wednesday, May 06, 2015 3:43:01 PM

Ryan,

Todd Starnes, Fox News Radio, is looking to speak with a SB member about the gender identity proposal. He says he has a "few questions." If you're interested, his contact # is 212-301-5837.

Here's some background about Todd

<http://radio.foxnews.com/toddstarnes/about-todd>

From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [School Board](#)
Subject: Letter from Equality Virginia in support of updating non-discrimination policy
Date: Wednesday, May 06, 2015 3:44:25 PM
Attachments: [Equality Virginia letter to Fairfax Co. School Board.pdf](#)

Dear Fairfax County School Board Members,

Please see attached a letter from James Parrish, executive director of Equality Virginia, in support of updating the Fairfax County Public School's non-discrimination policy to include gender identity.

If you'd like to discuss anything in further detail or if we can answer any questions, please do not hesitate to contact us.

All my best,

Kirsten Bokenkamp
Communications and Policy Director
Equality Virginia


kbokenkamp@equalityvirginia.org

It Takes Everyone.

www.equalityvirginia.org

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Torre, John](#)
Cc: [Goddard, Pam](#); [Guilfoyle, Matt](#)
Subject: Re: media request
Date: Wednesday, May 06, 2015 3:50:19 PM

Thanks, John. I will pass on this one but will be available should we receive other requests.

Ryan

On May 6, 2015, at 3:43 PM, Torre, John <jjtorre@fcps.edu> wrote:

Ryan,

Todd Starnes, Fox News Radio, is looking to speak with a SB member about the gender identity proposal. He says he has a "few questions." If you're interested, his contact # is 212-301-5837.

Here's some background about Todd

<http://radio.foxnews.com/toddstarnes/about-todd>

From: [Torre, John](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Goddard, Pam](#); [Guilfoyle, Matt](#)
Subject: RE: media request
Date: Wednesday, May 06, 2015 3:52:50 PM

Thanks, I'm sure there'll be plenty more.

From: McElveen, Ryan (School Board Member)
Sent: Wednesday, May 06, 2015 3:50 PM
To: Torre, John
Cc: Goddard, Pam; Guilfoyle, Matt
Subject: Re: media request

Thanks, John. I will pass on this one but will be available should we receive other requests.

Ryan

On May 6, 2015, at 3:43 PM, Torre, John <jjtorre@fcps.edu> wrote:

Ryan,
Todd Starnes, Fox News Radio, is looking to speak with a SB member about the gender identity proposal. He says he has a "few questions." If you're interested, his contact # is 212-301-5837.

Here's some background about Todd
<http://radio.foxnews.com/toddstarnes/about-todd>

From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: FW: Video testimony for tomorrow's school board meeting
Date: Wednesday, May 06, 2015 4:47:08 PM

Dear Mr. McElveen,

I am contacting you from Equality Virginia to let you know that we submitted a video from James Parrish, our executive director, in favor of your proposal to include gender identity in Fairfax County Public School's nondiscrimination policy. Unfortunately we missed the deadline for it to be shown tomorrow night, but I wanted to send it to you because you are the sponsor of the proposed policy. The video closely reflects the letter that we sent to all school board members today.

Please find the link below, and thank you for your leadership on this issue.

<https://youtu.be/M1e7gHI72E8>

Best regards,

Kirsten Bokenkamp
Communications and Policy Director
Equality Virginia
[REDACTED]
kbokenkamp@equalityvirginia.org

It Takes Everyone.

www.equalityvirginia.org

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Kirsten Bokenkamp](#)
Subject: Re: Video testimony for tomorrow's school board meeting
Date: Wednesday, May 06, 2015 4:48:30 PM

Thanks, Kristen! I'm so sorry about the deadline...

Ryan

> On May 6, 2015, at 4:47 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:
>
> Dear Mr. McElveen,
>
> I am contacting you from Equality Virginia to let you know that we submitted a video from James Parrish, our executive director, in favor of your proposal to include gender identity in Fairfax County Public School's nondiscrimination policy. Unfortunately we missed the deadline for it to be shown tomorrow night, but I wanted to send it to you because you are the sponsor of the proposed policy. The video closely reflects the letter that we sent to all school board members today.
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> Best regards,
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>
> Kirsten Bokenkamp
> Communications and Policy Director
> Equality Virginia
> [REDACTED]
> kbokenkamp@equalityvirginia.org
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From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Video testimony for tomorrow's school board meeting
Date: Wednesday, May 06, 2015 4:49:58 PM

Thank you! It was our fault - we misread the guidelines.

Best of luck tomorrow, and please let us know if there is anything we can do! James will be there, and we are hopeful there will be some supportive testimony as well!

Kirsten

-----Original Message-----

From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
Sent: Wednesday, May 06, 2015 4:48 PM
To: Kirsten Bokenkamp
Subject: Re: Video testimony for tomorrow's school board meeting

Thanks, Kristen! I'm so sorry about the deadline...

Ryan

> On May 6, 2015, at 4:47 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:
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> Kirsten Bokenkamp
> Communications and Policy Director
> Equality Virginia
> [REDACTED]
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From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Video testimony for tomorrow's school board meeting
Date: Wednesday, May 06, 2015 4:52:51 PM

Sorry for the multiple emails -

We will be putting a press release out tomorrow after the decision. We would be thrilled to put in a quote from you, if you are interested, about why you are proposing this update. If not, I completely understand. If so, please send me something tomorrow, and I'll add it to our release. I'd be happy to send you a draft to approve before it goes out.

Thanks,

Kirsten

-----Original Message-----

From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
Sent: Wednesday, May 06, 2015 4:48 PM
To: Kirsten Bokenkamp
Subject: Re: Video testimony for tomorrow's school board meeting

Thanks, Kristen! I'm so sorry about the deadline...

Ryan

> On May 6, 2015, at 4:47 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:

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> Please find the link below, and thank you for your leadership on this issue.

>

>

> <https://youtu.be/M1e7gHI72E8>

>

>

>

> Best regards,

>

>

> Kirsten Bokenkamp

> Communications and Policy Director

> Equality Virginia

> [REDACTED]

> kbokenkamp@equalityvirginia.org

>

> It Takes Everyone.

>

> www.equalityvirginia.org

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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Kirsten Bokenkamp](#)
Subject: Re: Video testimony for tomorrow's school board meeting
Date: Wednesday, May 06, 2015 4:53:27 PM

Will do.

> On May 6, 2015, at 4:52 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:
>
> Sorry for the multiple emails -
> We will be putting a press release out tomorrow after the decision. We would be thrilled to put in a quote from you, if you are interested, about why you are proposing this update. If not, I completely understand. If so, please send me something tomorrow, and I'll add it to our release. I'd be happy to send you a draft to approve before it goes out.
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> Thanks,
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> Kirsten
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> From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
> Sent: Wednesday, May 06, 2015 4:48 PM
> To: Kirsten Bokenkamp
> Subject: Re: Video testimony for tomorrow's school board meeting
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> Ryan
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From: [McElveen, Ryan \(School Board Member\)](#)
To: [REDACTED]
Subject: Re: From parent of FCPS transgender teen/FCPS teacher
Date: Wednesday, May 06, 2015 9:33:50 PM

Hi Amy,

Thanks for reaching out and for your support. I'm so proud to join my colleagues in making this historic policy change tomorrow night.

All the best,

Ryan

On May 6, 2015, at 9:32 PM, [REDACTED] wrote:

Dear Mr. McElveen,

My name is Amy [REDACTED] and I am a parent [REDACTED] and am also a teacher at [REDACTED]. I emailed you when you proposed adding gender identity protection to the non-discrimination policy at FCPS. I am not speaking tomorrow night because I was concerned about privacy and negative reactions toward [REDACTED] and myself. I would prefer to keep my letter to the school board as confidential as possible, but I do want to share the letter I am sending to the rest of the school board with you:

My [REDACTED] felt different in elementary school but didn't realize what was wrong until [REDACTED] went through puberty. [REDACTED] came out to me and [REDACTED] dad about 15 months ago. In the months prior to coming out to us [REDACTED] had become very unhappy and withdrawn and was having difficulty focusing on [REDACTED] schoolwork. As you can imagine, [REDACTED] news was very difficult to understand at first, but my husband and I acted quickly to support [REDACTED]. We found [REDACTED] a therapist who works with gender issues so [REDACTED] could get some help understanding what [REDACTED] was going through. We bought [REDACTED] [REDACTED] could feel more comfortable. In August, right before band camp, [REDACTED] bravely came out to [REDACTED] friends, and we met with [REDACTED] school counselor so she could ask [REDACTED] teachers to use [REDACTED] preferred name and pronouns in class. I have been amazed by the love and support that [REDACTED] has received from [REDACTED] friends and the staff at [REDACTED], and that I have received from the adults I know. I have seen firsthand the huge capacity for compassion and acceptance in the members of our FCPS community, and I can tell you that has been such a huge help for me as I watch my [REDACTED] become who [REDACTED] truly is.

I feel like I have my child back. [REDACTED] is the exact same person [REDACTED] was before but so much happier. [REDACTED] is taking AP and honors classes this year and is earning A's and B's. Things are going well for [REDACTED], but we need to make sure all students share [REDACTED] experience. For many students, school is a place where they can escape challenges at home. Sadly, some parents of gender non-conforming children reject their children. FCPS schools need to be a "safe space" where all students can be who they are so they can achieve both academically and socially.

Now is the right time to move forward and add gender identity and gender expression to the FCPS non-discrimination policy. I urge you to vote in favor of this change. Delaying the vote to study this issue further will only set us back. I believe more kids will begin to come out because this issue is getting national attention. We need to be ready to help our students if and when they choose to come out and express themselves authentically. As a teacher here, I know that FCPS has plenty of staff who already have experience with making accommodations based on gender identity, and students who can help us understand their needs. Changes don't have to happen overnight, but we can't move forward if this doesn't pass. Furthermore, if you vote yes, it will reinforce the message we teach everyday in our schools - that all students should be free from discrimination and harassment so they can feel valued and achieve their full potential as students and future members of society.

I appreciate your taking the time to read this message, and I ask you to please contact me if you have any questions now or in the future.

Sincerely,
Amy [REDACTED]

Amy [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED] Amy
To: McElveen, Ryan (School Board Member)
Subject: RE: From parent of FCPS transgender teen/FCPS teacher
Date: Wednesday, May 06, 2015 9:37:57 PM

Thank you. I plan to attend the meeting with [REDACTED]. Thanks for everything you are doing!

Amy [REDACTED]
[REDACTED]
[REDACTED]

From: McElveen, Ryan (School Board Member)
Sent: Wednesday, May 06, 2015 9:33 PM
To: [REDACTED], Amy
Subject: Re: From parent of FCPS transgender teen/FCPS teacher

Hi Amy,

Thanks for reaching out and for your support. I'm so proud to join my colleagues in making this historic policy change tomorrow night.

All the best,

Ryan

On May 6, 2015, at 9:32 PM, [REDACTED], Amy [REDACTED] > wrote:

Dear Mr. McElveen,

My name is Amy [REDACTED] and I am a parent of a [REDACTED] and am also a teacher at [REDACTED]. I emailed you when you proposed adding gender identity protection to the non-discrimination policy at FCPS. I am not speaking tomorrow night because I was concerned about privacy and negative reactions toward [REDACTED] and myself. I would prefer to keep my letter to the school board as confidential as possible, but I do want to share the letter I am sending to the rest of the school board with you:

My [REDACTED] [REDACTED] [REDACTED] says [REDACTED] felt different in elementary school but didn't realize what was wrong until [REDACTED] went through puberty. [REDACTED] came out to me and [REDACTED] dad about 15 months ago. In the months prior to coming out to us, [REDACTED] had become very unhappy and withdrawn and was having difficulty focusing on [REDACTED] schoolwork. As you can imagine, [REDACTED] news was very difficult to understand at first, but my husband and I acted quickly to support him. We found [REDACTED] a therapist who works with gender issues so [REDACTED] could get some help understanding what [REDACTED] was going through. We bought [REDACTED] clothing so [REDACTED] could feel more comfortable. In August, right before band camp, [REDACTED] bravely came out to [REDACTED] friends, and we met with [REDACTED] school counselor so she could ask [REDACTED] teachers to use [REDACTED] preferred name and pronouns in class. I have been amazed by the love and support that [REDACTED] has received from [REDACTED] friends and the staff [REDACTED], and that I have received from the adults I know. I have seen firsthand the huge capacity for compassion and acceptance in the members of our FCPS community, and I can tell you that has been such a huge help for me as I watch my new son become who he truly is.

I feel like I have my child back. [REDACTED] is the exact same person [REDACTED] was before but so much happier. [REDACTED] is taking AP and honors classes this year and is earning A's and B's. Things are going well for [REDACTED], but we need to make sure all students share [REDACTED] experience. For many students, school is a place where they can escape challenges at home. Sadly, some parents of gender non-conforming children reject their children. FCPS schools need to be a "safe space" where all students can be who they are so they can achieve both academically and socially.

Now is the right time to move forward and add gender identity and gender expression to the FCPS non-discrimination policy. I urge you to vote in favor of this change. Delaying the vote to study this issue further will only set us back. I believe more kids will begin to come out because this issue is getting national attention. We need to be ready to help our students if and when they choose to come out and express themselves authentically. As a teacher here, I know that FCPS has plenty of staff who already have experience with making accommodations based on gender identity, and students who can help us understand their needs. Changes don't have to happen overnight, but we can't move forward if this doesn't pass. Furthermore, if you vote yes, it will reinforce the message we teach everyday in our schools - that all students should be free from discrimination and harassment so they can feel valued and achieve their full potential as students and future members of society.

I appreciate your taking the time to read this message, and I ask you to please contact me if you have any questions now or in the future.

Sincerely,
Amy [REDACTED]

Amy



From: [Siew Poh Lee](#)
To: [Superintendent Garza](#); [Garza, Karen](#)
Subject: Concerns regarding the Non-discrimination Policy 1450
Date: Thursday, May 07, 2015 7:30:26 AM

Dear Superintendent Garza,

I am writing to you to express my serious concerns regarding the school board proposal to add "gender identity" to the FCPS non-discrimination policy ([Policy 1450](#)). I firmly believe the proposed update to the policy will negatively impact FCPS students' social and emotional health. The current policy verbiage already includes 'sex orientation' and it is not necessary to add confusion to the policy.

My [REDACTED] and my [REDACTED] will be in FCPS Elementary school soon. They are still mentally young and it will send a confusing message to my children and other children if their teacher is a transgender teacher. It will be a parenting issue if parents have to explain to their children why their teacher appears and behaves differently (as opposite sex) than what the children thought the teacher should. It will be a difficult battle if my child comes home one day telling me [REDACTED] friend, who is biologically a male, dresses and behaves like a girl, and [REDACTED] would like to dress [REDACTED] the next day. It will be a serious concern if my child tells me that it is okay to behave like the opposite sex because [REDACTED] teacher or classmate is allowed to do so at school. It will not be acceptable if my child tells me it is okay to go to either boy or girl's bathroom. It will be a potential safety and privacy issue if students and teachers are exposed to the opposite sex in their respective bathrooms. It is not ethical to create a rule that could invite sexual harassment issues at schools.

Teachers and students having a different gender identity than their biological sex require further psychological guidance and care. I understand and agree that the society needs to protect people from discrimination. However, it cannot be done in a way that creates more harm than good. In this case, the proposed update to add the 'gender identity' to the policy will create more negative impacts to teachers, staff, students and school environment than addressing the real concern with gender identity. I need your thorough consideration and support to Vote No on the policy update for the health and safety of all our children.

Thank you for your time and consideration. I look forward to your positive feedback.

Sincerely,

Siew Lee

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Samuel Yan](#)
Subject: Fwd: Gender Identity Memorandum
Date: Thursday, May 07, 2015 8:26:08 AM

Hi Sam,

Staff provided us with the following memo, which I hope provides more information about the policy change.

Ryan

Begin forwarded message:

From: "Lockard, Steven" <salockard@fcps.edu>
To: "School Board Members" <SchBoard@fcps.edu>
Subject: Gender Identity Memorandum

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020



FAIRFAX COUNTY
PUBLIC SCHOOLS

Steven A. Lockard, Deputy Superintendent

8115 Gatehouse Road
Falls Church, Virginia 22042

May 6, 2015

MEMORANDUM

TO: School Board Members

FROM: Steven A. Lockard, Deputy Superintendent

SUBJECT: Gender Identity

A handwritten signature in blue ink, appearing to read 'Steve Lockard', is written over the 'FROM' line of the memorandum.

On March 12, 2015, a School Board member proposed that the School Board's discrimination policy -- Policy 1450 -- be amended to expressly include "gender identity." On April 23, 2015, the School Board considered this proposed amendment as new business. It is now set for a final vote on May 7, 2015.

Many of you have contacted FCPS staff with questions. We provide answers below for your information.

Q1: I understand that FCPS administration is already dealing with transgender students in our schools and that we are currently making appropriate accommodations for students in certain situations. If so, then why amend Policy 1450?

A1: The Office of Civil Rights (OCR) of the U.S. Department of Education is requiring that school divisions 1) revise their non-discrimination policies to include gender identity, and 2) hire a consultant to advise on revisions to regulations and, more generally, how school divisions should handle individual cases of transgender students. If the School Board amends Policy 1450, we will be able to tell them that we have already done the two things that OCR is requiring.

If FCPS refuses to amend its policy, OCR has the right to recommend the termination of federal funding to FCPS. OCR has already investigated the City of Alexandria Public Schools and the Arcadia School District in California. Arcadia and Alexandria both entered into voluntary resolution agreements (VRA) with OCR. Those VRAs required that Alexandria and Arcadia amend their discrimination policies to include "gender identity." We see no reason to conclude that OCR would treat FCPS any differently than it has Arcadia or Alexandria in its requirement to amend the discrimination policy to include "gender identity."

Last year, following the negotiation of the VRA, Alexandria Public Schools amended its policy to expressly include gender identity. Also, Charlottesville Public Schools' non-discrimination policy includes gender identity.

Q2: If the School Board amends Policy 1450, will a male student or teacher be able to claim he is transgender the day after the policy is adopted and use the girl's or women's bathroom the next day?

A2: No. At FCPS currently, there is a vetting process that IS and DSS go through when a student or his parents claim that the student is transgender, to ensure that the claim is legitimate and made in good faith. That prevents the scenario of a biological male student walking into school on a Monday,

School Board Members
Page 2
May 6, 2015

claiming he's transgender and identifies as a female, and being allowed to use the girl's bathroom immediately. That process will continue if Policy 1450 is amended.

In guidance documents issued recently, the Office of Civil Rights (OCR) has advised that it considers transgender students to be protected from sex-based discrimination under Title IX. Also, OCR investigated the Arcadia School District in California when that district did not allow a transgender student who identified as male to use the boy's bathroom. Prior to the OCR investigation, Arcadia required the transgender student to use a separate bathroom in the school nurse's office as a restroom and to dress out for gym. While the investigation was pending, the student completed his transition to living as a male and had his birth certificate formally changed to state that he was a male. OCR and Arcadia then entered into a voluntary resolution agreement (VRA) that provided that the specific transgender student would be allowed to use the boy's bathroom.

The VRA did not resolve the issue of whether Arcadia violated federal law when it required the transgender student to use the separate nurse's bathroom, and the VRA did not require Arcadia to adopt a policy that would allow all transgender students to use the bathroom of their choice in the future. Apart from the one student at issue, all other decisions for students are on a case by case basis. The request from the student at issue was supported by evidence showing that medical providers considered the bathroom use to be "consistent with medically appropriate standards of care."

OCR defines a transgender student for purposes of the VRA as "a student who consistently and uniformly asserts a gender identity different than the student's assigned sex, or for which there is documented legal or medical evidence that the gender identity is sincerely held as part of the student's core identity." Relying on that definition, a person would not be entitled to use the bathroom matching their gender expression on Day 1 of their decision to start expressing a different gender.

Q3: What effect does approving the language have on immediate operational and personnel implementation – e.g., if a teacher comes to school the following Monday dressed and identifying with the opposite gender and the language has been passed – then what?

A3: We will work with the teacher, HR, and Division Counsel on a plan for that teacher. The teacher would not be allowed to immediately use the bathroom of their choice. As a practical matter, nearly all faculty bathrooms in our schools are single-stall bathrooms such that only one person at a time may use them.

Q4: Previous Virginia Attorneys General have opined that School Boards do not have the Dillon Rule authority to include sexual orientation in their policies. Why should we amend our policy if we don't have the Dillon Rule authority to do so?

A4: On March 4, 2015, the Virginia Attorney General overruled the previous AG opinion in this matter and concluded that school boards do have Dillon Rule authority to adopt policies banning discrimination based on sexual orientation and gender identity.

SAL/llc

cc: Karen Garza
John E. Foster
Pam Goddard

From: [Catherine Read](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: bonniehobbs@gmail.com; [Turpin, Melanie](#)
Subject: The Obligation to Create Good Policy
Date: Thursday, May 07, 2015 8:44:20 AM

Dear Ryan,

Fear and ignorance is not a good place from which to make public policy.

There is an 8 year old transgender girl in Stafford County who has become the Ruby Bridges of her generation here in Virginia. A small child surrounded by angry hateful adults and protected by another group of adults who are required to protect her by law. Place that child in the famous Norman Rockwell painting and that's where we are with this debate over the rights of transgender children to a public education free from harassment, bullying and discrimination. That was 1960.

In 1985, Ryan White was diagnosed with AIDS. In a climate of fear and hysteria over this incurable disease that few people understood, his local school board voted unanimously to appeal a ruling of the Indiana DOE that would allow him to attend school. His first day back at school, a different judge granted a restraining order to bar him from attending school. Opponents held an auction in his middle school's gym to raise money to keep him out. He attended 8th grade for the entire 1986-87 school year, but he was required to eat with disposable utensils and use separate bathrooms. When a bullet was fired through the Whites' living room window the family decided to move. He died in 1990 at the age of 18, his final years marked by a battle to preserve his right to an education free from harassment, bullying and discrimination.

My [REDACTED] [REDACTED] classroom was integrated, children who are HIV positive were not barred from attending school. I could see the result of hard fought contentious and highly charged battles was a better system of education for ALL children that protected them from harassment, bullying and discrimination. Or so I thought at the time.

I am a member of the Board of Directors of Equality Virginia, a 26 year old social justice organization that has fought for decades to ensure that LGBT Virginians enjoy full protection under the law for those benefits the rest of us take for granted: marriage, employment, housing, public accommodation and education.

I have known LGBT people since the day I was born - literally coming home from the hospital to an older brother who is gay. I have had gay friends my whole life - close friends, people I love deeply - and I have watched their pain and suffering as their sexual orientation has been used as a weapon against them. My freshman year of college in Boston, I met my first transgender friend who was living his expressed gender identity as a woman. It was a difficult time for her and for the school because in 1980 Emerson College had no experience in figuring out how to house a transgender person and so she was rooming with 3 boys. There is something to be said for the "lived experience" of those who make public policy. If you haven't lived it, it's much harder to access the place where empathy, understanding and practicality all converge to form a policy that gives everyone a foundation upon which to stand.

This is 2015 and there are transgender children in our schools - in Fairfax County and Fairfax City, and across the country. We have left it to classroom teachers, principals and school administrators to do the best they can in accommodating the needs of these children and their parents because the will to create a policy has not been there. It is the responsibility of this school board to protect the interests of school employees and the students and families they serve. "Not now" is not good enough. You leave policy making to the angry mob if you do not have the courage to draw a line in the sand and take a stand for what is both morally right and legally imperative. Do not choose to be the person standing in the school house door - or in this case the restroom door - saying there is no place for you here. The

Fairfax County School Board has the opportunity to be a leader on this. I am asking you to step up and stand on the right side of history.

Here is a message from James Parrish, Executive Director of Equality Virginia: <https://youtu.be/M1e7gHI72E8>

Catherine S. Read
Creative Read, Inc.
www.CatherineRead.com



From: [Smith, Kathy L \(School Board Member\)](#)
To: [Garza, Karen](#); [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Cc: [Goddard, Pam](#)
Subject: Fwd: FCPS Vote on "Gender Identity"
Date: Thursday, May 07, 2015 8:56:08 AM

FYI

Kathy L. Smith
Sully District Representative
Fairfax County School Board

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Subject: FCPS Vote on "Gender Identity"



Fairfax Republicans:

As Chairman of the FCRC for the past year, I have followed the example of my recent predecessors, and avoided commenting on public policy questions.

Our Republican officeholders are in a difficult position as they try to uphold conservative principles while meeting the needs and desires of thousands of constituents in a heavily Democratic county, who know little and care less about those principles. I have preferred to concentrate on improving our operational capabilities, rather than run the risk of creating additional challenges for our fellow Republicans.

Today, however, I am making an exception, because the U.S. Department of Education is trying to strong-arm our School Board into accepting the Obama Administration's radical position on "transgender rights," by threatening the School Board with the loss of federal funding.

Tomorrow, May 7th, 2015, the Fairfax County School Board will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

Regardless of the claimed merits of the proposal - which the School Board and the public have had no real opportunity to assess, and which many Fairfax County parents and taxpayers consider radical and extreme -- the federal government has no legal authority to threaten our local school board in this fashion. The Obama Administration is engaging in "lawfare:" They know that an overwhelmingly Democrat School Board will be tempted, even eager, to make a deal and bow to Washington's will, rather than run the risk and expense of either taking the United States government to court, or losing millions in federal funds.

We must resist this anti-democratic abuse of power.

I urge you to personally email your School Board member and especially the three School Board members at large. Bear in mind that it is really the Democrats (all but Patty Reed and Elizabeth Schultz) who need to hear from you - they are pushing this policy and they need to understand that they are at risk at the ballot box in November. Here are their email addresses:

At Large - Ryan McElveen - ryan.mcelveen@fcps.edu
At Large - Ilryong Moon - ilryong.moon@fcps.edu
At Large - Ted Velkoff - ted.velkoff@fcps.edu
Braddock District - Megan McLaughlin - megan.mclaughlin@fcps.edu
Dranesville District - Jane Strauss - jane.strauss@fcps.edu
Hunter Mill District - Pat Hynes - pat.hynes@fcps.edu
Lee District - Tamara Derenak-Kaufax - tdkaufax@fcps.edu
Mason District - Sandy Evans - ssevans@fcps.edu
Mount Vernon District - Dan Storck - daniel.storck@fcps.edu
Providence District - Patty Reed - patty.reed@fcps.edu
Springfield District - Elizabeth Schultz - elizabeth.schultz@fcps.edu
Sully District - Kathy Smith - kathy.l.smith@fcps.edu

I also urge you to attend the FCPS Board Meeting on Thursday, May 7th at 7pm, at Luther Jackson Middle School, 2030 Gallows Road, Falls Church. Plan to arrive by 6 PM, if possible.

Most sincerely,

Matt Ames
Chairman
Fairfax County Republican Committee



Authorized and Paid for by the Fairfax County Republican Committee | 4246 Chainbridge Road |
Fairfax | VA | 22030

From: [Smith, Kathy L \(School Board Member\)](#)
To: [Garza, Karen](#); [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
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Fairfax | VA | 22030

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Catherine Read](#)
Subject: RE: The Obligation to Create Good Policy
Date: Thursday, May 07, 2015 8:59:13 AM

Thanks :-)

From: Catherine Read [catherine@creativeread.com]
Sent: Thursday, May 07, 2015 8:44 AM
To: McElveen, Ryan (School Board Member)
Cc: bonnielhobbs@gmail.com; Turpin, Melanie
Subject: The Obligation to Create Good Policy

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Fear and ignorance is not a good place from which to make public policy.

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Here is a message from James Parrish, Executive Director of Equality Virginia:

<https://youtu.be/M1e7gHI72E8>

Catherine S. Read

Creative Read, Inc.

www.CatherineRead.com <<http://www.linkedin.com/in/csread>>



From: [Samuel Yan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 9:12:15 AM

Ryan,

Thanks for the background info. I assume people can be briefed with this memo during tonight's meeting.

-Sam

> From: rlmcelveen@fcps.edu
> To: samuelyan@msn.com
> Date: Thu, 7 May 2015 08:59:26 -0400
> Subject: FW: Gender Identity Memorandum
>
> Should be attached this time...
> _____
> From: Cornell, Lora L. On Behalf Of Lockard, Steven
> Sent: Wednesday, May 06, 2015 3:29 PM
> To: School Board Members
> Subject: Gender Identity Memorandum
>
> The attached is sent on behalf of Dr. Lockard.
>
> Lora Cornell
> Executive Administrative Assistant
> to the Deputy Superintendent
> Fairfax County Public Schools
> 8115 Gatehouse Road
> Falls Church, VA 22042
> 571-423-1020
>
>

From: [Torre, John](#)
To: [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [School Board Members](#); [School Board Office](#)
Subject: fyi
Date: Thursday, May 07, 2015 9:25:35 AM

Washington Post story:

http://www.washingtonpost.com/local/education/fairfax-county-weighs-protections-for-transgender-students-and-teachers/2015/05/06/71b3cb76-f3cd-11e4-84a6-6d7c67c50db0_story.html?hpid=z2

From: [Torre, John](#)
To: [Leadership Team](#); [Leadership Team Executive Administrative Assistants](#); [School Board Members](#); [School Board Office](#)
Subject: fyi
Date: Thursday, May 07, 2015 9:25:36 AM

Washington Post story:

http://www.washingtonpost.com/local/education/fairfax-county-weighs-protections-for-transgender-students-and-teachers/2015/05/06/71b3cb76-f3cd-11e4-84a6-6d7c67c50db0_story.html?hpid=z2

From: [Thomas, Kathleen](#)
To: [Cornell, Lora L.](#); [Guilfoyle, Matt](#)
Cc: [Smith, Marty K.](#); [Lockard, Steven](#); [Donohue, Christine W.](#)
Subject: RE: Gender Identity Memo
Date: Thursday, May 07, 2015 9:46:37 AM

Thanks Lora

From: Cornell, Lora L.
Sent: Thursday, May 07, 2015 9:34 AM
To: Guilfoyle, Matt; Thomas, Kathleen
Cc: Smith, Marty K.; Lockard, Steven; Donohue, Christine W.
Subject: Gender Identity Memo

Hi Matt,

Attached memo per your request and Dr. Garza's approval.

Lora

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

From: [Katherine Goldgeier](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:03:22 AM

Hi Ryan,

I'm a producer at the Kojo Nnamdi Show at WAMU radio and would like to put together a segment for Monday on the FCPS consideration of gender identity. Do you have a few minutes to chat with me by phone this morning?

You can reach me at 202-885-3837.

Thanks very much,

Kathy Goldgeier

WAMU 88.5 American University Radio

Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org | [@kojoshow](#) | kojoshow.org | wamu.org

Please note: WAMU has moved to 4401 Connecticut Ave., NW, Washington, D.C. (one block north of the Van Ness/UDC Metro station).

From: [Powell, Jennifer T. \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: bathroom vote
Date: Thursday, May 07, 2015 10:06:58 AM

Good Morning-

I am asking that you reconsider your vote this evening until you have found a solution and brought in the advisor to develop a plan before we open the bathrooms and locker rooms to all students. I do believe that is FCPS responsibility to make all students feel welcome and safe, but with said, I do think we are responsible for all students and staff members within the school. Designating bathrooms for these students is without a doubt, the right thing to do, but opening all restrooms and locker rooms is not answer at this point. If I am misguided in what your intent is, please let me know so I can inform the other professionals in my building.

Please note, I teach [REDACTED] that consider themselves transgender or gender neutral. I have never spoken to either about which restroom they use or locker-room. [REDACTED] [REDACTED] approached me at the beginning of the year with an index card that said please refrain from using the male and female pronouns in class and toward me, they prefer I use neutral terms such as they and them and ze/zur.

I am very conscientious as to what I say in class and how I say it, but I often wonder what the big world will be like for these students, when they are not sheltered from the real world- for lack of a better word. Grocery stores, work place, gym???

Jenn Powell

**Social Studies Teacher
Centreville High School**



From: [McElveen, Ryan \(School Board Member\)](#)
To: [Garza, Karen](#); [Goddard, Pam](#); [Lockard, Steven](#); [Torre, John](#); [Guilfoyle, Matt](#)
Subject: FW: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:27:35 AM

FYI--I will be speaking on the show on Monday between 1-1:30pm about tonight's policy change. The other guest will be from LAUSD, which implemented their gender identity protections more than a decade ago.

Ryan

From: Katherine Goldgeier [kgold@wamu.org]
Sent: Thursday, May 07, 2015 10:03 AM
To: McElveen, Ryan (School Board Member)
Subject: Kojo Nnamdi Show request on gender identity

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Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org | @kojoshow | kojoshow.org | wamu.org

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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Garza, Karen](#); [Goddard, Pam](#); [Lockard, Steven](#); [Torre, John](#); [Guilfoyle, Matt](#)
Subject: FW: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:30:00 AM

FYI--I will be speaking on the show on Monday between 1-1:30pm about tonight's policy change. The other guest will be from LAUSD, which implemented their gender identity protections more than a decade ago.

Ryan

From: Katherine Goldgeier [kgold@wamu.org]
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From: [McElveen, Ryan \(School Board Member\)](#)
To: [McElveen, Joseph J.; vidaxuan@gmail.com; mcelveenmy@gmail.com](#)
Subject: FW: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:33:01 AM

FYI--I will be speaking on the show on Monday between 1-1:30pm about tonight's policy change. The other guest will be from LAUSD, which implemented their gender identity protections more than a decade ago.

Ryan

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From: [Tom Fitzgerald](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Fox 5 News
Date: Thursday, May 07, 2015 10:35:17 AM

Hello,

This is Tom Fitzgerald from Fox 5 News in DC. I'd like to know if you'd be available for a brief interview today about the Fairfax County Schools Transgender Policy.

I'm at 202-359-1143. Thanks, Tom

Tom Fitzgerald
WTTG Fox Television Reporter
5151 Wisconsin Ave NW
Washington DC 20016

tom.fitzgerald@foxtv.com

Cell: (202) 359-1143

Desk: (202) 895-3000

@FitzFox5DC



From: [Fritz Ames](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#)
Subject: Stop the Change to Policy 1450!
Date: Thursday, May 07, 2015 10:38:07 AM

FCPS Board
Mount Vernon District - Dan Storck
At Large - Ryan McElveen
At Large - Ilryong Moon
At Large - Ted Velkoff

Dear School Board Representatives,

I am writing to ask that you oppose the proposed update to Policy 1450 to make special provision for "gender identity." It seems dishonest and imprudent for the School Board to make a final decision with no input from the community.* We need to have an open, honest, and thorough discussion of the need for the proposed change, the motivation for the proposed change, the negative impacts of the change.

I have been seeing more and more of this effort and I see it as destructive to our civilization. The recent news about Bruce Jenner has come on the heels of my having read about the suicide rate of people who follow that gender identity path, with more than 40% committing suicide. That is blood on the hands of the people performing the operations, and if you look at the "ethics" requirements for working with a patient through that process it is wide open to interpretation--so that somebody with a few college Psychology courses could write a letter endorsing the surgery. Then comes the suicide, instead of help. FCPS should not join that agenda. FCPS should not join the bloody hands--and force us, along with them, to be complicit in destructive and deadly behavior.

Who is promoting this? Why are they promoting this? Why does the Board need to act in haste? What are the legal consequences to parents and students? These questions need to be expounded upon, to be answered, and the answers challenged and defended vigorously so that the Board is signing up the citizens and children to a sound policy.

Is this further submission to Federal action? Will we eventually have no Fairfax County Schools, just federalized schools? No more FCPS board? No more local input? A few people in Washington dictate to us? That is completely un-American, unconstitutional, and wrong. If the Federal Department of Education or any Federal entity is pushing this then we should push back hard.

There are too many questions and unknown implications for the FCPS Board to adopt this change. Vote against it.

*I realize that there are community association groups that promote themselves, and seem to be accepted, as voices of the people, and some segment of them may have been heard by some on the FCPS Board, but they are not legitimate voices. They exclude citizens who have no such group. Further, many such groups are illegitimate in that they do not adhere to legal requirements for associations (having bylaws and adhering to them, for example). The use of these organizations as substitutes for the voices of citizens is sinister.

Sincerely,

Neil F. Ames

[REDACTED]

Alexandria, VA 22307

Tel: [REDACTED]

From: [McElveen, Joseph J](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:46:45 AM

Ryan:

This is usually a very good program. Kojo has been doing the show for some years now. It's public radio (NPR affiliate).

D

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 10:33 AM
To: McElveen, Joseph J; vidaxuan@gmail.com; mcelveenmy@gmail.com
Subject: FW: Kojo Nnamdi Show request on gender identity

FYI--I will be speaking on the show on Monday between 1-1:30pm about tonight's policy change. The other guest will be from LAUSD, which implemented their gender identity protections more than a decade ago.

Ryan

From: Katherine Goldgeier [kgold@wamu.org]
Sent: Thursday, May 07, 2015 10:03 AM
To: McElveen, Ryan (School Board Member)
Subject: Kojo Nnamdi Show request on gender identity

Hi Ryan,

I'm a producer at the Kojo Nnamdi Show at WAMU radio and would like to put together a segment for Monday on the FCPS consideration of gender identity. Do you have a few minutes to chat with me by phone this morning?

You can reach me at 202-885-3837.

Thanks very much,

Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org | @kojoshow | kojoshow.org | wamu.org

Please note: WAMU has moved to 4401 Connecticut Ave., NW, Washington, D.C. (one block north of the Van Ness/UDC Metro station).

From: [Powell, Jennifer T \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 10:46:59 AM

Thank you!

So, if I am quickly scanning this document, they will need some type of proof?? Does this violate their civil rights?? What about a student that is confused, [REDACTED]?

I truly appreciate your insights to this matter?

I will definitely read this document after school when I have more time-

Jenn Powell

Social Studies Teacher
Centreville High School

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 10:31 AM
To: Powell, Jennifer T (Centreville HS)
Subject: FW: Gender Identity Memorandum

Ms. Powell,

Thanks for your email. I thought you might be interested in the attached memo about tonight's policy change.

All the best,

Ryan

From: Cornell, Lora L. On Behalf Of Lockard, Steven
Sent: Wednesday, May 06, 2015 3:29 PM
To: School Board Members
Subject: Gender Identity Memorandum

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Powell, Jennifer T \(Centreville HS\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 10:47:22 AM

There is a vetting process that takes place at the school level with the student, family and school staff. We've had an FCPS task force on this issue for some time, which has been working to ensure fidelity of implementation at all schools.

Ryan

From: Powell, Jennifer T (Centreville HS)
Sent: Thursday, May 07, 2015 10:46 AM
To: McElveen, Ryan (School Board Member)
Subject: RE: Gender Identity Memorandum

Thank you!

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Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042

571-423-1020

From: [steve](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected)
Date: Thursday, May 07, 2015 10:48:02 AM

Hi, please vote NO for us. thx.

Subj: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected)

To: The Fairfax County Public Schools – School Board

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

The Issue:

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

There is no question that we should be compassionate and concerned for people who struggle with "Gender Identity". It must be a very difficult burden to bear. The issue at hand then, is how best to handle accommodating their situation.

I would argue that measures to effectively accommodate such individuals already exist and there is therefore, no need to change this policy. Further, I would argue there is great danger of harming the remaining population if the proposed change in policy is affected. Accordingly, I urge you to not approve this proposed change in Policy 1450, Nondiscrimination Policy.

Problems with the Proposed Revision:

The first problem is that this change would conflict with both the United States and Virginia Constitutions by expanding the area of protection from discrimination beyond those found in these constitutions.

But perhaps of even more concern are the ramifications of implementing such a revised policy. It could only be devastating to our culture here in Fairfax County and especially so to the school age children attending Fairfax County Public Schools.

This change will make it a violation of policy to prohibit any child from using the bathroom, locker room or shower, for the gender with which they 'self identify'. In other words, a boy who 'thinks' he should be a girl could not be prevented from using the girls' bathroom, locker room or shower at FC Public Schools. And if a girl - who is not struggling with gender identity - objected to that boy's presence, they would have to wait for that boy to leave the bathroom, locker room or shower, before entering.

From a strictly practical viewpoint, the number of individuals who 'self-identify' with the sex opposite to that with which they were born, is incredibly small in proportion. So such a change in policy would greatly disadvantage the overwhelming majority of children who do not struggle with "Gender Identity", in favor of this very tiny minority that does.

Furthermore, this operating policy will greatly challenge the ability of our children to maintain their personal privacy and modesty. It will also increase the likelihood of exposure between opposite sexes and in turn, encourage sexual activity earlier than might otherwise occur. Additionally, this operating policy will greatly increase the opportunity for mischief, misconduct and abuse, for reasons that go well beyond gender identity. And if this policy applies to any adult employees of the FCPS who might share a bathroom with school age children, the concerns are far greater.

I have only touched upon the basic issues here. The larger cultural and sociological implications are entirely destructive to our cultural fabric, as well, but space does not permit a full development of those issues here.

Obligation to Protect our Children:

We need to protect our next generation from threats and dangers, not increase their exposure to them.

There is no compelling reason to make this change. But there is a compelling reason not to change this policy.

A Better Choice:

There are adequate solutions already available to us for dealing with this issue. A couple of obvious examples include permitting these individuals to use designated "staff bathrooms" or unisex bathrooms where they are available. These are simple, straightforward common-sense solutions that are already available to us.

Therefore, this change in policy is not necessary, has great potential for harmful outcomes, and accordingly, should not be made.

Thank you for your thoughtful consideration.

Sincerely,

Steve Niu and Jessie Niu
Resident of Dranesville District, Fairfax County
(address available upon request)

--

Steve GB (God bless)

From: [Powell, Jennifer T \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 10:50:35 AM

I have to be honest, [REDACTED], I was the one who went the admin first.... I have been working with the school counselor and other staff to help [REDACTED] academically and with [REDACTED] mental health and emotional needs.

jenn

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 10:47 AM
To: Powell, Jennifer T (Centreville HS)
Subject: RE: Gender Identity Memorandum

There is a vetting process that takes place at the school level with the student, family and school staff. We've had an FCPS task force on this issue for some time, which has been working to ensure fidelity of implementation at all schools.

Ryan

From: Powell, Jennifer T (Centreville HS)
Sent: Thursday, May 07, 2015 10:46 AM
To: McElveen, Ryan (School Board Member)
Subject: RE: Gender Identity Memorandum

Thank you!

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Centreville High School

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Ms. Powell,

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All the best,

Ryan

From: Cornell, Lora L. On Behalf Of Lockard, Steven

Sent: Wednesday, May 06, 2015 3:29 PM
To: School Board Members
Subject: Gender Identity Memorandum

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

From: [Powell, Jennifer T \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 10:57:41 AM

To back track, the school psychologist had [REDACTED] on her radar from other issues, but not this.... , [REDACTED]
[REDACTED] -- just would like to blend in.

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571-423-1020

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Powell, Jennifer T \(Centreville HS\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 11:07:41 AM

Got it.

From: Powell, Jennifer T (Centreville HS)
Sent: Thursday, May 07, 2015 10:57 AM
To: McElveen, Ryan (School Board Member)
Subject: RE: Gender Identity Memorandum

To back track, the school psychologist had [REDACTED] on her radar form other issues, but not this.... , [REDACTED]
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Falls Church, VA 22042
571-423-1020

From: [McElveen, Ryan \(School Board Member\)](#)
To: [McLaughlin, Megan \(School Board Member\)](#)
Subject: FW: Transgender discussion
Date: Thursday, May 07, 2015 11:18:23 AM

fyi

From: Lipp, Jane H
Sent: Wednesday, May 06, 2015 8:28 AM
To: McElveen, Ryan (School Board Member)
Cc: Foster, John
Subject: Transgender discussion

Ryan,

Per our discussion on Monday afternoon, I reached out to Bill Curran for a discussion on this topic. He stated that the student activities personnel have had no real concerns brought or expressed to them by students, staff or parents. As with the school administrators, they have dealt with individual students and requests on a case-by-case basis.

Bill went on to say that the Virginia High School League (VHSL) updated their language last fall. To summarize the language, he noted that students can participate in athletic activities with the gender that relate to if they meet outlined criteria.

Bill will be in Charlottesville tomorrow for a VHSL meeting and will forward to us their most recent documents so we can review them for the specific language that was posted.

Jane

From: [Dominic Holden](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Talk quickly to a reporter?
Date: Thursday, May 07, 2015 11:44:21 AM

Hi, Ryan. I'm the national LGBT reporter for BuzzFeed News. I've written quite a bit on transgender issues in VA schools (in Gloucester and Stafford Counties), and I've been tracking the progress in your district.

Can you speak briefly about your proposal? We can start by talking on background if you prefer.

I'm at (646) 668-3199. Please call as soon as you can or let me know what number I can reach you at.

Thank you.

Dominic

--

Dominic Holden | National LGBT Reporter | Desk: (646) 668-3199 | Mobile: (206) 877-2240
BuzzFeed: The Social News and Entertainment Company
40 West 23rd Street, 5th Floor, New York, NY 10010

From: [Evans, Sandy \(School Board Member\)](#)
To: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [School Board Members](#); [Guilfoyle, Matt](#); [Torre, John](#)
Subject: Gender identity communications
Date: Thursday, May 07, 2015 12:03:17 PM

Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? There is significant misinformation going around on this issue. How will we address this?
Thanks. Sandy

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?
Date: Thursday, May 07, 2015 12:38:17 PM

Hi John & Tammy,

[REDACTED]

[REDACTED]

[REDACTED]

Many thanks,
Megan

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

On May 7, 2015, at 12:03 PM, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu> wrote:

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Thanks. Sandy

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?
Date: Thursday, May 07, 2015 12:38:17 PM

Hi John & Tammy,

[REDACTED]

[REDACTED]

[REDACTED]

Many thanks,
Megan

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

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Thanks. Sandy

From: [McElveen, Ryan \(School Board Member\)](#)
To: tracyyuanjun@gmail.com
Subject: FW: Gender Identity Memorandum
Date: Thursday, May 07, 2015 1:04:00 PM
Attachments: [M - SB - Gender Identity 5-6-2015.pdf](#)

Hi Tracy,

I saw that you will be speaking tonight. I wanted to make sure you had this information that was circulated yesterday about the policy change.

All the best,

Ryan

From: Cornell, Lora L. On Behalf Of Lockard, Steven
Sent: Wednesday, May 06, 2015 3:29 PM
To: School Board Members
Subject: Gender Identity Memorandum

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

From: [Lipp, Jane H](#)
To: [Garza, Karen](#); [Superintendent Garza](#)
Cc: [Donohue, Christine W.](#)
Subject: Consultant to FCPS on Transgender policy and practice
Date: Thursday, May 07, 2015 1:42:56 PM
Attachments: [REDACTED]

Karen,

Enclosed is the resume for [REDACTED], the recommended consultant for our work on transgender policy and practice.

Let me know if you need anything else.

Jane

From: [Mast, Richard L](#)
To: [Superintendent Garza](#)
Cc: [School Board](#); [Lockard, Steven](#); [Dockery, Kim P.](#); [Smith, Marty K.](#); [Quinn, Susan S.](#); [Donohue, Christine W.](#); [Foster, John](#)
Subject: Liberty Counsel - Analysis Opposing Fairfax Addition of Gender Identity
Date: Thursday, May 07, 2015 1:43:30 PM
Attachments: [Ltr - to Fairfax re Gender Identity.pdf](#)

Dear Superintendent Garza and Members of the Board:

Please find attached analysis in opposition to the proposed addition of "Gender Identity" to Policy 1450.

Richard L. Mast, Jr., Esq.*

Liberty Counsel

Liberty Counsel

PO Box 11108

Lynchburg, VA 24506

800-671-1776 phone

434-592-7700 fax

Offices in CA, DC, FL, VA

www.LC.org ▪ Richard@LC.org

*Licensed in Virginia

Subscribe to our informative *Liberty Alert* email update: <http://www.lc.org/index.cfm?PID=14103>

Support the ministry of Liberty Counsel: <http://www.lc.org/index.cfm?PID=23329>

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Orlando, FL 32854-0774
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Facsimile: 407•875•0770
www.LC.org

122 C St. N.W., Ste. 640
Washington, DC 20005
Telephone: 202•289•1776
Facsimile: 202•216•9656

Post Office Box 11108
Lynchburg, VA 24506-1108
Telephone: 434•592•7000
Facsimile: 434•592•7700
liberty@LC.org

Reply to: Virginia

May 7, 2015

Via Email Only

Superintendent Karen Garza
Fairfax County Public Schools
Gatehouse Administration Center
8115 Gatehouse Rd.
Falls Church VA 22042
SuperintendentGarza@fcps.edu

Re: Proposed "gender identity" addition to Policy 1450

Dear Superintendent Garza,

By way of brief introduction, Liberty Counsel is a non-profit litigation, education, and policy organization with an emphasis on religious liberty issues. We have offices in Lynchburg, Virginia; Orlando, Florida; Washington, D.C.; and Jerusalem, Israel, and hundreds of affiliate attorneys around the world.

Liberty Counsel is aware that the Fairfax County Public Schools ("FCPS") will be voting tonight on the subject of whether to add "gender identity" to Policy 1450, which will have implications for employment and student regulations. In a May 6, 2015 memo ("the Memo"), Deputy Superintendent Steven A. Lockard makes a number of incorrect assertions as to why the Board should recognize "gender identity," which will be addressed more fully below.

Simply put, the Board should reject calls to add the constructs of "gender identity" or "transgenderism" to Policy 1450, for several reasons. First, these concepts are entirely false constructs arising out of political activism and pseudo-scientific sexual abuse of children, not science. Sex cannot be changed, and one is either male or female. Second, the U.S. Department of Education, Office of Civil Rights ("OCR") has no authority and cites no legal authority for its bare assertion that "gender identity" is now required by Title IX; Title IX's prohibitions of discrimination based on sex neither require nor support the recognition of "gender identity." OCR may not condition federal dollars upon FCPS adopting a regulation for which there is no federal authority. Third, despite Attorney General Mark Herring's

Fairfax County Public Schools

May 7, 2015

Pg. 2

contentions, Virginia government entities have no authority to unilaterally enact additional categories to civil rights ordinances or policies.

Fourth, where the category of "gender identity" has been adopted, it has led to documented harms consisting of 1) confused (at best, and fetishist at worst) [cross-dressing adult role models being placed before children](#) in years formative to the children's own identities; 2) [biological adult males being given free reign to invade private spaces of women and girls](#); and 3) [a chilling effect on student and employee expression of Christian sexual ethics and moral values](#), in violation of the First Amendment. **Liberty Counsel will not sit idly by should the Board adopt a regulation without authority to do so, which will create numerous irreparable harms to the rights of its constituents within Fairfax County.**

Adult cross-dressing in the classroom is harmful to children

Despite Assistant Superintendent Lockard's assurances in the Memo that adult cross-dressing teachers "would not be allowed to **immediately** use the bathroom of their choice," this is not the only harmful effect of this proposed policy. Well beyond the bathroom context, teacher cross-dressing in the classroom is confusing, misleading, and harmful to children, who are in their formative years and are beginning to learn appropriate behavior and roles from those placed in positions of authority over them.

Allowing cross-dressing adults to impose their confusion on children is objectively harmful to children. There is no scientific data to support the commonly advocated political position that homosexuality or transvestism based on claimed "gender identity" are inborn or biological, and are unshaped by or immune to environmental stimuli. A number of factors, including environmental, are believed to play a part in their development.¹ Even the American Psychological Association cannot state with certainty the source of homosexual attraction or gender identity issues.² Moreover, hard data suggests brain development of children and adolescents "is very susceptible to the environment....This part of the brain has not finished growing well into the early 20s, even....[We] now know it's also involved in coordination of our cognitive processes, our thinking processes..."³

Based on the scientific data, obvious educational and moral responsibilities, and formal employment agreements, the District has the power, obligation, and legal authority to control the appearance and behavior of its employees when these interfere with the orderly administration of the school, which teacher cross-dressing does for the aforementioned reasons. In *East Hartford Education Association v. Board of Education of Town of Hartford*, 562 F.2d 838, 863 (2d Cir. 1997), the court held that "a school board may, if it wishes, impose reasonable regulations governing the appearance of the teachers it employs." As long as the employer's administrative decision, i.e., teacher clothing and appearance, is not

¹ How Might Homosexuality Develop? Putting the Pieces Together available at <http://narth.com/docs/pieces.html>

² "There is no consensus...no findings have emerged that permit scientists to conclude that sexual orientation is determined by any particular factor or factors..." <http://www.apa.org/helpcenter/sexual-orientation.aspx>

³ PBSTV Frontline, Interview: Jay Giedd, MD, *Inside the Teenage Brain*, June 30, 2002 available at <http://www.pbs.org/wgbh/pages/frontline/shows/teenbrain/interviews/giedd.html>

Fairfax County Public Schools

May 7, 2015

Pg. 3

an "invasion so irrational as to demonstrate lack of good faith," and is motivated by a legitimate school concern, the courts will not review it. *Tardif v. Quinn*, 545 F.2d 761 (1st Cir. 1976). Certainly it is a legitimate, good faith school concern that teacher clothing not be a distraction from learning, or create confusion in the minds of kindergartners and others as to something as basic and important as one's sense of self and reality.

Biological sex cannot be changed, and "Gender Identity" is a false construct

There is no credible medical authority establishing the proposition that biological sex can be changed. "Gender Identity" or "transgenderism" are false constructs based on fraudulent science with roots in the 1948 book *Sexual Behavior in the Human Male*, by Alfred Kinsey. *Male's* infamous Table 34 shows Kinsey collusion in the rape of children, some as young as two months old. Also in Table 34, a 4 year old boy is reported with allegedly 26 "Orgasms" in "24 hours" - one of up to 2,035 infants and children whom Kinsey and his pederast team sodomized and digitally violated - ostensibly for "science" - as the children screamed, fainted, had convulsions and fought to get free of their rapists.⁴ Current discourse arising from these sources is indelibly tainted and not credible.

A pseudo-scientific approach to "Gender Identity" was also promoted by Dr. Harry Benjamin, a Kinsey contemporary, and the originator of the "Harry Benjamin Standards of Care" for sexually confused children having issues in "gender identity." However Dr. Benjamin's expertise and credibility—as that of his followers and the organization that formerly bore his name⁵ - is less than viable due to Benjamin's glowing preface to French pedophile Rene Guyon's fraudulent book, *The Ethics of Sexual Acts*. In this book, Guyon advocated raw sex abuse of children, often quoted as, "Sex Before Eight or it's Too Late." Guyon's book was published collaboratively with Alfred Kinsey, and extensively quoted *Male*.

From these roots, contemporary advocates of "gender identity" constructs seek to convince the public that the consensus on "gender identity" is settled, and that government should protect "transgender" students from "discrimination" by permitting them to dress, use restrooms, and play on sports teams of the opposite sex. Not so - the former Chief Psychiatrist for Johns Hopkins Hospital, Dr. Paul McHugh, wrote in a [June 12, 2014 Wall Street Journal op-ed](#) that "policy makers and the media are doing no favors either to the public or the transgendered" by not treating **transgender "confusions ... as a mental disorder that deserves understanding, treatment and prevention."** (Emphasis added). Dr. McHugh says the best way to help children struggling with their gender is not surgery but "devoted parenting." According to McHugh, the "sense of being transgendered constitutes a mental disorder in two respects." The first, he says, is that **"it does not correspond with physical reality."** The second, more importantly, is that not treating

⁴ See Reisman, Judith, *Kinsey Crimes and Consequences*

⁵ Recently, the organization was morphed into "The World Professional Association for Transgender Health (WPATH)." "WPATH was originally named the [Harry Benjamin International Gender Dysphoria Association](#)." Yet, since Benjamin remains on record supporting the pedophile movement, and "Sex Before Eight or It's Too Late," the organization formerly bearing his name remains allied with Benjamin in closet pedophilic deviance.

Fairfax County Public Schools

May 7, 2015

Pg. 4

transgender disorder properly "can lead to **grim psychological outcomes.**" (Emphasis added).

No federal authority for inclusion of "gender identity"

Aside from these potentially grim medical and life consequences of affirming impressionable children in a mental delusion based on pseudo-science, instead of treating them with true compassion and respect, no federal law mandates that the District must add "gender identity" to Policy 1450.

The Memo contends that a failure to add this construct would be a violation of "federal law" under "guidance documents from the U.S. Department of Education Office of Civil Rights ("OCR"), which has taken the position that Title IX of the Educational Amendments of 1972, 20 U.S.C. § 1681(a) ("Title IX") covers "gender identity." Both the Memo and OCR are incorrect. Title IX covers "gender stereotyping," but not "gender identity." Whatever the extent of Congress' intent regarding "gender stereotyping" in its enactment of Title IX, it is readily ascertainable that Congress did not abolish gender or the sexes "male" and "female," and federal law simply does not require opposite-sex bathrooms to admit students claiming to be (or believing they are) the sex for which the restrooms are designated.

The "guidance document" to which the Memo alludes is OCR's ["Questions and Answers on Title IX and Sexual Violence"](#), **which cites no authority - case law or statutory** - for the proposition that Title IX now applies to students claiming to be the opposite sex for purposes of access to the opposite sex's restrooms and locker rooms. Federal agency *ipse dixit* does not transform Title IX into a legal tool to normalize the false concept of "transgender," whether in bathrooms and locker rooms reserved for one sex, or on other issues such as sports teams.

What Title IX Actually Does:

Title IX prohibits educational programs or activities that receive federal funding from discriminating, excluding participation, or denying benefits "on the basis of sex." It does not extend protection "on the basis of being 'transgendered'." "Sex" has always been synonymous with "gender," and as passed by Congress in 1972, means "male or female." Congress has never amended Title IX to include the concepts of "transsexualism," "transgenderism," or cross-dressing.

Therefore, nothing in Title IX justifies or requires a school policy requiring female students claiming they are boys (so-called "transgender" individuals) to be admitted to boys' restrooms under the fiction that they are the opposite sex, or vice versa. Title IX requires, in general, equality in educational and athletic opportunities for *girls and boys*. Under Title IX, girls are to be afforded equality with boys' educational and athletic opportunities in all respects, including restroom facilities, but never under the proposition that girls "are" boys; or boys, girls. In short, Title IX states that girls **are equal to** boys in terms of access to athletic and educational opportunities, but Title IX does not state that girls **are** boys, and boys **are** girls. Such a statement, if true, would eliminate the need for Title IX.

Fairfax County Public Schools

May 7, 2015

Pg. 5

Consistent with these basic biological concepts, courts apply Title IX's prohibition on discrimination on the basis of sex in the academic and athletic environment in a consistent manner with Title VII's prohibition of employment discrimination on the basis of sex. The Supreme Court, in *Price Waterhouse v. Hopkins*, held that *gender stereotyping* constituted discrimination on the basis of sex. It did not say there are no genders. The Court stated,

We are beyond the day when an employer could evaluate employees by assuming or insisting that they matched the stereotype associated with their group, for "[i]n forbidding employers to discriminate against individuals because of their sex, Congress intended to strike at the entire spectrum of disparate treatment of men and women resulting from sex stereotypes.

Price Waterhouse v. Hopkins, 109 S.Ct. 1775, 1791 (1989).

Also outside the school context, but instructive to it, the Ninth Circuit has held that employers may impose grooming standards that appropriately differentiate between the genders. *Jespersen v. Harrah's Operating Co, Inc.*, 444 F.3d 1104 (9th Cir. 2006). In *Jespersen*, the grooming standards of Harrah's Casino required women to wear some facial makeup, and did not permit men to wear any. The standards permitted women to have long hair, but they required men to have their hair cut short. The Court upheld the termination of a woman who refused to wear makeup, per the grooming policy. The Court stated, "Grooming standards that appropriately differentiate between the genders are not facially discriminatory." *Id.* at 1110.

Proponents of "gender identity" would have the District believe that a prohibition of sex stereotyping, as was the case in *Price Waterhouse*, requires schools to permit a so-called "transgendered" student to participate on an opposite-sex athletic team consistent with his or her subjective "gender identity," regardless of reality, and irrespective of anatomical sex. However, case precedent does not support such a misguided and far-reaching interpretation of *Price Waterhouse*.

"First, post-*Price Waterhouse* courts have consistently held that Title VII does not prohibit discrimination based on sexual orientation or sexual preference." *Schroer v. Billington*, 424 F. Supp. 2d 203, 208 (D.D.C. 2006) (citing *Dawson v. Bumble & Bumble*, 398 F.3d 211 (2d Cir.2005); (*Schroeder v. Hamilton School Dist.*, 282 F.3d 946 (7th Cir.2002); *Bibby v. Philadelphia Coca Cola Bottling Co.*, 260 F.3d 257 (3rd Cir.2001); *Higgins v. New Balance Athletic Shoe, Inc.*, 194 F.3d 252 (1st Cir.1999); *Hopkins v. Baltimore Gas & Elec. Co.*, 77 F.3d 745, 751-52 & n. 3 (4th Cir.1996); *Williamson v. A.G. Edwards & Sons*, 876 F.2d 69, 70 (8th Cir.1989)).

"Second, courts before and after *Price Waterhouse* have found no Title VII violation in gender-specific dress and grooming codes, so long as the codes do not disparately impact one sex or impose an unequal burden." *Schroer*, 424 F. Supp. 2d at 208-09 (D.D.C. 2006) (citing *Jespersen v. Harrah's Operating Co., Inc.*, 392 F.3d 1076 (9th Cir.2004); *Frank*

Fairfax County Public Schools

May 7, 2015

Pg. 6

v. United Airlines, Inc., 216 F.3d 845 (9th Cir.2000); *Harper v. Blockbuster Entertainment Corp.*, 139 F.3d 1385 (11th Cir.1998); *Tavora v. New York Mercantile Exchange*, 101 F.3d 907 (2nd Cir.1996)).

Moreover, consistent with Congressional intent behind Title VII, numerous courts, have specifically *declined* to extend Title VII protections to transsexualism and gender identity. See e.g., *Sommers v. Budget Mktg., Inc.*, 667 F.2d 748, 750 (8th Cir.1982); *Ulane v. E. Airlines, Inc.*, 742 F.2d 1081, 1085 (7th Cir.1984); *Holloway v. Arthur Andersen & Co.*, 566 F.2d 659, 662-63 (9th Cir.1977).

In sum, provided that equal restroom facilities space is available to both males and females, public schools are and remain compliant with Title IX. The type of discrimination that the Supreme Court prohibited in *Price Waterhouse* only applies in cases of disparate treatment between the sexes of male and female. *Price Waterhouse* does not mandate or condone the novel and unfounded assertion that sex can be subjectively changed, and that all must agree with this assertion. Here, as long as the Fairfax schools provide equal opportunities for both male and female students, as biologically distinct sexes, Title IX is irrelevant, no matter what OCR says.

No authority under Dillon Rule to add "gender identity"

Despite Attorney General Mark Herring's novel March 4, 2015 "reversal" of the opinions of five former Attorneys General (three Democrat, and two Republican, all of whose opinions agree with one another and with the Virginia Supreme Court), local government entities may not unilaterally add "sexual orientation" or "gender identity" to local non-discrimination ordinances in the absence of express statutory authority from the General Assembly. Moreover, seven Attorneys General from 1982 through 2010, in eight different opinions, all concluded that the General Assembly is the only body with authority to establish or change public policy to define classes for purposes of unlawful discrimination. In that time, five Attorneys General published six formal opinions dealing with local government, including school boards.

Under the long established "Dillon Rule," Virginia's local governments possess "only those powers which are **granted expressly by statute**, or which **exist by necessary implication**, and any doubt as to the existence of a power must be resolved against the existence of a power." (Emphasis added). *Tabler v. Board of Supervisors of Fairfax County*, 269 S.E. 2nd 358 (1980); *Commonwealth v. Arlington County Board*, 232 S.E. 2nd 30 (1977).

In 2000, the Supreme Court of Virginia spoke once again to this long-standing rule, in affirming that Arlington County had acted *ultra vires* (beyond its authority) in extending coverage under its self-funded health insurance benefits plan to unmarried "domestic partners" of its employees. The Court found that Arlington's new category of "dependent" beyond what the General Assembly had recognized, was "not a reasonable method of implementing its implied authority under [applicable statutes] and [wa]s, therefore, an ultra vires act." See *Arlington County, et al. vs. White, et al.* 528 S.E.2d 706 (2000). Here, FCPS

Fairfax County Public Schools

May 7, 2015

Pg. 7

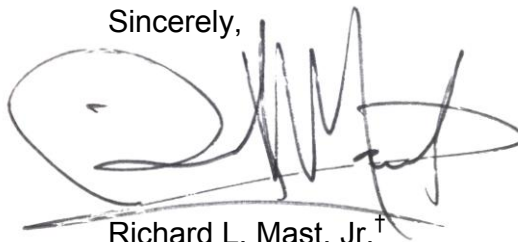
has no authority to unilaterally add "gender identity" as a category to regulations affecting current substantive student and employee rights. A vote to create a new category of "gender identity" would go well beyond what the General Assembly has recognized as legitimate categories such as race, sex, or religion.

Conclusion

A student who truly believes she is the opposite sex should be treated with care, compassion, and respect, but must not be affirmed in a delusion, no matter how sincerely-held. A student is not free to override biology, as well as the safety, privacy, and religious concerns regarding opposite sex students in areas reserved for private bodily functions. Neither she nor the OCR can successfully claim a Title IX violation in response to a recognition of bright-line, objective standards like biology, as opposed to nebulous, subjective feelings or claims that one is the opposite sex. A teacher is in a position of authority and influence over impressionable children, and may not impose his or her own delusions upon them in contravention of their healthy development of their own identity.

If, in spite of the above reasons, the District nevertheless votes to add this harmful new category of "gender identity" as a "protected class," Liberty Counsel is prepared to take further action to prevent irreparable harm to the rights of our constituents.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard L. Mast, Jr.", with a stylized flourish at the end.

Richard L. Mast, Jr.[†]

RLM/ajr

CC

Via Email

Fairfax County School Board

Tamara Derenak Kaufax (Chairman)

Ted Velkoff (Vice Chair)

Ryan McElveen

Iryong Moon

Megan McLaughlin

Jane Strauss

Pat Hynes

fairfaxcountyschoolboard@fcps.edu

Sandy Evans

Patty Reed

Elizabeth Schultz

Kathy Smith

[†] Licensed in Virginia

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [McLaughlin, Megan \(School Board Member\)](#)
Cc: [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Garza, Karen](#); [School Board Members](#); [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?
Date: Thursday, May 07, 2015 1:53:01 PM

Hi Megan,

We will not be having a closed session this evening on 1450. Please direct any of your remaining questions to John Foster. I just spoke with him about another topic and alerted him that some board members may be reaching out to him with clarifying questions.

Best,
Tammy

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

> On May 7, 2015, at 12:38 PM, McLaughlin, Megan (School Board Member)
<momcloughlin@fcps.edu> wrote:

>

> Hi John & Tammy,

>

>

[REDACTED]

[REDACTED]

>

> Many thanks,
> Megan

>

> Megan O. McLaughlin
> School Board Member
> Braddock District

>

> Office: 571-423-1088

>

>

>

> FOIA DISCLAIMER

>

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>

>> On May 7, 2015, at 12:03 PM, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu> wrote:

>>

>> Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? There is significant misinformation going around on this issue. How will we address this? Thanks. Sandy

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [McLaughlin, Megan \(School Board Member\)](#)
Cc: [Foster, John](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Garza, Karen](#); [School Board Members](#); [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?
Date: Thursday, May 07, 2015 1:53:02 PM

Hi Megan,

We will not be having a closed session this evening on 1450. Please direct any of your remaining questions to John Foster. I just spoke with him about another topic and alerted him that some board members may be reaching out to him with clarifying questions.

Best,
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[REDACTED]

[REDACTED]

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> Braddock District

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From: [Mast, Richard L](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Liberty Counsel - Analysis Opposing Fairfax Addition of Gender Identity
Date: Thursday, May 07, 2015 1:54:57 PM
Attachments: [Ltr - to Fairfax re Gender Identity.pdf](#)

Dear Superintendent Garza and Members of the Board:

Please find attached analysis in opposition to the proposed addition of "Gender Identity" to Policy 1450.

Richard L. Mast, Jr., Esq.*

Litigation Counsel

Liberty Counsel

PO Box 11108

Lynchburg, VA 24506

800-671-1776 phone

434-592-7700 fax

Offices in CA, DC, FL, VA

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*Licensed in Virginia

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Support the ministry of Liberty Counsel: <http://www.lc.org/index.cfm?PID=23329>

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From: [Lisa Greenwood](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#)
Subject: Support for Transgender Students
Date: Thursday, May 07, 2015 2:06:53 PM

Hi all:

I just sent an e-mail to the School Board e-mail address, but I'd like to follow up with an e-mail to you three, in particular (esp. since two of you know me personally).

I fully support adding "gender identity" to the list of protected groups in Fairfax County schools. I personally know of [REDACTED] who would have had a much better experience in our schools if they had felt the freedom to be themselves during high school (or maybe even before). These are very vulnerable kids.

Thank you for your consideration.

Lisa Greenwood
[REDACTED]
[REDACTED]

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Evans, Sandy \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Guilfoyle, Matt](#); [Torre, John](#)
Subject: Re: Gender identity communications
Date: Thursday, May 07, 2015 2:07:28 PM

Hi Sandy,

Glad to hear you will be with us tonight! We are working on a statement that will go out from me once we know which way the vote goes. Matt is fully aware of the details of this issue and we will highlight the facts on our website as we move forward with this policy issue.

See you tonight!
Tammy

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Evans, Sandy \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [School Board Members](#); [Guilfoyle, Matt](#); [Torre, John](#)
Subject: Re: Gender identity communications
Date: Thursday, May 07, 2015 2:07:29 PM

Hi Sandy,

Glad to hear you will be with us tonight! We are working on a statement that will go out from me once we know which way the vote goes. Matt is fully aware of the details of this issue and we will highlight the facts on our website as we move forward with this policy issue.

See you tonight!
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Thanks. Sandy

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Lisa Greenwood](#)
Subject: RE: Support for Transgender Students
Date: Thursday, May 07, 2015 2:08:20 PM

Thanks so much Lisa!

Ryan

From: Lisa Greenwood [lisagreenwood1961@yahoo.com]
Sent: Thursday, May 07, 2015 2:06 PM
To: McElveen, Ryan (School Board Member); Hynes, Patricia (School Board Member); Reed, Patty (School Board Member)
Subject: Support for Transgender Students

Hi all:

I just sent an e-mail to the School Board e-mail address, but I'd like to follow up with an e-mail to you three, in particular (esp. since two of you know me personally).

I fully support adding "gender identity" to the list of protected groups in Fairfax County schools. I personally know of several former students who would have had a much better experience in our schools if they had felt the freedom to be themselves during high school (or maybe even before). These are very vulnerable kids.

Thank you for your consideration.

Lisa Greenwood

[REDACTED]
[REDACTED]

From: [Barry Law Firm PC](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak, Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L. \(School Board Member\)](#)
Subject: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)
Date: Thursday, May 07, 2015 2:29:03 PM

I am a resident of Great Falls, VA, and have a [REDACTED] who has graduated the Fairfax County School System. I urge you to please ignore the hate and unfounded fear being promoted by groups such as the McLean Bible Church, against a reasonable change to Policy 1450. They spread lies, and "what ifs" regarding our most vulnerable group of all of the children in the Fairfax County system. Let's let the facts speak instead. For example, according to the CDC, at www.cdc.gov/lgbthealth/youth.htm, in a national study of grades 7-12 students, LGB students were more than TWICE as likely to have attempted suicide as heterosexual peers. A 2015 study published at the Harvard School of Public Health website (<http://www.hsph.harvard.edu/news/hsph-in-the-news/transgender-youth-at-risk-for-depression-suicide/>) showed a new study examining 180 transgender people, aged 12-29, and found an elevated risk of depression, anxiety, suicide attempts, and self-harming activities without lethal intent. For more regarding the methodology of some of the studies, and further support for these painful statistics, please see Transgender Youth and Life Threatening Behaviors at http://www.researchgate.net/profile/Anthony_DAugelli/publication/5879288_Transgender_youth_and_life-threatening_behaviors/links/0c960526e62480e3ba000000.pdf. Cited as one of the chief reasons why these children feel the need to take their own lives is explained in Suicide and Suicide Risk in Lesbian, Gay, Bisexual, and Transgender Populations: Review and Recommendations, from which the following excerpt was taken:

Over the past decade, consensus has grown among researchers that at least part of the explanation for the elevated rates of suicide attempts and mental disorders found in LGB people is the social stigma, prejudice and discrimination associated with minority sexual orientation (Cochran, Mays & Sullivan, 2003; de Graaf et al., 2006; King et al., 2008; Mays & Cochran, 2001; McCabe, Bostwick, Hughes, West, & Boyd, 2010). The terms gay-related stress (Rosario, Schrimshaw, Hunter, & Gwadz, 2002; Rotheram-Borus, Hunter & Rosario, 1994) and minority stress (Meyer, 1995, 2003) have been used to describe a range of stressors resulting from individual and institutional discrimination against LGB people. Full article at <http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&>

There is no doubt that some individuals have deep seeded fear of people who are different than they are. We have seen this behavior throughout history. However, given the clear and present risk to transgender youth, discomfort at being near these children cannot possibly override our commitment to keep safe all of the county's children, to the best of our ability. Despite hysterical fear mongering that one child using the bathroom for its intended purpose will cause a danger to another child based on the clothing the first child is wearing, is ludicrous at best, and perpetuates the exact notions that a change to 1450 is trying to prevent.

We have a duty to protect the physical and mental health of all of the children of Fairfax County. Part of that duty includes saying "no" to prejudice, and valuing children's lives over religious based discomfort.

Michaela Barry

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Barry Law Firm, PC](#)
Subject: RE: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)
Date: Thursday, May 07, 2015 2:30:27 PM

Ms. Barry,

Can you send me a copy of the McLean Bible Church communication?

Ryan

From: Barry Law Firm, PC [m.barry@barrylawfirm.com]
Sent: Thursday, May 07, 2015 2:28 PM
To: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member)
Subject: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)

I am a resident of Great Falls, VA, and have [REDACTED] who has graduated the Fairfax County School System. I urge you to please ignore the hate and unfounded fear being promoted by groups such as the McLean Bible Church, against a reasonable change to Policy 1450. They spread lies, and "what ifs" regarding our most vulnerable group of all of the children in the Fairfax County system. Let's let the facts speak instead. For example, according to the CDC, at www.cdc.gov/lgbthealth/youth.htm <<http://www.cdc.gov/lgbthealth/youth.htm>>, in a national study of grades 7-12 students, LGB students were more than TWICE as likely to have attempted suicide as heterosexual peers. A 2015 study published at the Harvard School of Public Health website (<http://www.hsph.harvard.edu/news/hsph-in-the-news/transgender-youth-at-risk-for-depression-suicide/>) showed a new study examining 180 transgender people, aged 12-29, and found an elevated risk of depression, anxiety, suicide attempts, and self-harming activities without lethal intent. For more regarding the methodology of some of the studies, and further support for these painful statistics, please see Transgender Youth and Life Threatening Behaviors at http://www.researchgate.net/profile/Anthony_DAugelli/publication/5879288_Transgender_youth_and_life-threatening_behaviors/links/0c960526e62480e3ba000000.pdf. Cited as one of the chief reasons why these children feel the need to take their own lives is explained in Suicide and Suicide Risk in Lesbian, Gay, Bisexual, and Transgender Populations: Review and Recommendations, from which the following excerpt was taken:

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We have a duty to protect the physical and mental health of all of the children of Fairfax County. Part of that duty includes saying "no" to prejudice, and valuing children's lives over religious based discomfort.

Michaela Barry

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Foster, John](#)
Cc: [Dockery, Kim P.](#); [Lipp, Jane H](#); [Garza, Karen](#); [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?
Date: Thursday, May 07, 2015 2:30:45 PM

Thanks. I will email all of you a set of specific questions that I would like answered at tonight's public meeting.

Megan O. McLaughlin
School Board Member
Braddock District

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to FOIA.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On May 7, 2015, at 12:38 PM, McLaughlin, Megan
(School Board Member) <momclaughlin@fcps.edu>
wrote:

Hi John & Tammy,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Many thanks,

Megan

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

On May 7, 2015, at 12:03 PM, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu> wrote:

Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? There is significant misinformation going around on this issue. How will we address this?
Thanks. Sandy

From: [Barry Law Firm, PC](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)
Date: Thursday, May 07, 2015 2:31:45 PM

I'm sorry that I only have it from another, and not from direct email, but here it is:

"Special Message from Lon - 5/7 Fairfax School Board Vote

Dear MBC Church Family,

Today the Fairfax County Public School (FCPS) Board plans to vote to expand its Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. The FCPS Board has made no effort to engage parents or advise the public what this means for student or employee safety, or for parental rights. The policy change will impact all students, preschool-12th grade, and all school employees.

Should this pass, it is my understanding that everything from locker rooms to bathrooms will potentially be open for children and adults who feel that their inner sexuality does not match their outer, God-given, physical sexuality.

This is both shocking, and morally and spiritually repugnant. It demands a response from everyone in our church family (living in Fairfax County) who loves Christ and the truth of His Word.

Thus, I am sharing this document, which gives you the information you need to let the school board members know of your concerns, and of your desire for them to vote "No" on the proposed Policy 1450 change.

I do not recall that I have ever sent out a church-wide email of this nature, so I hope this underscores the serious nature of this proposed change.

Our children are helpless to protect themselves against this, so it is our responsibility as their parents and brothers/sisters in Christ to do so.

I urge each of you to pray about this and to do as the Lord leads you to do. But as for me and my house, we are sending emails to all the school board members urging them to vote against this action. I hope you will do the same.

Your pastor and shepherd in Christ,
Lon Solomon"

On May 7, 2015, at 2:30 PM, McElveen, Ryan (School Board Member)
<rlmcelveen@fcps.edu> wrote:

Ms. Barry,

Can you send me a copy of the McLean Bible Church communication?

Ryan

From: Barry Law Firm, PC [m.barry@barrylawfirm.com]
Sent: Thursday, May 07, 2015 2:28 PM

To: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member)
Subject: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)

I am a resident of Great Falls, VA, and have [REDACTED] who has graduated the Fairfax County School System. I urge you to please ignore the hate and unfounded fear being promoted by groups such as the McLean Bible Church, against a reasonable change to Policy 1450. They spread lies, and "what ifs" regarding our most vulnerable group of all of the children in the Fairfax County system. Let's let the facts speak instead. For example, according to the CDC, at www.cdc.gov/lgbthealth/youth.htm <<http://www.cdc.gov/lgbthealth/youth.htm>>, in a national study of grades 7-12 students, LGB students were more than TWICE as likely to have attempted suicide as heterosexual peers. A 2015 study published at the Harvard School of Public Health website (<http://www.hsph.harvard.edu/news/hsph-in-the-news/transgender-youth-at-risk-for-depression-suicide/>) showed a new study examining 180 transgender people, aged 12-29, and found an elevated risk of depression, anxiety, suicide attempts, and self-harming activities without lethal intent. For more regarding the methodology of some of the studies, and further support for these painful statistics, please see Transgender Youth and Life Threatening Behaviors at http://www.researchgate.net/profile/Anthony_DAugelli/publication/5879288_Transgender_youth_and_life-threatening_behaviors/links/0c960526e62480e3ba000000.pdf. Cited as one of the chief reasons why these children feel the need to take their own lives is explained in Suicide and Suicide Risk in Lesbian, Gay, Bisexual, and Transgender Populations: Review and Recommendations, from which the following excerpt was taken:

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Michaela Barry

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Barry Law Firm PC](#)
Subject: RE: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)
Date: Thursday, May 07, 2015 2:32:46 PM

Wow--thanks.

Ryan

From: Barry Law Firm, PC [m.barry@barrylawfirmpc.com]
Sent: Thursday, May 07, 2015 2:31 PM
To: McElveen, Ryan (School Board Member)
Subject: Re: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)

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Sent: Thursday, May 07, 2015 2:28 PM
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We have a duty to protect the physical and mental health of all of the children of Fairfax County. Part of that duty includes saying "no" to prejudice, and valuing children's lives over religious based discomfort.

Michaela Barry

From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Video testimony for tomorrow's school board meeting
Date: Thursday, May 07, 2015 2:41:52 PM
Attachments: [05072015 - EV applauds Fairfax school policy.docx](#)

Hi Ryan,

I hear that the vote on your proposed policy is still on for tonight and that you have the votes. That's great. If you need any last minute support, please let us know. We have been sending emails/actions out to our Fairfax Co. supporters and I know you have been in touch with Catherine Read, who is doing similar work. James Parrish, our director will also be at the meeting.

In follow up to our emails yesterday, I have attached a draft release that we will be sending to media after the vote, as long as it does go through as we hope. I added part of a quote I saw from you in the Washington Post, but please make changes to it as you would like. If I don't hear anything from you, please know that I'll take your quote out before I send out the release.

Thanks so much, again for your efforts in getting this through - it is really exciting!

Best,

Kirsten

Kirsten Bokenkamp
Communications and Policy Director
Equality Virginia
[REDACTED]
kbokenkamp@equalityvirginia.org

It Takes Everyone.

www.equalityvirginia.org

-----Original Message-----

From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
Sent: Wednesday, May 06, 2015 4:53 PM
To: Kirsten Bokenkamp
Subject: Re: Video testimony for tomorrow's school board meeting

Will do.

> On May 6, 2015, at 4:52 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:

>

> Sorry for the multiple emails -

> We will be putting a press release out tomorrow after the decision. We would be thrilled to put in a quote from you, if you are interested, about why you are proposing this update. If not, I completely understand. If so, please send me something tomorrow, and I'll add it to our release. I'd be happy to send you a draft to approve before it goes out.

>

> Thanks,

>

> Kirsten

>
> -----Original Message-----
> From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
> Sent: Wednesday, May 06, 2015 4:48 PM
> To: Kirsten Bokenkamp
> Subject: Re: Video testimony for tomorrow's school board meeting
>
> Thanks, Kristen! I'm so sorry about the deadline...
>
> Ryan
>
>> On May 6, 2015, at 4:47 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:
>>
>> Dear Mr. McElveen,
>>
>> I am contacting you from Equality Virginia to let you know that we submitted a video from James Parrish, our executive director, in favor of your proposal to include gender identity in Fairfax County Public School's nondiscrimination policy. Unfortunately we missed the deadline for it to be shown tomorrow night, but I wanted to send it to you because you are the sponsor of the proposed policy. The video closely reflects the letter that we sent to all school board members today.
>>
>> Please find the link below, and thank you for your leadership on this issue.
>>
>>
>> <https://youtu.be/M1e7gHI72E8>
>>
>>
>>
>> Best regards,
>>
>>
>> Kirsten Bokenkamp
>> Communications and Policy Director
>> Equality Virginia
>> [REDACTED]
>> kbokenkamp@equalityvirginia.org
>>
>> It Takes Everyone.
>>
>> www.equalityvirginia.org
>>
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From: [Genevieve](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Gender Identity Policy
Date: Thursday, May 07, 2015 2:42:41 PM

Dear Mr. McElveen,

I am writing to urge you to include Gender Identity as part of the Fairfax County School non-discrimination policy. I have [REDACTED] that went through the Fairfax school system from elementary through graduation (both with IB diplomas). [REDACTED] received an EXCELLENT education through our school system and were well prepared for college (both attended Virginia State schools). [REDACTED] went to William and Mary, graduated with honors and then went directly to law school (graduated from William and Mary law school and passed the Virginia bar the first time it was taken). During [REDACTED] time in collage [REDACTED] spent every spring break working to re-build an orphanage in Honduras that was destroyed by a hurricane. [REDACTED] did not join [REDACTED] fellow students in Ft. Lauderdale, but preferred to do something meaningful with her time. [REDACTED] is kind, considerate, brilliant, and very religious. [REDACTED] is also transgender.

[REDACTED] was 25 before [REDACTED] came out to us (and [REDACTED] friends), but told us [REDACTED] had known since [REDACTED] was about 12 that [REDACTED] had been born "wrong" ([REDACTED] words). I asked why it had taken 13 years for [REDACTED] to take this step and [REDACTED] response was "I have been in school my whole life- none of the schools I attended would have accepted people like me". While I confess the news struck me pretty hard at first, I realized the [REDACTED] gender identity issue explained a lot of the concerns I had for [REDACTED] as [REDACTED] was growing up. Always distant from [REDACTED] peers, never really fitting in or being comfortable. Sometimes just trying too hard, I think... [REDACTED] learned to hide who [REDACTED] really was and played a role for over half [REDACTED] life but the inability to truly be who [REDACTED] knew [REDACTED] was on the inside was clearly, in retrospect, a constant source of conflict for [REDACTED]

I blame myself for not seeing it earlier [REDACTED] does not, however, blame me at all). I think of all those years that [REDACTED] could have been happy in [REDACTED] own skin and I just want to cry. While adding gender identity to the policy won't turn the clock back and help [REDACTED], it may help so many others who, like [REDACTED] are afraid to express who they really are.

Fairfax County has one of the finest school systems in the country. Please add "one of the more tolerant" to those accolades.

Thank you so much-
Genevieve [REDACTED]
[REDACTED]

From: [Samuel Yan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Thursday, May 07, 2015 3:02:26 PM

Ryan,

I cannot make the meeting today - have been sick since Tuesday. Hope we can meet again some other time.

There are some Chinese parents who are going to the meeting tonight.

Thanks

-Sam

> From: rlmcelveen@fcps.edu
> To: samuelyan@msn.com
> Date: Thu, 7 May 2015 08:59:26 -0400
> Subject: FW: Gender Identity Memorandum
>
> Should be attached this time...
> _____
> From: Cornell, Lora L. On Behalf Of Lockard, Steven
> Sent: Wednesday, May 06, 2015 3:29 PM
> To: School Board Members
> Subject: Gender Identity Memorandum
>
> The attached is sent on behalf of Dr. Lockard.
>
> Lora Cornell
> Executive Administrative Assistant
> to the Deputy Superintendent
> Fairfax County Public Schools
> 8115 Gatehouse Road
> Falls Church, VA 22042
> 571-423-1020
>
>

From: [Roland F. Smith](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include "Gender Identity" as protected)
Date: Thursday, May 07, 2015 3:04:30 PM

To: Ryan McElveen – School Board Member at Large - Fairfax County Public Schools

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

-
The Issue:

There is no question that we should be compassionate and concerned for people who struggle with "Gender Identity". It must be a very difficult burden to bear. The issue at hand then, is how best to handle accommodating their situation.

I would argue that measures to effectively accommodate such individuals already exist and there is therefore, no need to change this policy. Further, I would argue there is great danger of harming the remaining population if the proposed change in policy is affected. Accordingly, I urge you to not approve this proposed change in Policy 1450, Nondiscrimination Policy.

-
Problems with the Proposed Revision:

The first problem is that this change would conflict with both the United States and Virginia Constitutions by expanding the area of protection from discrimination beyond those found in these constitutions.

But perhaps of even more concern are the ramifications of implementing such a revised policy. It could only be devastating to our culture here in Fairfax County and especially so to the school age children attending Fairfax County Public Schools.

This change will make it a violation of policy to prohibit any child from using the bathroom, locker room or shower, for the gender with which they 'self identify'. In other words, a boy who 'thinks' he should be a girl could not be prevented from using the girls' bathroom, locker room or shower at FC Public Schools. And if a girl - who is not struggling with gender identity - objected to that boy's presence, they would have to wait for that boy to leave the bathroom, locker room or shower, before entering.

From a strictly practical viewpoint, the number of individuals who 'self-identify' with the sex opposite to that with which they were born, is incredibly small in proportion. So such a change in policy would greatly disadvantage the overwhelming majority of children who do not struggle with "Gender Identity", in favor of this very tiny minority that does.

Furthermore, this operating policy will greatly challenge the ability of our children to maintain their personal privacy and modesty. It will also increase the likelihood of exposure between opposite sexes and in turn, encourage sexual activity earlier than might otherwise occur. Additionally, this operating policy will greatly increase the opportunity for mischief, misconduct and abuse, for reasons that go well beyond gender identity. And if this policy applies to any adult employees of the FCPS who might share a bathroom with school age children, the concerns are far greater.

I have only touched upon the basic issues here. The larger cultural and sociological implications are entirely destructive to our cultural fabric, as well, but space does not permit a full development of those issues here.

Obligation to Protect our Children:

We need to protect our next generation from threats and dangers, not increase their exposure to them.

There is no compelling reason to make this change. But there is a compelling reason not to change this policy.

-

A Better Choice:

There are adequate solutions already available to us for dealing with this issue. A couple of obvious examples include permitting these individuals to use designated "staff bathrooms" or unisex bathrooms where they are available. These are simple, straightforward common-sense solutions that are already available to us.

Therefore, this change in policy is not necessary, has great potential for harmful outcomes, and accordingly, should not be made.

Thank you for your thoughtful consideration.
Sincerely,

Roland Smith
Resident of Hunter Mill District, Fairfax County
(address available upon request)

From: [Stafford, Elizabeth Haven](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Policy 1450
Date: Thursday, May 07, 2015 3:06:35 PM

Dear FCPS Board Member,

Please vote NO on Policy 1450. The change is not needed. Why do we need to expand the language of the policy? Policy 1450 already prohibits discrimination based on sex. If I could attend the meeting this evening I would, but I cannot. I want my voice to be heard and I encourage you to PLEASE VOTE NO. The change in language could create safety issues for our children. Restrooms need to be separate. Children and teachers need to feel safe at school. Members of the opposite sex do not need to enter restrooms and locker rooms, regardless of whether or not they are transgender. Thank you for your careful consideration.

Haven Stafford
ESOL Teacher
FCPS

From: [Robin Hellmuth](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Vote tonight
Date: Thursday, May 07, 2015 3:07:11 PM

Hello, As a resident of Fairfax County I urge you to vote no to the gender identity protection Classification. It has not been done before and Common sense tells us that it is a bad idea. Thank you for your consideration.
Fondly, Robin Hellmuth

Sent from my iPad

From: [Velkoff, Theodore \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Evans, Sandy \(School Board Member\)](#); [Garza, Karen](#); [School Board Members](#); [Guilfoyle, Matt](#); [Torre, John](#)
Subject: Re: Gender identity communications
Date: Thursday, May 07, 2015 3:10:07 PM

From the Lessons Learned Department, be sure NOT to email each other during the meeting tonight.

Ted

Sent from my iPhone

> On May 7, 2015, at 2:07 PM, "Derenak Kaufax, Tamara (School Board Member)"
<tdkaufax@fcps.edu> wrote:

>

> Hi Sandy,

>

> Glad to hear you will be with us tonight! We are working on a statement that will go out from me once we know which way the vote goes. Matt is fully aware of the details of this issue and we will highlight the facts on our website as we move forward with this policy issue.

>

> See you tonight!

> Tammy

>

> Tamara Derenak Kaufax

> Chair & Lee District Representative

> FCPS School Board

> 571-423-1083

>

> Joann Kinney

> Executive Administrative Assistant

> 571-423-1065

>

> Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

>

>> On May 7, 2015, at 12:03 PM, Evans, Sandy (School Board Member) <ssevans@fcps.edu> wrote:

>>

>> Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? There is significant misinformation going around on this issue. How will we address this? Thanks. Sandy

From: [Velkoff, Theodore \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Cc: [Evans, Sandy \(School Board Member\)](#); [Garza, Karen](#); [School Board Members](#); [Guilfoyle, Matt](#); [Torre, John](#)
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Date: Thursday, May 07, 2015 3:10:07 PM

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From: [Human Rights Campaign](#) on behalf of [Aysegul Acar-Dreyer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators
Date: Thursday, May 07, 2015 3:13:44 PM

May 7, 2015

Ryan McElveen

Dear McElveen,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

I am the [REDACTED]

Thank you,

Ms. Aysegul Acar-Dreyer

[REDACTED]
[REDACTED]

From: [Jerrold Foltz](#)
To: [Smith, Kathy L \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Subject: FCPS Board to end discrimination on gender identity
Date: Thursday, May 07, 2015 3:17:33 PM
Attachments: [FCPS Board to end discrimination on gender identity.doc](#)

Dear Board Members -- my favorite ones!

Three cheers for Fairfax County and the Board of Ed.!

Thank you for proposed to end discrimination on the basis of gender identity.

It is a matter of life and death among our public school students. Among all the apparent factors leading to suicides, attempted suicides, and serious thoughts about suicides, the most frequent and compelling factors are perceived and real gender identity and sexual orientation. The victimization and stigmatizing of sexual minorities is rampant in our schools where over 90% of these students report being bullying.

The negative experiences in school compound with growing depression, a drop in grades and attendance, and ultimately hopelessness. They think there is no way out.

The secondary schools with the Gay-Straight Alliances are a good effort toward providing acceptance, affirmation and good communication.

I was privileged to be the founding pastor of Wellspring United Church of Christ in 1996 when the core members and our national church called me to organize an Open and Affirming congregation in the Centreville community. From the first day our congregation has welcomed people of all backgrounds, ethnicity, sexual orientation and sexual identity in to the full life of our church. More and more churches and groups in our community are adopting that vision for the future of our communities.

Jerry Foltz

(Rev. Dr. Jerrold L. Foltz)

Pastor Emeritus

Wellspring United Church of Christ

Centreville, Virginia

[REDACTED]

From: [Evans, Sandy \(School Board Member\)](#)
To: [School Board Members](#)
Cc: [Fields, Melissa](#); [Garza, Karen](#); [Kaye Kory \(kaye.kory@gmail.com\)](mailto:kaye.kory@gmail.com); [Foster, John](#); [Lockard, Steven](#)
Subject: FW: inclusion of gender identity in anti-discrimination regulations
Date: Thursday, May 07, 2015 3:26:18 PM

Dear Colleagues, Del. Kory asked me to pass this on to you. Best, Sandy

From: Kaye Kory [mailto:kaye.kory@gmail.com]
Sent: Thursday, May 07, 2015 3:24 PM
To: Evans, Sandy (School Board Member)
Subject: Fwd: inclusion of gender identity in anti-discrimination regulations

Dear Fairfax County School Board Members:

I congratulate you all for initiating a public conversation about the important issue of discrimination in general and the specific addition of gender-identity as a protected class to the existing FCPS anti-discrimination policies.

Prohibiting discrimination against FCPS employees and students on the basis of gender identity should already be an unwritten rule within the FCPS community. However I do realize the value of codifying unwritten rules.

Fortunately Attorney General Mark Herring has formally recognized the legal right of the FCPS Board to adopt anti-discrimination policies. Therefore, the only barriers to adopting this measure could be either partisan political ideology or fear of a negative voter backlash. I know that our School Board Members are leaders who are committed to democratic principles and will not bend to these arbitrary political winds.

I urge you to set an example of the principled leadership that your constituents count upon you to model and vote "Yes" tonight.

The FCPS Board has an opportunity to make an important difference.
I look to you to guarantee the equal treatment that all are accorded in law under both the Federal and Commonwealth Constitutions.

Do the right thing.

Sincerely,

Kaye Kory
Member
VA House of Delegates
38th District
[703 354 6024](tel:7033546024)
[804 698 1038](tel:8046981038)
DELKKORY@HOUSE.VIRGINIA.GOV

From: [Fields, Melissa](#)
To: [School Board Members](#); [School Board Office](#)
Subject: FW: inclusion of gender identity in anti-discrimination regulations
Date: Thursday, May 07, 2015 3:33:16 PM

Delegate Kaye Kory has requested that I sent the letter below to the entire School Board.

Thank you,

Melissa K. Fields

Fairfax County School Board Office
Executive Administrative Assistant to:
Sandy Evans, Mason District
Elizabeth L. Schultz, Springfield District
Phone: 571-423-1069
Fax: 571- 423-1067

----- Forwarded message -----

From: **Kaye Kory** <kaye.kory@[gmail.com](mailto:kaye.kory@gmail.com)>
Date: Thu, May 7, 2015 at 3:13 PM
Subject: inclusion of gender identity in anti-discrimination regulations
To: "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>

Dear Sandy,

I congratulate the Fairfax County School Board for initiating a public conversation about the important issue of discrimination in general and the specific addition of gender-identity as a protected class to the existing FCPS anti-discrimination policies.

Prohibiting discrimination against FCPS employees and students on the basis of gender identity should already be an unwritten rule within the FCPS community. However I do realize the value of codifying unwritten rules.

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Do the right thing.

Sincerely,

Kaye Kory

Member

VA House of Delegates

38th District

[703 354 6024](tel:7033546024)

[804 698 1038](tel:8046981038)

DEKKORY@HOUSE.VIRGINIA.GOV

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Jerrold Foltz](#)
Subject: Re: FCPS Board to end discrimination on gender identity
Date: Thursday, May 07, 2015 3:34:57 PM

Thanks Jerry!

Ryan

On May 7, 2015, at 3:17 PM, Jerrold Foltz <jfoltzva@gmail.com> wrote:

Dear Board Members -- my favorite ones!

Three cheers for Fairfax County and the Board of Ed.!

Thank you for proposed to end discrimination on the basis of gender identity.

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Jerry Foltz

(Rev. Dr. Jerrold L. Foltz)

Pastor Emeritus

Wellspring United Church of Christ

Centreville, Virginia



<FCPS Board to end discrimination on gender identity.doc>

From: [Hynes, Patricia \(School Board Member\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Fwd: proposed change to policy 1450
Date: Thursday, May 07, 2015 3:38:57 PM


SCOTUS weighs in??

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

Begin forwarded message:

From: john roberts <johnnyroberts1864@gmail.com>
Date: May 7, 2015 at 3:30:26 PM EDT
To: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>, "Moon, Ilryong (School Board Member)" <IMoon@fcps.edu>, "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>, "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>, "Strauss, Jane (School Board Member)" <jkstrauss@fcps.edu>, "Hynes, Patricia (School Board Member)" <pmhynes@fcps.edu>, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>, "Storck, Dan (School Board Member)" <DGStorck@fcps.edu>, "Reed, Patty (School Board Member)" <psreed1@fcps.edu>, "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>, "Smith, Kathy L (School Board Member)" <klsmith1@fcps.edu>
Subject: proposed change to policy 1450

Good afternoon,
The proposed change to the non discrimination policy of **FCPS** should not be passed. It is unconscionable to make 99.9% of the students at your schools uncomfortable to accommodate a radical, tiny minority.
I am sure many of you have daughters. Would you like some boy, who isn't even mature enough to properly understand gender identity, watch her change in the locker room because he decided he is a girl as well that week.
How much scrutiny will be given to these sudden gender identity switches? Can a hormonal teenage boy decide he'd like to see some girls naked in the locker room and claim to be a women?
For these reasons, and pure decency I implore you to not pass this change to policy.
Best,
John Roberts


From: [McElveen, Ryan \(School Board Member\)](#)
To: [Kirsten Bokenkamp](#)
Subject: Re: Video testimony for tomorrow's school board meeting
Date: Thursday, May 07, 2015 4:03:51 PM

Please use my quote in this article instead: http://www.washingtonpost.com/local/education/va-delegates-oppose-fairfax-school-transgender-protection-measure/2015/04/24/a13f50bc-ea9b-11e4-aae1-d642717d8afa_story.html

> On May 7, 2015, at 2:41 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:

>

> Hi Ryan,

>

> I hear that the vote on your proposed policy is still on for tonight and that you have the votes. That's great. If you need any last minute support, please let us know. We have been sending emails/actions out to our Fairfax Co. supporters and I know you have been in touch with Catherine Read, who is doing similar work. James Parrish, our director will also be at the meeting.

>

> In follow up to our emails yesterday, I have attached a draft release that we will be sending to media after the vote, as long as it does go through as we hope. I added part of a quote I saw from you in the Washington Post, but please make changes to it as you would like. If I don't hear anything from you, please know that I'll take your quote out before I send out the release.

>

> Thanks so much, again for your efforts in getting this through - it is really exciting!

>

> Best,

>

> Kirsten

>

>

> Kirsten Bokenkamp

> Communications and Policy Director

> Equality Virginia

>

> kbokenkamp@equalityvirginia.org

>

> It Takes Everyone.

>

> www.equalityvirginia.org

>

>

>

>

>

>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]

> Sent: Wednesday, May 06, 2015 4:53 PM

> To: Kirsten Bokenkamp

> Subject: Re: Video testimony for tomorrow's school board meeting

>

> Will do.

>

>> On May 6, 2015, at 4:52 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:

>>

>> Sorry for the multiple emails -

>> We will be putting a press release out tomorrow after the decision. We would be thrilled to put in a quote from you, if you are interested, about why you are proposing this update. If not, I completely understand. If so, please send me something tomorrow, and I'll add it to our release. I'd be happy to

send you a draft to approve before it goes out.

>>

>> Thanks,

>>

>> Kirsten

>>

>> -----Original Message-----

>> From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]

>> Sent: Wednesday, May 06, 2015 4:48 PM

>> To: Kirsten Bokenkamp

>> Subject: Re: Video testimony for tomorrow's school board meeting

>>

>> Thanks, Kristen! I'm so sorry about the deadline...

>>

>> Ryan

>>

>>> On May 6, 2015, at 4:47 PM, Kirsten Bokenkamp <kbokenkamp@equalityvirginia.org> wrote:

>>>

>>> Dear Mr. McElveen,

>>>

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>>>

>>> Please find the link below, and thank you for your leadership on this issue.

>>>

>>>

>>> <https://youtu.be/M1e7gHI72E8>

>>>

>>>

>>>

>>> Best regards,

>>>

>>>

>>> Kirsten Bokenkamp

>>> Communications and Policy Director

>>> Equality Virginia

>>> [REDACTED]

>>> kbokenkamp@equalityvirginia.org

>>>

>>> It Takes Everyone.

>>>

>>> www.equalityvirginia.org

> <05072015 - EV applauds Fairfax school policy.docx>

From: [Kirsten Bokenkamp](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Video testimony for tomorrow's school board meeting
Date: Thursday, May 07, 2015 4:04:23 PM

Will do - thanks so much!

-----Original Message-----

From: McElveen, Ryan (School Board Member) [<mailto:rlmcelveen@fcps.edu>]
Sent: Thursday, May 07, 2015 4:04 PM
To: Kirsten Bokenkamp
Subject: Re: Video testimony for tomorrow's school board meeting

Please use my quote in this article instead: http://www.washingtonpost.com/local/education/va-delegates-oppose-fairfax-school-transgender-protection-measure/2015/04/24/a13f50bc-ea9b-11e4-aae1-d642717d8afa_story.html

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>>> Kirsten Bokenkamp

>>> Communications and Policy Director

>>> Equality Virginia

>>> [REDACTED]

>>> kbokenkamp@equalityvirginia.org

>>>

>>> It Takes Everyone.

>>>

>>> www.equalityvirginia.org

> <05072015 - EV applauds Fairfax school policy.docx>

From: [Delegate Alfonso Lopez](#)
To: [School Board](#)
Cc: [McElveen, Ryan \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Montano, Sonya](#); [Turpin, Melanie](#); [Fields, Melissa](#)
Subject: Letter in Support of Including Gender Identity from Delegates Lopez and Sullivan
Date: Thursday, May 07, 2015 4:04:50 PM
Attachments: [FCPS Gender Identity Letter.pdf](#)

Please find attached a letter in support of including gender identity in the Fairfax County School Board's non-discrimination policy from Delegates Lopez and Sullivan.

Thank you,

Jason Stanford
Legislative Aide

--

Alfonso H. Lopez
Member, 49th District
Virginia House of Delegates
571.336.2147
DelegateLopez@gmail.com
www.AlfonsoLopez.org
Follow on [Twitter](#) and [Facebook](#)



HOUSE OF DELEGATES

RICHMOND

May 6, 2015

Fairfax County School Board
8115 Gatehouse Road
Falls Church, VA 22042

Members of the Fairfax County School Board:

Recently, Attorney General Mark Herring issued an opinion which allows local school boards to include sexual orientation and gender identity in their non-discrimination policies to protect students and employees. As members of the General Assembly who represent portions of Fairfax County, we fully support your efforts to include sexual orientation and gender identity in the Fairfax County School Board's non-discrimination policy.

Updating the non-discrimination policy will create a bright line that will help administrators, educators and parents provide a welcoming environment for their students. According to a recent study by the Gay, Lesbian, and Straight Education Network, 85% of LGBTQ students reported some form of harassment based on sexual orientation and almost two-thirds of LGBTQ students did not feel safe at school. Many LGBTQ students who report harassment miss class and have a lower grade point average than those LGBTQ students who are not harassed.

Despite taking major steps forward in creating a welcoming and inclusive community, we clearly need to be doing more to ensure that our schools are a safe and nurturing environment where all students are free to learn.

As elected officials and community leaders, we have a responsibility to create a safe and positive atmosphere for LGBTQ students so that they have an equal opportunity to succeed. Including gender identity in the non-discrimination policy will provide protection for students so that they can focus on receiving a high quality education.

As members of the Virginia House of Delegates, we ask that you give every consideration to including gender identity in Fairfax County's non-discrimination policy. If you have any questions or would like to discuss this matter further, please do not hesitate to contact us.

Sincerely,

Handwritten signature of Delegate Alfonso Lopez in blue ink.

Delegate Alfonso Lopez
49th House District

Handwritten signature of Delegate Rip Sullivan in blue ink.

Delegate Rip Sullivan
48th House District

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
Cc: [Keating, Kristen](#); [Goddard, Pam](#)
Subject: FW: Video testimony Thursday May 7
Date: Thursday, May 07, 2015 4:05:09 PM

Written testimony below to accompany video testimony tonight.

Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Wunderlin, Desiree
Sent: Thursday, May 07, 2015 3:45 PM
To: Rhodes, Yvette P.
Subject: FW: Video testimony Thursday May 7

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Robert Rigby [\[mailto:robertrigbyjr@yahoo.com\]](mailto:robertrigbyjr@yahoo.com)
Sent: Wednesday, May 06, 2015 4:36 PM
To: School Board
Subject: Video testimony Thursday May 7

Dear FCPS board members,

Here is the text of the video testimony I will be giving at the meeting Thursday night.

Good evening,

I want to tell the story of a hero of mine, a young man who graduated from a Fairfax County school a few years ago. He cannot tell the story himself because he passed away a few years ago. I've spoken with his mother, and have her permission to tell this story.

His name is Brian [REDACTED]. Brian didn't identify as transgender, but as gay, but we might describe him as gender-non-conforming. Brian dressed in boys' clothes, but he wore make-up, painted his nails, and joined the cheerleading squad.

Brian met a spotty reception from staff for the way he wore make-up. One supportive teacher shared was a bright spot for him, and shared make-up tips. Other teachers, including a closeted gay teacher, told him to "tone it down", because they thought it was unseemly.

There was harassment from students, including some shoving into lockers, and a threat to his

brother, and a break-in at his home. There was some minor school intervention, but the school at times said it was his word against the other students. School was a scary place for Brian, but he persevered.

After the harassment, the principal became more supportive, allowing Brian to help start a Gay-straight alliance. As a member of the cheerleading squad, Brian wasn't allowed to participate in the same dances as the girls, it being "too provocative." He brought up Title 9 on his own to the coach, and that changed, though the make-up and nails weren't permitted while he was performing for the school as a cheerleader. They did win the district championships while he was on the squad.

Brian graduated with honors, and went on to being a community leader at George Mason, fighting for social justice, not simply for LGBT people, but for everyone. As I said, the story has a sad ending: Brian passed away a few years ago of a sudden asthma attack as he was instructing a class; it was a great heartbreak to us all.

For my part, Brian is my hero. His courage in being out, in being fearlessly non-conforming at [REDACTED], made it a safer place for me to be openly gay when I went to teach there later.

The students in FCPS have been changing the atmosphere and culture in our schools for years, taking risks, forming clubs, educating the community. It is time for us as the adults to do our part to make Fairfax County schools a welcoming place for all people.

Thank you for listening.

Robert Rigby, Jr.

[REDACTED]

[REDACTED]

robertrigbyjr@yahoo.com

From: [Barry Law Firm PC](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)
Date: Thursday, May 07, 2015 4:19:42 PM

You're welcome. I also asked someone who received it directly to forward it on to you so that you can see the header information.

Good luck with the meeting tonight.

Mikki

> On May 7, 2015, at 2:32 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

>

> Wow--thanks.

>

> Ryan

>

> From: Barry Law Firm, PC [m.barry@barrylawfirmpc.com]

> Sent: Thursday, May 07, 2015 2:31 PM

> To: McElveen, Ryan (School Board Member)

> Subject: Re: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)

>

> I'm sorry that I only have it from another, and not from direct email, but here it is:

>

> "Special Message from Lon - 5/7 Fairfax School Board Vote

>

> Dear MBC Church Family,

>

> Today the Fairfax County Public School (FCPS) Board plans to vote to expand its Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. The FCPS Board has made no effort to engage parents or advise the public what this means for student or employee safety, or for parental rights. The policy change will impact all students, preschool-12th grade, and all school employees.

>

> Should this pass, it is my understanding that everything from locker rooms to bathrooms will potentially be open for children and adults who feel that their inner sexuality does not match their outer, God-given, physical sexuality.

>

> This is both shocking, and morally and spiritually repugnant. It demands a response from everyone in our church family (living in Fairfax County) who loves Christ and the truth of His Word.

>

> Thus, I am sharing this document, which gives you the information you need to let the school board members know of your concerns, and of your desire for them to vote "No" on the proposed Policy 1450 change.

>

> I do not recall that I have ever sent out a church-wide email of this nature, so I hope this underscores the serious nature of this proposed change.

>

> Our children are helpless to protect themselves against this, so it is our responsibility as their parents and brothers/sisters in Christ to do so.

>

> I urge each of you to pray about this and to do as the Lord leads you to do. But as for me and my house, we are sending emails to all the school board members urging them to vote against this action. I hope you will do the same.

>

> Your pastor and shepherd in Christ,

> Lon Solomon"

>

>

> On May 7, 2015, at 2:30 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu<<mailto:rlmcelveen@fcps.edu>>> wrote:

>

> Ms. Barry,

>

> Can you send me a copy of the McLean Bible Church communication?

>

> Ryan

>

> From: Barry Law Firm, PC [m.barry@barrylawfirmpc.com<<mailto:m.barry@barrylawfirmpc.com>>]

> Sent: Thursday, May 07, 2015 2:28 PM

> To: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Smith, Kathy L (School Board Member)

> Subject: Changes to Policy 1450 - Ignore FUD (Fear, Uncertainty and Doubt)

>

> I am a resident of Great Falls, VA, and have [REDACTED] who has graduated the Fairfax County School System. I urge you to please ignore the hate and unfounded fear being promoted by groups such as the McLean Bible Church, against a reasonable change to Policy 1450. They spread lies, and "what ifs" regarding our most vulnerable group of all of the children in the Fairfax County system. Let's let the facts speak instead. For example, according to the CDC, at www.cdc.gov/lgbthealth/youth.htm <<http://www.cdc.gov/lgbthealth/youth.htm>> <<http://www.cdc.gov/lgbthealth/youth.htm>>, in a national study of grades 7-12 students, LGB students were more than TWICE as likely to have attempted suicide as heterosexual peers. A 2015 study published at the Harvard School of Public Health website (<http://www.hsph.harvard.edu/news/hsph-in-the-news/transgender-youth-at-risk-for-depression-suicide/>) showed a new study examining 180 transgender people, aged 12-29, and found an elevated risk of depression, anxiety, suicide attempts, and self-harming activities without lethal intent. For more regarding the methodology of some of the studies, and further support for these painful statistics, please see Transgender Youth and Life Threatening Behaviors at http://www.researchgate.net/profile/Anthony_DAugelli/publication/5879288_Transgender_youth_and_life_threatening_behaviors/links/0c960526e62480e3ba000000.pdf. Cited as one of the chief reasons why these children feel the need to take their own lives is explained in Suicide and Suicide Risk in Lesbian, Gay, Bisexual, and Transgender Populations: Review and Recommendations, from which the following excerpt was taken:

>

> Over the past decade, consensus has grown among researchers that at least part of the explanation for the elevated rates of suicide attempts and mental disorders found in LGB people is the social stigma, prejudice and discrimination associated with minority sexual orientation (Cochran, Mays & Sullivan, 2003<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0028>>; de Graaf et al., 2006<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0034>>; King et al., 2008<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0073>>; Mays & Cochran, 2001<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0087>>; McCabe, Bostwick, Hughes, West, & Boyd, 2010<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0089>>). The terms gay-related stress (Rosario, Schrimshaw, Hunter, & Gwadz, 2002<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0115>>; Rotheram-Borus, Hunter & Rosario, 1994<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0116>>) and minority stress (Meyer, 1995<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0093>>, 2003<<http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0094>>)) have been used to describe a range of stressors resulting from individual and institutional discrimination against LGB people. Full article at <http://www.tandfonline.com/doi/full/10.1080/00918369.2011.534038?mobileUi=0&#CIT0094>

>

> There is no doubt that some individuals have deep seeded fear of people who are different than they are. We have seen this behavior throughout history. However, given the clear and present risk to transgender youth, discomfort at being near these children cannot possibly override our commitment to keep safe all of the county's children, to the best of our ability. Despite hysterical fear mongering that one child using the bathroom for its intended purpose will cause a danger to another child based on the clothing the first child is wearing, is ludicrous at best, and perpetuates the exact notions that a change to 1450 is trying to prevent.

>

> We have a duty to protect the physical and mental health of all of the children of Fairfax County. Part of that duty includes saying "no" to prejudice, and valuing children's lives over religious based discomfort.

>

> Michaela Barry

>

>

>

>

>

>

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [McLaughlin, Megan \(School Board Member\)](#); [Garza, Karen](#)
Cc: [Lockard, Steven](#)
Subject: RE: how we are accommodating students
Date: Thursday, May 07, 2015 4:26:13 PM

The key phrase in Karen's email was "some rare circumstances" and is at the heart of the issue: there is zero understanding of the scope of the issue by this Board. NONE.

Karen's assertion is absolutely in keeping with what teachers and students have shared – this is far and few between matter and, when it does present, FCPS staff are handling it and doing so beautifully. We hear about every issue which pains, distracts, encumbers, dispossesses, infringes, marginalizes, ignores, etc. the needs of students and/or employees. On this? Crickets. Silence is golden – or is certainly indicative of golden performance by those involved.

In fact, I have special permission from a teacher who does work with/teach transgender students to share her plea to stop until we can evaluate first – she has shared our approach as a Board is already creating confusion in the buildings and the we have to do our homework first and engage:

"I do believe that is FCPS responsibility to make all students feel welcome and safe, but with said, I do think we are responsible for all students and staff members within the school.

Designating bathrooms for these students is without a doubt, the right thing to do, but opening all restrooms and locker rooms is not answer at this point. If I am misguided in what your intent is, please let me know so I can inform the other professionals in my building.

Please note, I teach [REDACTED] that consider themselves transgender or gender neutral. I have never spoken to either about which restroom they use or locker-room. [REDACTED] approached me at the beginning of the year with an index card that said please refrain from using the male and female pronouns in class and toward me, they prefer I use neutral terms such as they and them and ze/zur. I am very conscientious as to what I say in class and how I say it, but I often wonder what the big world will be like for these students, when they are not sheltered from the real world- for lack of a better word. Grocery stores, work place, gym???"

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: McLaughlin, Megan (School Board Member)
Sent: Thursday, May 07, 2015 4:10 PM
To: Garza, Karen; School Board Members
Cc: Foster, John
Subject: RE: how we are accommodating students

Hi Karen,

I would like some additional clarification. The question of “how we are accommodating students” is one of present tense, not what FCPS may decide to do upon passage of this policy change. The public has asked us repeatedly “how does FCPS currently accommodate transgender students” with respect to multi-use bathrooms (vs. single use) along with locker room usage and sports team participation. Unfortunately, the answer below doesn’t explain this.

I agree that FCPS has been very successful to date as no one seems to have questioned its current practices. But what are the specific accommodations and is it problematic to share this with the public?

Many thanks,
Megan

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Scott A Surovell](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Letter regarding FCPS Non-Discrimination Policy
Date: Thursday, May 07, 2015 4:43:24 PM
Attachments: [Letter_Part1.pdf](#)

Mr. McElveen,

I have attached Delegate Surovell's letter regarding the recent proposal to include sexual orientation and gender identity in the Fairfax County Public Schools non-discrimination policy.

Please feel free to contact me if you have any questions.

Thank you
Nadine Slocum
Legislative Assistant | Del. Scott Surovell
Office: 571.249.4484
P.O. Box 289
Mt. Vernon, VA 22121



COMMONWEALTH OF VIRGINIA
HOUSE OF DELEGATES
RICHMOND

SCOTT A. SUROVELL
MINORITY CAUCUS CHAIRMAN

POST OFFICE BOX 289
MOUNT VERNON, VIRGINIA 22121

FORTY-FOURTH DISTRICT

COMMITTEE ASSIGNMENTS:
COUNTIES, CITIES AND TOWNS
MILITIA, POLICE AND PUBLIC SAFETY
SCIENCE AND TECHNOLOGY

May 7, 2015

Mr. Ryan McElveen
Member At Large
Fairfax County School Board
8115 Gatehouse Road
Falls Church, VA 22042

Dear Ryan:

I am writing to support strong support for the recent proposal to include sexual orientation and gender identity in the Fairfax County Public Schools non-discrimination policy.

Fairfax County Public Schools is one of the most diverse, largest and forward thinking school counties in the state, to not have our policies follow suit is close-minded and detrimental to our society.

Attorney General Mark Herring's forward thinking and strong support for equality in Virginia has put us on a strong path to ensure fairness for all of our students and staff that are negatively effected by this law. While 2 of my colleges in Prince William and Loudon County voiced their opposition to this measure, please understand that what you are voting into our county is progressive and will help many disenfranchised individuals struggling with this discriminating policy.

When my father attended Mount Vernon High School, it was a segregated, white-only high school. I attended Fairfax County Public Schools only 10 years after the first day of desegregated classes in Fairfax County. As leaders in our communities, it is important that we shed Fairfax County's historical legacy and do our part to ensure safety and equality for all our citizens.

We should be the first to embrace change, not the last.

Very Truly Yours,


Delegate Scott A. Surovell
44th District

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Scott A Surovell](#)
Subject: Re: Letter regarding FCPS Non-Discrimination Policy
Date: Thursday, May 07, 2015 5:25:38 PM

Thanks Scott/Nadine!

Ryan

On May 7, 2015, at 4:43 PM, Scott A Surovell <DelSSurovell@house.virginia.gov> wrote:

Mr. McElveen,

I have attached Delegate Surovell's letter regarding the recent proposal to include sexual orientation and gender identity in the Fairfax County Public Schools non-discrimination policy.

Please feel free to contact me if you have any questions.

Thank you
Nadine Slocum
Legislative Assistant | Del. Scott Surovell
Office: 571.249.4484
P.O. Box 289
Mt. Vernon, VA 22121

<Letter_Part1.pdf>

From: [Kirkbride, Sue](#) on behalf of [Superintendent Garza](#)
To: [Garza, Karen](#); [Lockard, Steven](#)
Cc: [Superintendent Garza](#); [Donohue, Christine W.](#); [Cornell, Lora L.](#)
Subject: FW: inclusion of gender identity in anti-discrimination regulations
Date: Thursday, May 07, 2015 5:27:57 PM

Please see below

From: Kaye Kory [mailto:kaye.kory@gmail.com]
Sent: Thursday, May 07, 2015 3:16 PM
To: Superintendent Garza
Subject: Fwd: inclusion of gender identity in anti-discrimination regulations

Kaye Kory
Member
VA House of Delegates
38th District
703 354 6024
804 698 1038
DELKKORY@HOUSE.VIRGINIA.GOV

----- Forwarded message -----

From: **Kaye Kory** <kaye.kory@gmail.com>
Date: Thu, May 7, 2015 at 3:13 PM
Subject: inclusion of gender identity in anti-discrimination regulations
To: "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>

Dear Sandy,

I congratulate the Fairfax County School Board for initiating a public conversation about the important issue of discrimination in general and the specific addition of gender-identity as a protected class to the existing FCPS anti-discrimination policies.

Prohibiting discrimination against FCPS employees and students on the basis of gender identity should already be an unwritten rule within the FCPS community. However I do realize the value of codifying unwritten rules.

Fortunately Attorney General Mark Herring has formally recognized the legal right of the FCPS Board to adopt anti-discrimination policies. Therefore, the only barriers to adopting this measure could be either partisan political ideology or fear of a negative voter backlash. I know that our School Board Members are leaders who are committed to democratic principles and will not bend to these arbitrary political winds.

I urge you to set an example of the principled leadership that your constituents count upon you to model and vote "Yes" tonight.

The FCPS Board has an opportunity to make an important difference.
I look to you to guarantee the equal treatment that all are accorded in law under both the

Federal and Commonwealth Constitutions.

Do the right thing.

Sincerely,

Kaye Kory

Member

VA House of Delegates

38th District

[703 354 6024](tel:7033546024)

[804 698 1038](tel:8046981038)

DELKKORY@HOUSE.VIRGINIA.GOV

From: [Guilfoyle, Matt](#)
To: [Torre, John](#); [Smith, Marty K.](#); [Lockard, Steven](#); [Donohue, Christine W.](#)
Subject: Fox News Opinion Piece
Date: Thursday, May 07, 2015 5:37:51 PM

<http://www.foxnews.com/opinion/2015/05/07/parents-pastors-try-to-block-schools-transgender-policy.html>

Matt Guilfoyle
Executive Director Communication and Community Relations
Fairfax County Public Schools
571-585-3163 Mobile
571-423-1218 Desk
@mguilfoylefcps

From: [Jerry Foltz for Delegate](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: URGENT: Delegate Hugo is Organizing Against the Fairfax County School Board
Date: Thursday, May 07, 2015 5:40:31 PM



Dear Ryan,

Today, the Fairfax County School Board votes to expand its Non-Discrimination language to include gender identity. This is being heralded as a great step forward in protecting students from discrimination and bullying, but those like my opponent are vehemently opposed to it. In a recent email to his supporters, Delegate Hugo announced that he was organizing his volunteers to oppose these efforts. He asserts that the rest of the state should have a say in what is best for Fairfax County. I know that the Fairfax County School Board not only has the authority, but also the responsibility to stand up for what is right for our kids.

This is why I am running for the House of Delegates: I want to end a cycle of bad decisions made by our current representative, and provide the people of the district with something they have not had in a long time -- **someone they can trust!**

Show your support tonight and join me at the hearing to fight for our kids!

Luther Jackson Middle School

2030 Gallows Road, Falls Church VA

6:00pm till 9:00pm

Peace and Blessings

Jerry Foltz

Democratic Candidate for House of Delegates

40th District VA

Stay connected with the campaign. Visit our website, www.foltzfordelegate.com like us on Facebook and follow us on Twitter.

Paid for and Authorized by Jerry Foltz for Delegate

Jerry Foltz for Delegate
15002 Tarleton Dr.
Centreville VA 20120 United States

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From: [Eve Shapiro](#)
To: [School Board](#); [Strauss, Jane \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#)
Cc: [Ed Shapiro](#)
Subject: NO to Policy 1450 change
Date: Thursday, May 07, 2015 6:26:35 PM

To the Fairfax County School Board Members:

We would like to make our opinion known that we DO NOT agree to the expansion of the

Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. Gender Identity impacts a very small percentage of the overall Fairfax County public school population. While we can sympathize with confused children and adults that may battle with their gender identity, we cannot agree that the County make special allowances for this small group of individuals when it could possibly have such devastating effects on the larger population of individuals.

1. There have been no situations that the current policy has not handled. Policy 1450 already prohibits discrimination based on sex. "Technically and legally what we already have does include gender identity." Ilryong Moon, FCPS Board Member At-Large, 3-12-15.
2. Granting special privileges to a few at the expense of privacy for the majority is not an answer. The FCPS Board must protect a vulnerable population from bullying and harassment but not at the rights of the majority. A Privacy Policy should be drafted with parent and public engagement to protect the privacy rights of students and employees alike.
3. There is no state or federal law that requires school districts to grant students access to facilities dedicated to the opposite sex. Trying to address adult employees or even children struggling with sexual identity confusion that then creates discomfort for the other employees and children isn't a solution, it's a problem.
4. No one knows the full impact of expanding Policy 1450 language due to lack of parent and public engagement. How will the FCPS Board, and then other community youth leagues, address students who 'gender identify' with the opposite sex for student athletes, including club sports?
5. If the FCPS Board approves the expansion of language and passes the Policy 1450 change – and all without consultation or engagement with parents and the community, THEN the FCPS Superintendent hires a consultant to set the regulations and accommodations. Parents will only learn of the impact AFTER it is passed and it will be too late to undo or protect children and employees from unintended consequences.

We realize that it is an Election year and we will be watching!

Thank you for your attention in this matter,

ED and EVE SHAPIRO

From: [Smith, Marty K.](#)
To: [Quinn, Susan S.](#)
Subject: Fwd: Article FYI
Date: Thursday, May 07, 2015 7:43:43 PM

Marty

Sent from my iPad

Begin forwarded message:

From: "Lockard, Steven" <salockard@fcps.edu>
Date: May 7, 2015 at 6:31:57 PM EDT
To: "Guilfoyle, Matt" <msguilfoyle@fcps.edu>, "Smith, Marty K." <mksmith@fcps.edu>, "Foster, John" <jefoster@fcps.edu>, "Garza, Karen" <kkgarza@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Torre, John" <jjtorre@fcps.edu>
Subject: Article FYI

<http://www.cnsnews.com/news/article/lauretta-brown/feds-forcing-public-schools-adopt-nondiscrimination-transgender-teachers>

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

From: [Lachlan \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Transgender Rights Push
Date: Thursday, May 07, 2015 8:01:09 PM

Hey Ryan,

I am not a student under the jurisdiction of the FCPS; however, I and many others look to you as a leader in the student community. You have influence over many. Looking at your twitter alone clearly gives away the vast power you hold, and your opinions are important because of how they will affect the future of this world. While I may seem to be blowing this issue up to massive proportions, I can assure I am not. You may or may not support the rights of transgender people, of equality, of freedom, but I hope you do. If you vote yes to the anti-discrimination laws, you show the kids that will grow into the men and women or whatever between of America tomorrow.

This is expected of you.

Now comes the more challenging part: sway the others on your board, especially those who stand on more conservative ground. This is going above and beyond what the students of Fairfax should traditionally expect you to do, but it also has a great and positive impact.

In [REDACTED] we presently have 1 openly transperson in our community. His name is Henry. We also had another transperson graduate in the past, and frankly, she got shit for who she was. This would be seen as racist or homophobic if it was against say a Jewish person or a gay person. Voting yes is all it takes to get one step closer for Henry to avoid harassment for his identity in the future.

Thank you for reading this,
Lachlan [REDACTED]

From: [LaTeef, Harris](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Garza, Karen](#)
Cc: [Goddard, Pam](#); [Rhodes, Yvette P.](#)
Subject: Remarks on 1450
Date: Thursday, May 07, 2015 8:29:35 PM

Although I feel rather cowardly at the moment, I will not be speaking before this crowd tonight on the student's perspective on this issue due to the fact that I am sure I would not be treated with even the slightest hint of respect if I were to do so.

Therefore, if you do get a chance, please refer to my written statement below:

Comments Regarding FCPS Policy 1450: Nondiscrimination

I preface this statement by saying that, tonight, I speak for my constituents as the *Student Representative* to this School Board, the 187,000 students of Fairfax County Public Schools.

As I said at our last meeting on April 23rd, as the *Student Representative* to this School Board, I support the addition of "gender identity" to the FCPS Nondiscrimination policy.

Being in high school myself, I can tell you that being a student in the 21st-century is stressful and trying enough without being discriminated against for who you are or feeling anything less than welcomed by your own community.

Since my last comments on the subject, I have had the chance to speak with members of the Student Advisory Council and some of my contacts in leadership classes across the county. These are the students who will be seeing these potential changes firsthand. These are the people who are the future of this county and this country and this is what they think.

I have received good feedback from across the county, a very vast majority of which was very supportive of the change.

To quote one student, "It's amazing to see FCPS being pushed in the right direction."

Like with anything that involves questioning the status quo, this move is being met with opposition and confusion.

Some community members have even reached out to me asking if all social order is going to collapse tomorrow when the morning bell rings if the School Board makes the change this evening.

The short answer is of course not....but to that, I respond with what FCPS has already released in a statement on its website:

“No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.”

This was also posted:

Question:

If the School Board amends Policy 1450, will a male student or teacher be able to claim he is transgender the day after the policy is adopted and use the girl's or women's bathroom the next day?

Answer:

No. In FCPS currently, there is a vetting process that Instructional Services and Department of Special Services go through when a student or his parents claim that the student is transgender, to ensure that the claim is legitimate and made in good faith.

That prevents the scenario of a biological male student walking into school on a Monday, claiming he's transgender and identifies as a female, and being allowed to use the girl's bathroom immediately.

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If the School Board approves this addition to the nondiscrimination policy this evening, you will be sending a clear message that you care for, respect, and value each and every one of the 187,000 students it is your duty to serve, educate, and protect.

Thank you.

***Apologies,
Harris***

From: [LaTeef, Harris](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Garza, Karen](#)
Cc: [Goddard, Pam](#); [Rhodes, Yvette P.](#)
Subject: Remarks on 1450
Date: Thursday, May 07, 2015 8:29:35 PM

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Thank you.

***Apologies,
Harris***

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Lachlan \[REDACTED\]](#)
Subject: Re: Transgender Rights Push
Date: Thursday, May 07, 2015 9:26:19 PM

We will pass it tonight...soon.

Thanks for your message!

Ryan

> On May 7, 2015, at 8:01 PM, Lachlan Suter <lsuter@flinthill.org> wrote:

>

> Hey Ryan,

> I am not a student under the jurisdiction of the FCPS; however, I and many others look to you as a leader in the student community. You have influence over many. Looking at your twitter alone clearly gives away the vast power you hold, and your opinions are important because of how they will affect the future of this world. While I may seem to be blowing this issue up to massive proportions, I can assure I am not. You may or may not support the rights of transgender people, of equality, of freedom, but I hope you do. If you vote yes to the anti-discrimination laws, you show the kids that will grow into the men and women or whatever between of America tomorrow.

>

> This is expected of you.

>

> Now comes the more challenging part: sway the others on your board, especially those who stand on more conservative ground. This is going above and beyond what the students of Fairfax should traditionally expect you to do, but it also has a great and positive impact.

>

> In [REDACTED] we presently have 1 openly transperson in our community. His name is Henry. We also had another transperson graduate in the past, and frankly, she got shit for who she was. This would be seen as racist or homophobic if it was against say a Jewish person or a gay person. Voting yes is all it takes to get one step closer for Henry to avoid harassment for his identity in the future.

>

> Thank you for reading this,

> Lachlan [REDACTED]

From: [Hynes, Patricia \(School Board Member\)](#)
To: [LaTeef, Harris](#)
Cc: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Garza, Karen](#); [Goddard, Pam](#); [Rhodes, Yvette P.](#)
Subject: Re: Remarks on 1450
Date: Thursday, May 07, 2015 9:56:27 PM

I'm so proud of you, Harris.

Sent from my iPad

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Some community members have even reached out to me asking if all social order is going to collapse tomorrow when the morning bell rings if the School Board makes the change this evening.

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Subject: Re: Remarks on 1450
Date: Thursday, May 07, 2015 9:57:35 PM

Thank you Ms. Hynes. The gentleman at the dais merely asked if I was appointed by you all. I happily replied that I was elected by the students of Fairfax County ;)

--

Harris LaTeef
Student Representative
Fairfax County School Board
(571) 423-1092 — VoiceMailbox

Executive Admin. Asst.
Ms. Mary Ellen Hook
mehook@fcps.edu
Fairfax County School Board Office
[\(571\) 423-1055](tel:(571)423-1055) – Office
[\(571\) 423-1067](tel:(571)423-1067) – Fax

Sent from my iPhone

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***Apologies,
Harris***

[REDACTED]

[REDACTED]

From: Jen [REDACTED]
Date: May 7, 2015 at 9:04:10 PM EDT
To: "Foster, John" <jefoster@fcps.edu>
Subject: Gender Identity


I am the parent of [REDACTED], [REDACTED] and a rising kindergartner. One of my [REDACTED] is gender nonconforming and I support amendment of the FCPS nondiscrimination policy.

You are right. FCPS is dealing with gender identity issues with students and there is no policy that supports those students. While we've been lucky with many supportive FCPS staff members we are clearly breaking new ground with

I've emailed the Board and Dr. Garza but I did not attend any meetings over fear for the safety of [REDACTED] identified through my advocacy.

Please continue with this important work. This is NOT about the bathrooms, it's about making our students and staff feel safe while in FCPS.

Thank you,

Jennifer 

From: [Jen \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Great news!
Date: Thursday, May 07, 2015 10:49:05 PM

Mr. McElveen,

Such wonderful news tonight on the passage of the gender identity message.

However, it so was disheartening to hear the misinformation and hatred from the opposition. I won't be surprised to see this movement file a legal challenge.

I actually have more respect for Ms. Schultz than Ms. Reed. At least Ms. Schultz stood by her beliefs, while Ms. Reed damaged her credibility with her abstention.

And I have the utmost respect for Mr. Storck supporting Ms. Schultz on the basis that Ms. Schultz's proposal at the very least deserved a vote.

Thank you for your advocacy, this means so much to so many of us! And no, we're not going to all storm the bathrooms.

Jennifer [REDACTED]

From: [Mary McElveen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: FW: Kojo Nnamdi Show request on gender identity
Date: Thursday, May 07, 2015 10:59:02 PM

Good exposure for someone who knows how to do the right thing--something people yearn for in their policymakers.

Mom

On Thu, May 7, 2015 at 10:33 AM, McElveen, Ryan (School Board Member)

<rlmcelveen@fcps.edu> wrote:

FYI--I will be speaking on the show on Monday between 1-1:30pm about tonight's policy change. The other guest will be from LAUSD, which implemented their gender identity protections more than a decade ago.

Ryan

From: Katherine Goldgeier [kgold@wamu.org]
Sent: Thursday, May 07, 2015 10:03 AM
To: McElveen, Ryan (School Board Member)
Subject: Kojo Nnamdi Show request on gender identity

Hi Ryan,

I'm a producer at the Kojo Nnamdi Show at WAMU radio and would like to put together a segment for Monday on the FCPS consideration of gender identity. Do you have a few minutes to chat with me by phone this morning?

You can reach me at [202-885-3837](tel:202-885-3837).

Thanks very much,

Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | [202.885.3837](tel:202.885.3837) | kgold@wamu.org | @kojoshow
| kojoshow.org | wamu.org

Please note: WAMU has moved to 4401 Connecticut Ave., NW, Washington, D.C. (one block north of the Van Ness/UDC Metro station).

From: [Maureen \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: gender identity consultant
Date: Thursday, May 07, 2015 11:27:02 PM
Attachments: [pastedGraphic.png](#)

Hi, Ryan--

I am an FCPS parent. I have a friend who is a transgender retired Navy SEAL, now a public speaker at colleges and military agencies on integration of transgendered students and personnel. Her name is [REDACTED]. I think she would be an excellent consultant to the school system on sane implementation of the policy you all just voted on tonight.

I have contacted her and asked that she provide me a résumé that I could send to you.

What is the contract RFP procedure for this consulting position? I will direct [REDACTED] there as well, but you might want to meet her in person to discuss things even if you don't hire her.

Maureen [REDACTED]

Maureen [REDACTED]
[REDACTED]

Sic semper tyrannis!



From: [McElveen, Ryan \(School Board Member\)](#)
To: [Maureen \[REDACTED\]](#)
Subject: Re: gender identity consultant
Date: Thursday, May 07, 2015 11:49:09 PM
Attachments: [pastedGraphic.png](#)

Hi Maureen,

Unfortunately the consultant RFP was already released and the final candidate has been chosen. Should be officially hired in the next couple of days.

Ryan

On May 7, 2015, at 11:27 PM, Maureen [REDACTED] wrote:

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Maureen [REDACTED]
[REDACTED]

Sic semper tyrannis!

<pastedGraphic.png>

From: [Powell, Jennifer T \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Friday, May 08, 2015 8:22:48 AM

Good Morning,

I am just curious, I saw that this passed. Is it just the wording that passed? Or is there a plan? Where was all this support for the budget :(- in terms of programs and competitive teacher salaries?
jenn

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 11:08 AM
To: Powell, Jennifer T (Centreville HS)
Subject: RE: Gender Identity Memorandum

Got it.

From: Powell, Jennifer T (Centreville HS)
Sent: Thursday, May 07, 2015 10:57 AM
To: McElveen, Ryan (School Board Member)
Subject: RE: Gender Identity Memorandum

To back track, the school psychologist had [REDACTED] on her radar form other issues, but not this.... , [REDACTED]
[REDACTED] just would like to blend in.

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 10:47 AM
To: Powell, Jennifer T (Centreville HS)
Subject: RE: Gender Identity Memorandum

There is a vetting process that takes place at the school level with the student, family and school staff. We've had an FCPS task force on this issue for some time, which has been working to ensure fidelity of implementation at all schools.

Ryan

From: Powell, Jennifer T (Centreville HS)
Sent: Thursday, May 07, 2015 10:46 AM
To: McElveen, Ryan (School Board Member)
Subject: RE: Gender Identity Memorandum

Thank you!

So, if I am quickly scanning this document, they will need some type of proof?? Does this violate their civil rights?? What about a student that is confused, [REDACTED]
I truly appreciate your insights to this matter?
I will definitely read this document after school when I have more time-

Jenn Powell

Social Studies Teacher
Centreville High School

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Thursday, May 07, 2015 10:31 AM
To: Powell, Jennifer T (Centreville HS)
Subject: FW: Gender Identity Memorandum

Ms. Powell,

Thanks for your email. I thought you might be interested in the attached memo about tonight's policy change.

All the best,

Ryan

From: Cornell, Lora L. On Behalf Of Lockard, Steven
Sent: Wednesday, May 06, 2015 3:29 PM
To: School Board Members
Subject: Gender Identity Memorandum

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Powell, Jennifer T \(Centreville HS\)](#)
Subject: Re: Gender Identity Memorandum
Date: Friday, May 08, 2015 8:25:24 AM

The wording passed--staff will work with a consultant to ensure that we're following best practices. None of our current practices will change for the time being.

You're right--it's sad that it takes an issue like this to get people involved.

Ryan

> On May 8, 2015, at 8:22 AM, Powell, Jennifer T (Centreville HS) <JTPowell@fcps.edu> wrote:
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From: [Powell, Jennifer T \(Centreville HS\)](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Gender Identity Memorandum
Date: Friday, May 08, 2015 8:26:21 AM

Perhaps- somehow - that message can be sent out... I think people are concerned about this being a major change instituted today.

-----Original Message-----

From: McElveen, Ryan (School Board Member)
Sent: Friday, May 08, 2015 8:25 AM
To: Powell, Jennifer T (Centreville HS)
Subject: Re: Gender Identity Memorandum

The wording passed--staff will work with a consultant to ensure that we're following best practices. None of our current practices will change for the time being.

You're right--it's sad that it takes an issue like this to get people involved.

Ryan

> On May 8, 2015, at 8:22 AM, Powell, Jennifer T (Centreville HS) <JTPowell@fcps.edu> wrote:
>
> Good Morning,
>
> I am just curious, I saw that this passed. Is it just the wording that passed? Or is there a plan?
> Where was all this support for the budget :(- in terms of programs and competitive teacher salaries?
> jenn
>

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)
> Sent: Thursday, May 07, 2015 11:08 AM
> To: Powell, Jennifer T (Centreville HS)
> Subject: RE: Gender Identity Memorandum
>

> Got it.

> _____
> From: Powell, Jennifer T (Centreville HS)
> Sent: Thursday, May 07, 2015 10:57 AM
> To: McElveen, Ryan (School Board Member)
> Subject: RE: Gender Identity Memorandum
>

> To back track, the school psychologist had [REDACTED] on her radar form other issues, but not this.... [REDACTED]
[REDACTED] just would like to blend in.

> -----Original Message-----

> From: McElveen, Ryan (School Board Member)
> Sent: Thursday, May 07, 2015 10:47 AM
> To: Powell, Jennifer T (Centreville HS)
> Subject: RE: Gender Identity Memorandum
>

> There is a vetting process that takes place at the school level with the student, family and school staff. We've had an FCPS task force on this issue for some time, which has been working to ensure fidelity of implementation at all schools.

>
> Ryan

> _____
> From: Powell, Jennifer T (Centreville HS)
> Sent: Thursday, May 07, 2015 10:46 AM
> To: McElveen, Ryan (School Board Member)
> Subject: RE: Gender Identity Memorandum
>
> Thank you!
> So, if I am quickly scanning this document, they will need some type of proof?? Does this violate
their civil rights?? What about a student that is confused, [REDACTED] ?
> I truly appreciate your insights to this matter?
> I will definitely read this document after school when I have more time-
>
> Jenn Powell
>
> Social Studies Teacher
> Centreville High School
>
>
>
>
> -----Original Message-----
> From: McElveen, Ryan (School Board Member)
> Sent: Thursday, May 07, 2015 10:31 AM
> To: Powell, Jennifer T (Centreville HS)
> Subject: FW: Gender Identity Memorandum
>
> Ms. Powell,
>
> Thanks for your email. I thought you might be interested in the attached memo about tonight's policy
change.
>
> All the best,
>
> Ryan
> _____
> From: Cornell, Lora L. On Behalf Of Lockard, Steven
> Sent: Wednesday, May 06, 2015 3:29 PM
> To: School Board Members
> Subject: Gender Identity Memorandum
>
> The attached is sent on behalf of Dr. Lockard.
>
> Lora Cornell
> Executive Administrative Assistant
> to the Deputy Superintendent
> Fairfax County Public Schools
> 8115 Gatehouse Road
> Falls Church, VA 22042
> 571-423-1020
>
>

From: [Guilfoyle, Matt](#)
To: [Smith, Marty K.](#)
Subject: FW: 440 hits from Meltwater News
Date: Friday, May 08, 2015 8:49:52 AM
Attachments: [facebook_share.png](#)
[sm_blog_large.png](#)
[hr_img.png](#)
[sm_twitter_large.png](#)
[twitter_tweet.png](#)
[h_twitter.png](#)
[link_sep.png](#)
[h_blog.png](#)
[mail-report-logo.png](#)
[h_facebook.png](#)
[image001.png](#)

FYI – below is what a full clipping report looks like, you will they are grouped by topic below. Most of the hits (233) are general education news. Click the headlines for full stories.

From: morningreport@meltwaternews.com [mailto:morningreport@meltwaternews.com]
Sent: Friday, May 08, 2015 8:06 AM
To: Guilfoyle, Matt
Subject: 440 hits from Meltwater News

Your contact person:

Mike Pekala | mike.pekala.cs@meltwater.com | 202.602.0320

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Report Overview

AGENT	MEDIA TYPE	HITS
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Safety & Security/Crime	News	2 in 16 hours
Education News Local and Regional	News	122 in 16 hours
Education News National	News	233 in 16 hours
Schools in the News	News	5 in 16 hours
Students in the News	News	1 in 16 hours
Gender Issue	News	14 in 16 hours
#saveFCPS	  	2 in 16 hours

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FCPS

[Equality Virginia applauds Fairfax County School Board for voting to update non-discrimination policy](#)

Augusta Free Press | 05/07/15 23:18

...County School Board Members for voting on Thursday to update **Fairfax County Public Schools** non- Equality Virginia applauds Fairfax County School...

WORDS MATCHED **Fairfax County Public Schools, teachers**



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[Feds Forcing Public Schools To Adopt 'Nondiscrimination' For Transgender Teachers And Students](#)

Pat Dollard | 05/07/15 22:22

Feds Forcing Public Schools To Adopt Nondiscrimination For Transgender **Teachers** And Students (CNSNews.com) The U.S. Department of Education is...

WORDS MATCHED **Fairfax County Public Schools, Teachers, superintendent, teachers, Superintendent**



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[Obama & The Death Of Our Republic](#)

Before It's News | 05/07/15 20:41

...clarity, compassion and conviction, he added. But the deputy **superintendent** of **Fairfax County Public Schools** said they have no choice but to...

WORDS MATCHED **Fairfax County Public Schools, superintendent, Superintendent**



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[TODD STARNES School faces funding cut if it drops transgender plan](#)

KBET 790 Talk Now | 05/07/15 18:26

...clarity, compassion and conviction, he added. But the deputy **superintendent** of **Fairfax County Public Schools** said they have no choice but to...

WORDS MATCHED **high school, Fairfax County Public Schools, superintendent, teachers, Superintendent**

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[Feds Forcing Public Schools To Adopt "Nondiscrimination" For Transgender Teachers And Students... | Weasel Zippers](#)

Weasel Zippers | 05/07/15 17:25

Feds Forcing Public Schools To Adopt Nondiscrimination For Transgender **Teachers** And Students |

Weasel Zippers This is spreading like wildfire .

WORDS MATCHED Fairfax County Public Schools, Teachers, superintendent, teachers, Superintendent

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[Parents, Pastors Try to Block School's Transgender Policy](#)

Townhall | 05/07/15 16:44

[1 other source...](#)

...clarity, compassion and conviction, he added. But the deputy **superintendent** of **Fairfax County Public Schools** said they have no choice but to...

WORDS MATCHED Fairfax County Public Schools, superintendent, Superintendent



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[Obama Administration threatens to cut school funds over transgender rights](#)

Christian Examiner | 05/07/15 16:43

...clarity, compassion and conviction," he added. But the deputy **superintendent** of **Fairfax County Public Schools** said they have no choice but to provide...

WORDS MATCHED high school, Fairfax County Public Schools, superintendent, teachers, Superintendent



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[TODD STARNES: Parents, pastors try to block school's transgender policy](#)

KBET 790 Talk Now | 05/07/15 14:41

...clarity, compassion and conviction, he added. But the deputy **superintendent** of **Fairfax County Public Schools** said they have no choice but to...

WORDS MATCHED high school, Fairfax County Public Schools, superintendent, teachers, Superintendent

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Safety & Security/Crime

[Equality Virginia applauds Fairfax County School Board for voting to update non-discrimination policy](#)

Augusta Free Press | 05/07/15 23:18

...County School Board Members for voting on Thursday to update **Fairfax County Public Schools** non-Equality Virginia applauds Fairfax County School...

WORDS MATCHED Fairfax County Public Schools, suicide

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[Obama & The Death Of Our Republic](#)

Before It's News | 05/07/15 20:41

compassion and conviction, he added. But the deputy superintendent of **Fairfax County Public Schools** said they have no choice but to provide specific...

WORDS MATCHED **Fairfax County Public Schools, crisis**

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Education News | Local and Regional

[Have baby, will travel: See the world with tot in tow](#)

The Des Moines Register | 05/08/15 07:54

[3 other sources...](#)

...U.S. Census data, up from 42% in 2000. Part of that trend could **stem** from the belief that if you have a baby, your traveling days come to a screeching...

WORDS MATCHED **Virginia, stem**

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[ABC orders Shondaland and Jenna Bans dramas, 'Muppets' revival, more](#)

CNN.com International | 05/08/15 07:47

...one of pilot season's hottest scripts and didn't lose any **steam** after screenings, with the series already working on its budget since last week .

WORDS MATCHED **Virginia, steam**

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[Senate passes bill to let Congress review Iran nuclear deal](#)

Bangor Daily News | 05/08/15 07:45

...that we do not trust Iran, said Democratic Sen. Ben Cardin of **Maryland** , a bill co-sponsor and the top Democrat on the Senate Foreign Relations ...

WORDS MATCHED **legislation, Maryland**

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[Iran Legislation is win-win for Republicans, Obama](#)

AP (Hosted) | 05/08/15 07:44

Iran **Legislation** is win-win for Republicans, Obama WASHINGTON (AP) Republicans in control of Congress want a say on negotiations to ease sanctions...

WORDS MATCHED **legislation, Maryland, Legislation**

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[Iran Legislation is win-win for GOP, Obama](#)

Morning Times | 05/08/15 07:21

[188 other sources...](#)

Iran **Legislation** is win-win for GOP, Obama WASHINGTON (AP) Republicans in control of Congress want a say on negotiations to ease sanctions against ...

WORDS MATCHED **legislation, Maryland, Legislation**

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[The splice of life: Grafted vegetables offer many benefits](#)

Daily Herald | 05/08/15 07:00

...yield and disease susceptibility. A researcher at the University of **Maryland**'s extension service found that the yield of grafted Cherokee Purple...

WORDS MATCHED **Maryland**, **stem**

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[Commissioners to name legislative liaison](#)

Styrk | 05/08/15 06:50

[1 other source...](#)

The liaison would be responsible for researching and analyzing **legislation** introduced in the General Assembly, determining its possible effect..

WORDS MATCHED **legislation**, **Maryland**

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[LA Times primogenitor to buy San Diego paper, expanding stretch in Southern California](#)

California News Feed | 05/08/15 06:49

...entity. Since then, a new association has purchased publications in Chicago and **Maryland** to accelerate a flagship papers in those markets. The U-T...

WORDS MATCHED **editorials**, **Maryland**

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[McConnell Might Save Obama's Trade Deal — and Lose Senate in 2016](#)

Free Republic | 05/08/15 06:43

...consideration of the matter while the Senate deals with **legislation** on highway funding and renewal of government surveillance authority under...

WORDS MATCHED **legislation**, **Maryland**

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[Montgomery County Moves Quickly To Impose Tax On E-Cigarettes](#)

WAMU 88.5 - American University Radio | 05/08/15 06:21

...similar to what is already charged on traditional cigarettes. The state of **Maryland** is not for now but its most populous county is ready too.

WORDS MATCHED **legislation**, **Maryland**

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[Ben Carson, in Baltimore, Faces a Tough Sell to the Black Community](#)

National Journal | 05/08/15 06:17

...Twitter + Dr. Ben Carson speaks with faith and community leaders in Baltimore, **Maryland**, May 7, 2015.(JIM WATSON/AFP/Getty Images) BALTIMORE,

WORDS MATCHED **charter schools**, **Maryland**

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[Cassidy, Capito, Heitkamp Introduce Bill to Modernize Pipeline Approvals](#)

BigNews.biz | 05/08/15 06:13

...(R-WV) and Heidi Heitkamp (D-ND) to introduce **legislation** to streamline and modernize the pipeline approval process. America's oil and natural ...

WORDS MATCHED **Virginia, legislation**



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[Can the government stop people from texting and driving?](#)

CBS News | 05/08/15 06:00

...at reducing texting while driving. One version of the **legislation** has already cleared Congress but a reauthorization in the Surface Transportation ...

WORDS MATCHED **legislation, Maryland**



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[Capito Introduces Legislation to Modernize Approval Process for New Pipelines](#)

BigNews.biz | 05/08/15 05:43

Capito Introduces **Legislation** to Modernize Approval Process for New Pipelines The Oil and Gas Production and Distribution Reform Act creates ...

WORDS MATCHED **Virginia, legislation, Legislation**



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[As McDonnell appeal nears, McAuliffe talks new ethics and gift rules](#)

WTOP.com | 05/08/15 05:17

...nears, McAuliffe talks new ethics and gift rules WASHINGTON Former **Virginia** Gov. WASHINGTON Former **Virginia** Gov. Bob McDonnell's appeal will...

WORDS MATCHED **Virginia, legislation**



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[Susan Greenbaum Blasts State Song Decision - Alexandria Virginia News | LocalKicks](#)

LocalKicks.com | 05/08/15 04:45

Susan Greenbaum Blasts State Song Decision - Alexandria **Virginia** News | LocalKicks By Cort Olsen Capital News Service RICHMOND Musician Susan ...

WORDS MATCHED **Virginia, legislation**


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[EDITORIAL: Doctors and guns](#)

Styrk | 05/08/15 04:20

...physicians," it says. The society "opposes any **legislation** restricting physicians' ability to communicate with a patient on important matters ...

WORDS MATCHED **Virginia, legislation**

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[Privacy Act of 1974, New System of Records](#)

Federal Register | 05/08/15 04:15

...Office, 600 Dulany Street, Madison Building, West, Alexandria, **Virginia** 22313. i. For Office of the Secretary, Minority Business Development ...

WORDS MATCHED **Virginia**, **legislation**

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[14 United State Governors Prepare State Militia Defenses: To Counter Obama's Rogue Federal Forces](#)

Before It's News | 05/08/15 04:09

...in multiple states; Georgia, Alabama, Kansas, Minnesota, Tennessee, **Virginia**, Louisiana, South Carolina to name a few. WHEN THE HERD TURNS 5/2015...

WORDS MATCHED **Virginia**, **legislation**

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[Trendy rehab near Como Lake endangers homes of elderly tenants](#)

St. Paul Pioneer Press (Premium) | 05/08/15 04:00

[1 other source...](#)

...look elsewhere. She has no close relatives. Her son lives and works in **Maryland**. All her friends are in the building or the St. Paul area . The...

WORDS MATCHED **legislation**, **Maryland**

[Archive](#)

[Spreading The Wealth](#)

South County Times | 05/08/15 03:22

...of more than \$800,000 under the sales tax redistribution **legislation** proposed in this session of the legislature. However, county officials are...

WORDS MATCHED **legislation**, **Maryland**

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[Why Americans should be excited about the Silk Road Belt](#)

Chinadaily US Edition - ePaper | 05/08/15 03:20

...get back to the Glass-Steagall era, reinstating this crucial **legislation** , and protecting our commercial banking system, while at the same time ...

WORDS MATCHED **legislation**, **Maryland**

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[Legislative Fixes for Remediation](#)

Inside Higher Ed | 05/08/15 03:16

...been nothing short of remarkable, Vandal said. Colorado, West **Virginia** and Connecticut all have enacted some form of remedial reform. Georgia ...

WORDS MATCHED **Virginia**, **legislation**

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[Classic compromise: Congress gets a vote on Iran agreement, and Obama retains his veto](#)

The Republic (AP) | 05/08/15 03:11

[2 other sources...](#)

...having the final word. Both sides will get their wish in **legislation** that cleared the Senate on Thursday, a classic compromise that enhances ...

WORDS MATCHED **legislation, Maryland**



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[Iran Legislation is win-win for GOP, Obama - The Denver Post](#)

The Denver Post (AP) | 05/08/15 03:10

Iran **Legislation** is win-win for GOP, Obama - The Denver Post WASHINGTON (AP) Republicans in control of Congress want a say on negotiations to ...

WORDS MATCHED **legislation, Maryland, Legislation**



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[State Roundup, May 7, 2015](#)

Citybizlist | 05/08/15 02:51

...Sun. U.S. Rep. Elijah E. Cummings, who represents **Maryland**'s 7th District, put his support behind a request by Baltimore Mayor Stephanie Rawlings-Blake...

WORDS MATCHED **Virginia, legislation, Maryland**

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[Senate passes first Minnesota rules on police body cameras](#)

FairmontSentinel.com | 05/08/15 01:59

[32 other sources...](#)

...technology. Civil liberties advocates have fought against the body camera **legislation**, which they say negates the portable cameras' primary purpose...

WORDS MATCHED **legislation, Maryland**

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[Latinos in Tech Innovation and Social Media \(LATISM\) Announces the 7th National Convention in Washington DC.](#)

Seattlepi.com | 05/08/15 01:26

[17 other sources...](#)

...and Social Media (LATISM) Announces the 7th National Convention in **Washington DC**. Latinos in Tech Innovation and Social Media (LATISM) Announces...

WORDS MATCHED **Washington DC, Washington D.C., STEM**



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[Some see telescope as an opportunity for science education](#)

WFMJ TV-21 | 05/08/15 01:23

...\$1 million annually for the 19-year Mauna Kea sublease for **STEM** education. Copyright 2015 The Associated Press. All rights reserved. This material ...

WORDS MATCHED **STEM, Maryland**



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[Skelos latest veteran New York State politician indicted for corruption](#)

[World Socialist Web Site](#) | 05/08/15 00:55

...Hurricane Sandy. At the same time the Republican leader pushed **legislation** that would assist Glenwood, while the real estate firm is supposed...

WORDS MATCHED **Washington DC, legislation**



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[5/7/15 - NATIONAL HEALTH INVESTORS INC - 10-Q - Management's Discussion and Analysis of Financial Condition and Results of Operations.](#)

[Pharmacy Choice](#) | 05/08/15 00:25

...interests of our stockholders; * We are subject to certain provisions of **Maryland** law and our charter and bylaws that could hinder, delay or prevent...

WORDS MATCHED **Virginia, legislation, Maryland**



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[On this day -- May 8](#)

[North Texas e-News](#) | 05/08/15 00:21

...major battle of the war. 1861 American Civil War: Richmond, **Virginia** is named the capital of the Confederate States of America. 1877 At Gilmore 's...

WORDS MATCHED **Virginia, stem**



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[Nation's capital ranks appallingly high in infant mortality](#)

[The Intelligencer](#) | 05/08/15 00:15

...among 179 countries whose statistics were evaluated. The Senate just passed **legislation** cutting \$5.3 trillion in federal spending, including \$600...

WORDS MATCHED **Washington D.C., legislation**



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[Editorial: Pipelines need a faster approval process](#)

[Charleston Daily Mail](#) | 05/08/15 00:13

...highly litigious and what s in it for me? society. That s why **legislation** introduced by U.S. Sen. Shelley Moore Capito to modernize and improve ...

WORDS MATCHED **Virginia, legislation**



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[Hotchkiss: Every day should be Mother's Day](#)

[Burlington Free Press](#) | 05/08/15 00:07

...Day in the United States. First celebrated in 1908 in West **Virginia** , it became a national holiday when Woodrow Wilson signed the official proclamation...

WORDS MATCHED **Virginia, stem**

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[5/7/15 - LHC GROUP, INC - 10-Q - MANAGEMENT'S DISCUSSION AND](#)

[ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS](#)

Pharmacy Choice | 05/08/15 00:05

Colorado, Florida, Georgia, Idaho, Illinois, Kentucky, Louisiana, **Maryland**, Massachusetts, Minnesota, Mississippi, Missouri, Nevada, North Carolina ,

WORDS MATCHED **Virginia**, legislation, **Maryland**



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[Money won't fix schools problems \[Letter\]](#)

Carroll County Times | 05/08/15 00:00

...its most pressing problems: 1) stop issuing counterfeit diplomas; 2) **stem** the exodus of students from county classrooms; 3) **stem**, then reverse ,

WORDS MATCHED **Maryland**, **stem**



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[Senate OKs bill to give Congress right to review Iran nuclear deal](#)

Pittsburgh Post-Gazette | 05/08/15 00:00

...nuclear deal WASHINGTON The Senate on Thursday overwhelmingly approved **legislation** that would establish a congressional review for a potential ...

WORDS MATCHED **legislation**, **Maryland**

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[Director Lisa Foster of the Access to Justice Initiative Delivers Remarks at the Equal Justice Conference](#)

Press Release Point | 05/07/15 23:59

[1 other source...](#)

...Pro Bono Counsel and NLADA sent a letter supporting state **legislation** that authorizes cy pres awards to legal services organizations from any...

WORDS MATCHED **Virginia**, **legislation**



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[5/7/15 - FDA Grants Fast Track Designation to Sucampo's Cobiprostone for Oral Mucositis](#)

Pharmacy Choice | 05/07/15 23:57

...management and clinical development programs. Sucampo is headquartered in Bethesda, **Maryland**, and has operations in Japan, Switzerland and the U.K .

WORDS MATCHED **legislation**, **Maryland**



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[GOP lawmaker helps McAuliffe kill voter ID bill](#)

Southern Arizona News Examiner | 05/07/15 23:30

...as contradictory, and political. By Kenric Ward / Watchdog.org **Virginia** Bureau Gov. Terry McAuliffe s veto of a photo identification bill was ...

WORDS MATCHED **Virginia**, **legislation**



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[Legislature sends municipal court reforms to Gov. Nixon](#)

STLtoday.com (AP) | 05/07/15 23:30

...he would give the bill a fair and comprehensive review. A push for **legislation** gained momentum after last year's unrest in Ferguson. The U.S .

WORDS MATCHED **Virginia, legislation, stem**

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[Los Angeles Times parent to buy U-T San Diego for \\$85 million](#)

Macon.com | 05/07/15 23:26

[2 other sources...](#)

...entity. Since then, the new company has purchased publications in Chicago and **Maryland** to bolster its flagship papers in those markets. The U -T purchase...

WORDS MATCHED **editorials, Maryland**



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[Vaccines: Kennedy raps CDC as corrupt](#)

Before It's News | 05/07/15 23:20

...a legislative panel at the State House hearing testimony on **legislation** that would eliminate parents right to a philosophical exemption from ...

WORDS MATCHED **Virginia, legislation**



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[MAG: How Five Republicans Helped Congress Keep Obamacare Subsidies...](#)

KBET 790 Talk Now | 05/07/15 23:00

...reasoning. Senator Paul opposes allowing Congress to exempt themselves from any **legislation**, an aide told the Conservative Review. To that end ,

WORDS MATCHED **Washington D.C., legislation**



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[Critics Say New Oil-Train Safety Regulations Don't Do Enough](#)

WILX | 05/07/15 22:54

...said. Senator Mark Warner (D-VA) has introduced **legislation** with fellow **Virginia** Senator Tim Kaine to incentivize oil producers to update their...

WORDS MATCHED **Virginia, legislation**



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[Senate OKs bill giving Congress review of any Iran nuclear deal](#)

Tribune-Review (AP) | 05/07/15 22:51

...nuclear deal WASHINGTON The Senate on Thursday overwhelmingly approved **legislation** that would establish a congressional review for a potential ...

WORDS MATCHED **legislation, Maryland**



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[Governor gives police too much license](#)

[Richmond.com](#) | 05/07/15 22:30

*Ken Cuccinelli. But it is surprising that he also would flout the **Virginia** ACLU and a majority of state legislators as well. In 2013 Cuccinelli ,*

WORDS MATCHED **Virginia**, **legislation**

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[Senate approves compromise Iran review measure by large margin](#)

[Yakima Herald Republic](#) | 05/07/15 22:17

[1 other source](#)

*...large margin WASHINGTON The Senate on Thursday overwhelmingly approved **legislation** that would establish a congressional review for a potential ...*

WORDS MATCHED **legislation**, **Maryland**

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[Growing Pains: Salisbury's residential issue](#)

[DelmarvaNow.com](#) | 05/07/15 21:53

*...affordable housing. If Brame, a fine arts professor at University of **Maryland** Eastern Shore in Somerset County, had to pay above \$600 a month...*

WORDS MATCHED **Washington D.C.**, **legislation**, **Maryland**



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[Two bills aim to bring online schooling to all Maine students](#)

[Portland Press Herald](#) | 05/07/15 21:39

*...curated by the state Department of Following the opening of two virtual **charter schools** in Maine, state officials are trying to find a way to...*

WORDS MATCHED **charter schools**, **Virginia**, **legislation**, **Maryland**



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[Bill Making it Harder to Opt Out of Vaccine Mandate Clears Connecticut House](#)

[Hartford Courant](#) | 05/07/15 21:35

*...children. "We need to protect our citizens and that's what this **legislation** does," said Rep. Prasad Srinivasan, a Glastonbury Republican and physician .*

WORDS MATCHED **Virginia**, **legislation**

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[Oregon To Join CA, NJ, And DC In Protecting LGBT Youth From Conversion Therapy/Torture](#)

[Daily Kos](#) | 05/07/15 21:31

*...conversion therapy for LGBT youth. California, New Jersey, and **Washington DC** had already banned this very harmful form of therapy for minors .*

WORDS MATCHED **Washington DC**, **legislation**



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[Bill Making It Harder To Opt Out Of Vaccine Mandate Clears House](#)

CTnow.com | 05/07/15 21:28

...children. "We need to protect our citizens and that's what this **legislation** does," said Rep. Prasad Srinivasan, a Glastonbury Republican and physician .

WORDS MATCHED **Virginia, legislation**



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[Regents approve in-state tuition for Arizona 'dreamers'](#)

Tucson.com | 05/07/15 21:27

...students are commonly called dreamers, after an earlier proposed federal **legislation** the Development, Relief and Education of Alien Minors (DREAM)

WORDS MATCHED **legislation, Maryland, stem**

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[Senate votes 98-1 for say on Iran deal](#)

Tampa Bay Times | 05/07/15 21:18

The majority leader wanted to show both parties that he could pass **legislation** with ample room to debate amendments, but Vitter refused to go...

WORDS MATCHED **legislation, Maryland**



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[Judicial elections: Art imitates life in court case](#)

Hattiesburg American | 05/07/15 21:14

The novel could have been pulled directly from a real-life West **Virginia** case in which a coal company CEO provided 60 percent of the campaign ...

WORDS MATCHED **Virginia, Legislation**


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[Iran bill passes Senate 98 to 1. Why that's a concern for bipartisanship.](#)

The Christian Science Monitor | 05/07/15 21:03

...points. Amendments can kill a bill, but they can also release political **steam** from a contentious issue. On Thursday, the Senate got its bipartisan ...

WORDS MATCHED **Maryland, steam**



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[Emergent BioSolutions' \(EBS\) CEO Daniel Abdun-Nabi on Q1 2015 Results - Earnings Call Transcript](#)

Seeking Alpha | 05/07/15 20:46

...this vaccine candidate at our Bayview Campus, in Baltimore, **Maryland** using our proprietary MVHF technologies and capabilities. That facility has...

WORDS MATCHED **legislation, Maryland**



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[Obama & The Death Of Our Republic](#)

Before It's News | 05/07/15 20:41

...Death Of Our Republic (Before It's News) The people of Fairfax County , **Virginia** are up in arms.
(Before It's News) The people of Fairfax County ,

WORDS MATCHED **Virginia**, **legislation**



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[How 5.9 grams of marijuana landed man in prison for 20 years](#)

[Styrk](#) | 05/07/15 20:21

Since Hammond's marijuana arrest, the General Assembly passed **legislation** decriminalizing marijuana possession of less than 10 grams. The House ...

WORDS MATCHED **legislation**, **Maryland**



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[Iran bill passes Senate 98 to 1. Why that's a concern for bipartisanship](#)

[Yahoo! News](#) | 05/07/15 20:15

...points. Amendments can kill a bill, but they can also release political **steam** from a contentious issue.
On Thursday, the Senate got its bipartisan ...

WORDS MATCHED **Maryland**, **steam**



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[Senate approves bill for congressional review of Iran nuke deal](#)

[La Prensa](#) | 05/07/15 20:05

...Tennessee Bob Corker (r) chats with Democrat Ben Cardin, from **Maryland** (l) before voting on a bipartisan Ampliar Republican senator from Tennessee ...

WORDS MATCHED **legislation**, **Maryland**

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[L.A. Times parent to buy San Diego paper, expanding reach in Southern California](#)

[Macon.com](#) | 05/07/15 19:53

[2 other sources...](#)

...entity. Since then, the new company has purchased publications in Chicago and **Maryland** to bolster its flagship papers in those markets. The U -T purchase...

WORDS MATCHED **editorials**, **Maryland**



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[ABC Orders Shondaland and Jenna Bans Dramas; 'Muppets' Revival, More](#)

[Yahoo! News](#) | 05/07/15 19:46

...one of pilot season's hottest scripts and didn't lose any **steam** after screenings, with the series already working on its budget since last week .

WORDS MATCHED **Virginia**, **steam**



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[ABC Orders Shondaland and Jenna Bans Dramas, Crime Anthology, Biblical Series and More](#)

[Yahoo! News](#) | 05/07/15 19:36

...one of pilot season's hottest scripts and didn't lose any **steam** after screenings, with the series already working on its budget since last week .

WORDS MATCHED **Virginia, steam**



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[Legislative council's influence rises in Tennessee](#)

[The Tennessean](#) | 05/07/15 19:31

...ALEC's blend of ideology, corporate partnership and attempts to pass **legislation** of its own. "They make their decisions based on politics and...

WORDS MATCHED **Virginia, legislation**



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[The schools Baltimore needs](#)

[The Washington Post](#) | 05/07/15 19:29

...competitive pressure on the school system might help, too. But **Maryland** is so hostile to **charter schools** that many children in Baltimore find...

WORDS MATCHED **charter schools, Maryland**



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[McConnell tees up trade war](#)

[Politico.com](#) | 05/07/15 19:27

...movement on trade until the Senate determines a strategy for surveillance **legislation** and highway funding. Reid s opposition, along with his.. .

WORDS MATCHED **Virginia, legislation**



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[Corker: War bill won't change "one iota" of ISIS fight](#)

[The Hill - Blogs](#) | 05/07/15 19:03

...language for a war authorization bill in mid-February but that **legislation** was essentially declared dead on arrival by members of both parties .

WORDS MATCHED **Virginia, legislation**



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[L.A. Times parent to buy San Diego paper, expanding reach in Southern California - LA Times](#)

[Los Angeles Times](#) | 05/07/15 19:00

...entity. Since then, the new company has purchased publications in Chicago and **Maryland** to bolster its flagship papers in those markets. The U -T purchase...

WORDS MATCHED **editorials, Maryland**



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[Thomas Massie: End double-taxation of seniors \(plus classic Ron Paul!\)](#)

[Before It's News](#) | 05/07/15 18:59

...once again when they receive them. Congressman Massie's **legislation** promotes transparency by blowing the whistle on the Federal Government for...

WORDS MATCHED Virginia, legislation



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[Roberts determined to rewrite child nutrition law](#)

Agri-Pulse | 05/07/15 18:46

It is time for folks to come together and be part of crafting **legislation** not to stand outside the process hoping it fails. Roberts' challenge ...

WORDS MATCHED Virginia, legislation



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[After long battle, Tennessee cockfighting opponents finally win a round](#)

Columbia Daily Herald | 05/07/15 18:25

...Rep. John Lundberg, R-Bristol. Since Day 1 of sponsoring this **legislation**, I have always had a huge problem with the fact that children are attending ...

WORDS MATCHED Virginia, legislation

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[FDA Grants Fast Track Designation to Sucampo's Cobiprostone for Oral Mucositis](#)

Spoke | 05/07/15 18:16

[15 other sources...](#)

...management and clinical development programs. Sucampo is headquartered in Bethesda, **Maryland**, and has operations in Japan, Switzerland and the U.K.

WORDS MATCHED legislation, Maryland



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[Who Will Help Bernie Sanders Pass The Too Big To Fail, Too Big To Exist Act?](#)

Before It's News | 05/07/15 18:11

...business for them and make sure they get the kind of friendly **legislation** the banksters claim they need to keep their bottom line robust, their ...

WORDS MATCHED legislation, Maryland



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[American Water Works' \(AWK\) CEO Susan Story on Q1 2015 Results - Earnings Call Transcript](#)

Seeking Alpha | 05/07/15 18:10

...case requests in 3 states, and we have a pending settlement in **Maryland**. We're able to make needed infrastructure investments that are good for...

WORDS MATCHED Virginia, legislation, Maryland

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[BC-MD--Mid-Atlantic News Digest, MD](#)

AP (Hosted) | 05/07/15 18:01

SENT: 130 words. UPCOMING: 300 words, AP photo. XGR-**STANDARDIZED TESTING** DOVER, Del.
The state House votes on a bill allowing Delaware public ...

WORDS MATCHED Virginia, MARYLAND, Maryland, STANDARDIZED
TESTING, standardized testing



[Archive](#)

[Police Tactics; Al Qaeda Leader Killed; Interview With Virginia Senator Tim Kaine; Police Chiefs Meet to Rethink Use of Force Tactics; New Details on Dueling Probes of Freddie Gray's Death. Aired 18-19:00p ET](#)

CNN.com - Transcripts | 05/07/15 18:00

Police Tactics; Al Qaeda Leader Killed; Interview With **Virginia** Senator Tim Kaine; Police Chiefs Meet to Rethink Use of Force Tactics; New Details ...

WORDS MATCHED Virginia, MARYLAND, legislation, Maryland,
VIRGINIA



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[Ocean City Tweaks Taxi Regs, Adds Category For Uber](#)

Maryland Coast Dispatch | 05/07/15 18:00

...company commencing on July 1, as outlined in the Annotated Code of **Maryland**, Public Utilities Article. The last policy listed is in regards to...

WORDS MATCHED legislation, Maryland



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[School Start Bill A Major Challenge](#)

Maryland Coast Dispatch | 05/07/15 18:00

...Start Bill A Major Challenge For the post Labor Day school start **legislation** to have a chance of ever passing the **Maryland** General Assembly ,

WORDS MATCHED legislation, Maryland



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[Team Of Worcester Prep Seniors And Faculty Members Create "Markerspace Playground"](#)

Maryland Coast Dispatch | 05/07/15 18:00

...Makerspace Playground for attendees at the annual Association of Independent **Maryland** Schools Teachers Retreat in St. Michaels. The Makerspace...

WORDS MATCHED STEM, Maryland



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[The Roundup for May 7th, 2015](#)

Firedoglake | 05/07/15 18:00

...crackdown on them - In a vote of 98-1, the Senate passed **legislation** to review the international agreement between Iran and the P5+1 - Lee Fang :

WORDS MATCHED Washington D.C., legislation



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[Letter: Faith-based adoptions are discerning](#)

Lansing State Journal (AP) | 05/07/15 17:55

...agencies have essentially been forced to close in states like Massachusetts , **Washington D.C.**, and Illinois. Those state governments have unfairly...

WORDS MATCHED **Washington D.C.**, **legislation**



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[Republican Senators Introduce Barrage of Energy Bills](#)

Natural Gas Intelligence | 05/07/15 17:53

...a dramatic change since Congress last acted on comprehensive energy **legislation**. Our domestic energy supply has gone from scarce to abundant .

WORDS MATCHED **Virginia**, **legislation**

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[Federal Realty Investment Trust Announces First Quarter 2015 Operating Results](#)

Spoke | 05/07/15 17:49

[50 other sources...](#)

...San Jose, California, Pike & Rose in North Bethesda, **Maryland** and Assembly Row in Somerville, Massachusetts. These unique and vibrant environments ...

WORDS MATCHED **legislation**, **Maryland**



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[McConnell Might Save Obama's Trade Deal — and Lose Senate in 2016](#)

The New American | 05/07/15 17:47

...consideration of the matter while the Senate deals with **legislation** on highway funding and renewal of government surveillance authority under...

WORDS MATCHED **legislation**, **Maryland**

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[Senate OKs Oversight of Iran Nuke Deal, Leaving Cotton in the Dust](#)

The Fiscal Times | 05/07/15 17:44

[1 other source...](#)

...from two freshman Republican superstars and passed carefully crafted **legislation** giving The Senate on Thursday swept aside challenges from two...

WORDS MATCHED **legislation**, **Maryland**



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[Lessons Learned: The Journey to Legalize Marijuana and End the Drug War](#)

eNews Park Forest | 05/07/15 17:38

...years later, the majority of voters support the idea, and four states and **Washington D.C.** have actually legalized it. In 2000, President "I didn't...

WORDS MATCHED **Washington D.C.**, **legislation**, **Legislation**

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[Capito's bill aims to improve federal pipeline permitting process](#)

[PennEnergy](#) | 05/07/15 17:24

[1 other source...](#)

...Sen. Shelley Moore Capito (R-W.Va.) introduced **legislation** aimed at modernizing and improving the timeframe for proposed oil and gas pipelines to...

WORDS MATCHED **Virginia, legislation**



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[5/7/15 - GSK sets out prospects for newly shaped Group and expectations for improvements in performance 2016-2020 \[Global Data Point\]](#)

[Pharmacy Choice](#) | 05/07/15 17:17

...new global Vaccines R&D and Commercial centre in Rockville, **Maryland**. The company sees significant opportunity in the Group's new vaccines ...

WORDS MATCHED **Maryland, stem**



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[Chapter 9 and Alternatives - Part Three: Competing Interests in Chapter 9 and Bondholders' Rights](#)

[MuniNetGuide](#) | 05/07/15 17:17

...municipalities in the state. Also, Nebraska has introduced similar **legislation** to Rhode Island providing a first statutory lien on revenues to...

WORDS MATCHED **Virginia, legislation, Maryland**



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[The Senate's GOP Leadership Is Dead-Set on a Complete Patriot Act Extension](#)

[National Journal](#) | 05/07/15 16:55

...made in the concurring opinion that referred to the fact that my **legislation** would be one way Congress could respond to what they addressed in...

WORDS MATCHED **Virginia, legislation**

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[Warming up to homemade tortillas](#)

[KTBS.com](#) | 05/07/15 16:53

[5 other sources...](#)

...Vietnam. Here, she shares her ten favorites. Where to visit in Richmond, **Virginia** Where to visit in Richmond, **Virginia** Ten don't-miss spots in the...

WORDS MATCHED **Virginia, steam**



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[Threats to Liberty](#)

[Slate](#) | 05/07/15 16:50

...self-created. Instead of finding common cause with the citizens of **Maryland**, conservative media attempted to demean and erase them. Fox News took...

WORDS MATCHED **Maryland, stem**



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[Virginia City celebrates Comstock heritage with Muckfest: Mining, Whiskey and Cigars](#)

Carson Now | 05/07/15 16:29

Virginia City celebrates Comstock heritage with Muckfest: Mining, Whiskey and Cigars Event Date: June 13, 2015 (All day) **Virginia** City Tourism ...

WORDS MATCHED **Virginia**, steam



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[Ann McFeatters commentary: Nation's capital ranks appallingly high in infant mortality](#)

The Columbus Dispatch | 05/07/15 16:25

...among 179 countries whose statistics were evaluated. The Senate just passed **legislation** cutting \$5.3 trillion in federal spending, including \$600...

WORDS MATCHED **Washington D.C.**, legislation

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[Diversicare Announces 2015 First Quarter Results](#)

EIN Presswire | 05/07/15 16:20

[6 other sources...](#)

Subsequent to the end of the quarter, Congress passed **legislation** to permanently replace the formula used by Medicare for establishing annual ...

WORDS MATCHED **Virginia**, legislation



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[Twins from Surry, two of Hampton University's highest-achieving students, will graduate Sunday](#)

Styrk | 05/07/15 16:20

...given to graduating seniors. High school and college graduations on the **Virginia** Peninsula from 2010-2014. High school and college graduations on...

WORDS MATCHED **Virginia**, STEM



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[Southwest Allen County Schools to Limit Bus Routes](#)

Northeast Indiana Public Radio | 05/07/15 16:19

...bus fleet. Fort Wayne Community Schools bus fleet. Credit **Virginia** Alvino / WBOI News Southwest Allen County Schools will enforce and expand ...

WORDS MATCHED **Virginia**, stem



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[Senate votes to let Congress review any nuclear deal with Iran](#)

Inland News Today | 05/07/15 16:17

Senate votes to let Congress review any nuclear deal with Iran The Senate passed **legislation** to let Congress review a U.S. nuclear deal with Iran ,

WORDS MATCHED **legislation, Maryland**



Archive Share Translate  

[NY Federal Appeals Court: NSA phone data program illegal](#)

[Examiner.com](#) | 05/07/15 16:01

*...I are working on a bipartisan, bicameral basis to advance **legislation** that will retain this vital program for tracking dangerous terrorists ,"*

WORDS MATCHED **Washington D.C., legislation**



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[Bid to collect online-sales taxes is stalled in Congress](#)

[Standard-Times Go San Angelo](#) | 05/07/15 15:58

*...centrist research center. He once asked a tax official in his home state of **Virginia** how many people paid online sales tax. About 1 in 10,000 ,*

WORDS MATCHED **Virginia, legislation**



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[South Dakota Gun Laws Provide Interesting Case Nationally](#)

[Newsmax](#) | 05/07/15 15:32

*...February 2015. HB 1116 is an NRA-backed permitless carry **legislation** written by Rep. Jim Stalzer, reports the Institute for Legislative Action .*

WORDS MATCHED **Virginia, legislation**



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[12 Lessons I Learned in the Journey to Legalize Marijuana and End the Drug War](#)

[AlterNet](#) | 05/07/15 15:15

*...years later, the majority of voters support the idea, and four states and **Washington D.C.** have actually legalized it. In 2000, President I didn...*

WORDS MATCHED **Washington D.C., legislation, Legislation**



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[N.J. Vietnam veterans honored during Remembrance Day ceremony](#)

[NJ.com](#) | 05/07/15 15:07

*...Day with a ceremony Thursday in Holmdel. Remembrance Day was created by **legislation** in 1991 as a unique day in New Jersey to honor those who...*

WORDS MATCHED **Washington D.C., legislation**



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[Senator Rounds' take on budget resolution plan](#)

[Blackhills Fox](#) | 05/07/15 14:52

*Senator Rounds' take on budget resolution plan **Washington D.C.** Senator Mike Rounds weighed in on the budget resolution plan today, which was...*

WORDS MATCHED **Washington D.C., legislation**



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[Pro-lifers to Boehner: Action now on 20-week abortion limit](#)

WorldNetDaily | 05/07/15 14:20

...returned. From Thursday's event: Several of the protesters, who hailed from **Virginia**, California, Illinois, New Mexico, **Maryland**, Kansas, Michigan, Alabama,

WORDS MATCHED **Virginia**, legislation, **Maryland**



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[Baltimore Police Probe; U.K. Election Drama; Football Star Arrested; Brady Fires Back. Aired 2-2:30p ET](#)

CNN.com - Transcripts | 05/07/15 14:00

...to arrest Gray because that knife was legal in the state of **Maryland**, according to **Maryland** laws. But the police investigation found that the...

WORDS MATCHED **Virginia**, legislation, **Maryland**

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[GM Employees On Mission To Transform Transportation](#)

Paddock Talk | 05/07/15 12:21

...EVs more mainstream by: Expanding sales of the Spark EV to **Maryland**, which has a strong infrastructure. Committing to produce an electric family...

WORDS MATCHED **Maryland**, steam



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[Children With Special Needs Deserve America's Support](#)

The Huffington Post - Blog | 05/07/15 11:38

...were recently at the National Institutes of Health (NIH) in **Maryland** with your grandson Braeden. I understand that this is the leading medical ...

WORDS MATCHED **Maryland**, stem



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[New book celebrates appalachia then and now](#)

The State Journal | 05/07/15 07:19

...35 years. He is a former state senator and current West **Virginia** Public Service Commissioner. He is also a special project consultant to The...

WORDS MATCHED **Virginia**, legislation

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[GOP legislators unveil bill to ban abortions after 20 weeks](#)

Milwaukee Journal Sentinel (Premium) | 05/07/15 04:00

...when he ran for re-election last year. "The purpose of this **legislation** is to prevent unborn children from feeling pain," the bill's sponsors ...

WORDS MATCHED **Virginia**, legislation

[Archive](#)

[Legislature sends municipal court reforms to Gov. Jay Nixon](#)

St. Louis Post-Dispatch (Premium) | 05/07/15 04:00

...would give the bill "a fair and comprehensive review." A push for **legislation** gained momentum after last year's unrest in Ferguson. The U.S .

WORDS MATCHED Virginia, legislation, stem

[Archive](#)

[U.S. Air Force Kills Key Space Control Program](#)

Aviation Week | 05/07/15 03:44

...with a development contract for the system; Integral Systems of Lanham , **Maryland**, won the work. The company is now owned by Kratos Defense and...

WORDS MATCHED Maryland, steam

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[Senate compromise on Iran review passes by large margin](#)

Twin Cities | 05/07/15 01:01

...WASHINGTON -- The Senate on Thursday overwhelmingly approved **legislation** that would establish a congressional review for a potential WASHINGTON ...

WORDS MATCHED legislation, Maryland

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[Reverse Transfer: The Path Less Traveled](#)

EdNET Insight | 05/07/15 00:25

...requirements at a four-year institution. Seven states have **legislation** creating reverse transfer, including Colorado, Florida, **Maryland**, Michigan ,

WORDS MATCHED legislation, Maryland

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[Senators Are Calling For Train Repair To Improve Safety](#)

WENY-TV News | 05/07/15 00:19

...said. Senator Mark Warner (D-VA) has introduced **legislation** with fellow **Virginia** Senator Tim Kaine to incentivize oil producers to update their...

WORDS MATCHED Virginia, legislation

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[Coal exports through Va. terminals sustain slide in April](#)

SNL Financial | 05/06/15 16:34

...through Va. terminals sustain slide in April Coal export loadings at **Virginia** terminals fell by more than a third in April from a year earlier ,

WORDS MATCHED Virginia, steam

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[Senator Pledges Bill to Rein In Obama Emissions Plan](#)

Energy Intelligence Group | 05/06/15 00:09

...Obama Emissions Plan Summary Senator Shelley Moore Capito (R-West **Virginia**) has said she plans to introduce **legislation** aimed at reining in the...

WORDS MATCHED **Virginia**, **legislation**

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[BC-OK--Oklahoma News Digest 6 pm, OK](#)

AP (Hosted) | 05/05/15 19:01

TEXTING WHILE DRIVING OKLAHOMA CITY Gov. Mary Fallin has signed **legislation** that makes it illegal to text message while driving in Oklahoma .

WORDS MATCHED **Virginia**, **legislation**

[Archive](#)

[AP-OH--Ohio News Digest 6:00 pm, OH](#)

AP (Hosted) | 05/05/15 18:01

...an Ohio prison farm in 1959, was briefly in custody in West **Virginia** in 1975 and then disappeared for decades is tracked down in Florida, where...

WORDS MATCHED **Virginia**, **CHARTER SCHOOLS**

[Archive](#)

[See More Results](#)

Education News | National



[Gallery/museum exhibits week of May 10](#)

The Courier-Journal | 05/08/15 07:49

[1 other source...](#)

...exhibit that explores science, technology, engineering and math (**STEM**) through collaborative and open-ended challenges. Kentucky Watercolor Society...

WORDS MATCHED **STEM**

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[Rise & Shine: Five citywide 'affinity groups' set to launch with select high schools](#)

Chalkbeat - New York | 05/08/15 07:44

...board's meeting in mid-June, officials said. Journal News Summertime **STEM** The city is offering 1,200 students a new opportunity to participate in...

WORDS MATCHED **STEM**

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[Destination Imagination & First Book Gift Knoxville 40,000 Books](#)

Press Release Rocket | 05/08/15 07:23

[6 other sources...](#)

...fostering students' curiosity, courage and creativity through open-ended **STEM**, fine arts and service learning challenges, DI regularly partners with...

WORDS MATCHED **STEM**



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[The Brief: En Masse, Philly Political Elites Are Turning on Anthony Williams](#)

Philadelphia Magazine | 05/08/15 07:22

...unveiling his own anti-Kenney ad earlier this week, but the **school reform** advocates could face personal attacks from Kenney if they air a negative...

WORDS MATCHED **school reform**


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[Director chosen for Crawford Success Center](#)

Crawford County Now | 05/08/15 07:22

...a place to engage area youth in programs such as robotics and **STEM** camps. The community is excited about the possibilities this center can offer.

WORDS MATCHED **STEM**


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[Moving Women Through The Pipeline for STEM Careers and More](#)

Inside Indiana Business | 05/08/15 07:20

Moving Women Through The Pipeline for **STEM** Careers and More Inclusiveness is a topic we hear a lot about lately, and when it comes to the workplace,

WORDS MATCHED **STEM**

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[Edge 280: In the studio with Guitar Hero Live, the next generation of music games](#)

GamesRadar | 05/08/15 07:18

...Sin, Broken Age: Act 2, The Hunter: Primal, Code Name: **STEAM**, Affordable Space Adventure and Boxboy. If you missed a particular edition of the magazine,

WORDS MATCHED **STEAM**

[Archive](#) · [Share](#) · [Translate](#)  

[Business Insider: Boosting tax revenue, other issues remain](#)

IndyStar | 05/08/15 07:18

ago. Most of the remaining education issues, such as **standardized testing** and the authority of the superintendent of public instruction, amounted ...

WORDS MATCHED **standardized testing**

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[Why these summer jobs will matter for high schoolers](#)

CNBC | 05/08/15 07:04

...with college, we need to start at high school and NAF's programs in **STEM** education. They produce

what we're looking for." A JOB YOU LIKE Seventeen-year-old...

WORDS MATCHED **STEM**



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[Legislators Likely to End Top 10 Percent Scholarships](#)

[The Texas Tribune](#) | 05/08/15 07:00

...then the \$2,000 bonus for students that were majoring in **STEM** fields , said Linda Battles, deputy commissioner for the coordinating board. Another...

WORDS MATCHED **STEM**



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[State Education Powers Shifted In Bill Signed By Pence](#)

[WLKI - Angola Indiana Radio](#) | 05/08/15 06:51

...has signed bills that shift authority over Indiana's **standardized testing** and other education policy matters away from State Schools Superintendent ...

WORDS MATCHED **standardized testing**



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[District 204's technology featured as 'future-ready' in national video](#)

[Daily Herald](#) | 05/08/15 06:30

...the district works with partners including the John C. Dunham **STEM** Partnership School at Aurora University, an online learning consortium with...

WORDS MATCHED **STEM**



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[Six Downingtown police officers swear-in](#)

[Daily Local News](#) | 05/08/15 06:30

...officers that serve in a rotation at Downingtown West High School, **STEM** Academy, Downingtown Middle School, Beaver Creek Elementary School and East...

WORDS MATCHED **STEM**

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[Science Center Hosting Summer Camps for Students](#)

[Southern Maryland News Net](#) | 05/08/15 06:29

...flashlight constellation activities. Aug. 17 through Aug. 21 **STEM** Sensation In this session, students will create items associated with **STEM**,

WORDS MATCHED **STEM**



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[Herbarium Perpetuates Legacy of Man Who Helped It Grow](#)

[The Business Journal](#) | 05/08/15 06:26

...getting real experience, which we re all proud of here in the **STEM** college. Throughout his nearly five decades at YSU, Chuey taught general education...

WORDS MATCHED **STEM**

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[Some see telescope as an opportunity for science education](#)

News 13 | 05/08/15 06:21

[313 other sources...](#)

...population. A push by the University of Hawaii has resulted in 12 percent of **STEM** majors at its three four-year campuses being Native Hawaiian , up from...

WORDS MATCHED **STEM**



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[May 30 deadline to apply for PUSH scholarships](#)

CrossRoadsNews | 05/08/15 06:14

Students also must demonstrate participation in community service, major in either **STEM** or business, and be willing to work two Summer Co-op ...

WORDS MATCHED **STEM**



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[NASCAR Next Helping Mold Drivers Off the Track](#)

Popular Speed | 05/08/15 06:03

...heading to Iowa Speedway very soon. NASCAR Next also focuses on the **STEM** (science, technology, engineering, math) program and will have drivers...

WORDS MATCHED **STEM**



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[Educators applaud measure targeting time on standardized exams](#)

The Pueblo Chieftain | 05/08/15 06:01

...to come to a consensus on a bill that will reduce state **standardized testing**. Testing bills in the Legislature were flying around like crazy ,

WORDS MATCHED **standardized testing**



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[Power of prayer](#)

Daily Commercial | 05/08/15 06:00

...offering plate was passed and funds raised were earmarked for the county s **STEM** (Science, Technology, Engineering and Mathematics) program. About \$1,800...

WORDS MATCHED **STEM**



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[Wanted: Greater diversity in tech -- but how?](#)

InfoWorld | 05/08/15 06:00

...Code, in middle school, 74 percent of girls express an interest in **STEM** fields, but only 0.3 percent of high school girls select computer science...

WORDS MATCHED **STEM**



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[Three UCR STEM students named winners of Strauss Scholarship](#)

[News On Feeds](#) | 05/08/15 05:46

Three UCR **STEM** students named winners of Strauss Scholarship Undergraduates at the University of California, Riverside are on a success roll .

WORDS MATCHED **STEM**



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[Ann Arbor Public Schools, teachers union head into negotiations](#)

[MLive.com](#) | 05/08/15 05:38

...district needs to align the contract with the 2011 and 2012 Michigan **school reform** legislation and with best practices. "This will be an important...

WORDS MATCHED **school reform**



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[Arts Just as Crucial as Math and Science, Say Education Experts](#)

[Foxboro Reporter](#) | 05/08/15 05:30

...(StatePoint) Science, Technology, Engineering and Math -- known collectively as **STEM** -- has been the buzz phrase for educators for some (StatePoint)

WORDS MATCHED **STEM, STEAM**

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[Waiting lists grow longer at Milwaukee's charter schools](#)

[Styrk](#) | 05/08/15 05:21

[1 other source...](#)

...kids out of Milwaukee s underperforming public schools and into the **STEM** (Science, Technology, Engineering and Mathematics)-intensive Carmen ...

WORDS MATCHED **STEM**



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[Senate denies city DOE the ability to set Specialized HS criteria](#)

[TimesLedger](#) | 05/08/15 05:16

...of the Bronx High School of Science said the racial gap in **standardized testing** is a more deeply entrenched issue in the city s education system .

WORDS MATCHED **standardized testing**



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[No STEM worker shortage](#)

[Yakima Herald Republic](#) | 05/08/15 05:13

No **STEM** worker shortage To the editor I found an April 12 guest editorial in this newspaper misleading. To the editor I found an April 12 guest ...

WORDS MATCHED **STEM**



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[Rolls-Royce Holdings Plc – Interim Management Statement](#)

[Bloomberg](#) | 05/08/15 04:50

...programmes. Globally we have over 1,000 Rolls-Royce **STEM** ambassadors who are actively involved in education programmes and activities; we have...

WORDS MATCHED **STEM**


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[LAPD questioned over homeless man's death](#)

[WCYB.com](#) | 05/08/15 04:39

...5-6-15 Something to squawk about: new Aflac training center **STEM** students learn firefighting from the air Emotional day for sister-daughter of...

WORDS MATCHED **STEM**

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[Some see Hawaii telescope as an opportunity for science education](#)

[Ledger-Enquirer](#) | 05/08/15 04:08

[13 other sources...](#)

...population. A push by the University of Hawaii has resulted in 12 percent of **STEM** majors at its three four-year campuses being Native Hawaiian , up from...

WORDS MATCHED **STEM**



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[Guest-worker visas and STEM jobs](#)

[Hazleton Standard-Speaker](#) | 05/08/15 04:01

Guest-worker visas and **STEM** jobs Editor, We have been hearing a lot about how we should be advancing **STEM** (science, technology, engineering and...

WORDS MATCHED **STEM**

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[YES Prep CEO stepping down](#)

[Houston Chronicle \(Premium\)](#) | 05/08/15 04:00

[2 other sources...](#)

...expand outside Houston for the first time, to join a nationally watched **school reform** effort in Tennessee. The YES board approved the exit in late...

WORDS MATCHED **school reform**

[Archive](#)

[Summer Learning Series Part 1: Great Offerings to Stem the Summer Slide](#)

[Parents Blogs - Scholastic.com](#) | 05/08/15 03:49

...these approaches, I have tried to include a diverse set of ELA, **STEM** , and health & wellness resources to address various subject matter needs . 1 .

WORDS MATCHED **STEM**



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[Opt for symbolic vote of rejection](#)

[Times Union Blogs](#) | 05/08/15 03:40

Opt-out has clearly signaled discontent with the over-emphasis on **standardized testing**, the rollout of the Common Core standards, the heavy reliance ...

WORDS MATCHED **standardized testing**



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[South Louisiana Community College Builds Health and Science Facility](#)

Tradeline, Inc. | 05/08/15 03:25

...accommodate programs in nursing and allied health as well as proving space for **STEM** (science, technology, engineering, and mathematics) classes. The...

WORDS MATCHED **STEM**


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[Hawaii closes in on gender equality](#)

WCYB.com | 05/08/15 03:23

...5-6-15 Something to squawk about: new Aflac training center **STEM** students learn firefighting from the air Emotional day for sister-daughter of...

WORDS MATCHED **STEM**


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[Texas + emojis = TexMojis](#)

WCYB.com | 05/08/15 03:08

...5-6-15 Something to squawk about: new Aflac training center **STEM** students learn firefighting from the air Emotional day for sister-daughter of...

WORDS MATCHED **STEM**



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['Teacher of the Year' in Bayonne puts her students first](#)

NJ.com | 05/08/15 03:02

...training in research protocols in molecular biology. She said the growth of **STEM** (science, technology, engineering, math) at Bayonne High School ...

WORDS MATCHED **STEM**



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[UNL is site of national Science Olympiad competition May 14-16](#)

College Of Journalism And Mass Communications | 05/08/15 03:01

...be determined by how well their egg survives the fall. UNL is hosting a free, public **STEM** Expo from 9 a.m. to 2 p.m. May 15 in Jorgensen Hall .

WORDS MATCHED **STEM**



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[SmartLab event teaches students about science, more](#)

Carlsbad Current-Argus | 05/08/15 03:00

...Hillcrest Elementary School were able to have fun while learning at a family **STEAM** night. The event, held April 30 for students and parents ,

WORDS MATCHED **STEM**



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[Friday Financial Five – May 8, 2015](#)

[GoLocalWorcester](#) | 05/08/15 02:44

...in this year's rankings. The commonwealth is a center for **STEM** jobs and university research and development, ranking 4th and 2nd, respectively ,

WORDS MATCHED **STEM**

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[SLCC holds 2015 Commencement Ceremony in West Valley City](#)

[Stock - AZCentral.com](#) | 05/08/15 02:15

[4 other sources...](#)

...Laboratories and has served as Governor Gary Herbert's chair over the **STEM** (Science, Technology, Engineering and Mathematics) Action Center Board .

WORDS MATCHED **STEM**



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[Competency-Based Education, IMS Initiatives](#)

[EdNET Insight](#) | 05/08/15 02:13

the PACE pilot will allow districts to reduce the level of **standardized testing** in favor of more locally managed assessments that will be more...

WORDS MATCHED **standardized testing**

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[Some see telescope as an opportunity for science education - The Denver Post](#)

[The Denver Post \(AP\)](#) | 05/08/15 02:01

...population. A push by the University of Hawaii has resulted in 12 percent of **STEM** majors at its three four-year campuses being Native Hawaiian , up from...

WORDS MATCHED **STEM**



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[Libraries bringing 3D printer maker spaces to Meridian](#)

[Meridian Press](#) | 05/08/15 02:00

...the students curriculum. She said some classes, such as the **STEM** classes at Heritage Middle where students are building cars and other machines...

WORDS MATCHED **STEM**

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[As telescope opposition boils over, some Native Hawaiians see science education opportunity](#)

[Fox News](#) | 05/08/15 01:45

[5 other sources...](#)

...math. In November, the telescope launched a fund that will contribute \$1 million annually for the 19-year Mauna Kea sublease for **STEM** education .

WORDS MATCHED **STEM**



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[In the lead](#)

[The Pueblo Chieftain](#) | 05/08/15 01:30

...school into a Science, Technology, Engineering and Mathematics, or **STEM**, school. He did so by transitioning from general science into teaching ...

WORDS MATCHED **STEM**

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[Latinos in Tech Innovation and Social Media \(LATISM\) Announces the 7th National Convention in Washington DC.](#)

[Seattlepi.com](#) | 05/08/15 01:26

[17 other sources...](#)

...opportunities that we face as a nation with the continued shortage of **STEM** workers and a growing Hispanic population not equipped to fill the jobs...

WORDS MATCHED **STEM**



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[Some See Telescope as an Opportunity for Science Education](#)

[ABCNews.com](#) | 05/08/15 01:18

...population. A push by the University of Hawaii has resulted in 12 percent of **STEM** majors at its three four-year campuses being Native Hawaiian , up from...

WORDS MATCHED **STEM**



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[Gifts given at Connellsville Canteen to fund positive programs in Fayette County](#)

[Tribune-Review \(AP\)](#) | 05/08/15 01:16

...\$5,000 for one Zspace education to assist with 3D modeling resources and **STEM** (science, technology, engineering, math); City Mission's Living -Stones...

WORDS MATCHED **STEM**



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[US JOB GROWTH SEEN REGAINING STEAM, KEEPING FED RATE HIKE ON TRACK](#)

[The Oregon Herald](#) | 05/08/15 01:15

US JOB GROWTH SEEN REGAINING **STEAM**, KEEPING FED RATE HIKE ON TRACK
WASHINGTON - U.S. job growth likely rebounded last month and the unemployment...

WORDS MATCHED **STEAM**



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[Gov. Mary Fallin: Investing in Oklahoma through science, technology, engineering and math](#)

[Tulsa World](#) | 05/08/15 01:15

...every Oklahoman. Science, technology, engineering and math (or **STEM**) lead to innovative breakthroughs that improve our quality of life, promote...

WORDS MATCHED **STEM**



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[Aunstintown Community Briefs](#)

[Vindy.com](#) | 05/08/15 01:05

...4th birthday Join OH WOW! and celebrate 4 years of providing **STEM** EDUtainment in downtown Youngstown and receive \$4 off general admission on...

WORDS MATCHED **STEM**



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[Kirijan: I'll be a strong superintendent](#)

[Thetimes-Tribune.com](#) | 05/08/15 00:59

find them and bring them here. She hopes to start a **STEAM** program emphasizing science, technology, engineering, arts and mathematics with the...

WORDS MATCHED **STEAM**



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[Letter to the Editor: There's good reason to opt out of PARCC](#)

[NorthJersey.com](#) | 05/08/15 00:50

...fraction of instruction time as compared to the high stakes, annual **standardized testing** that began in 2001 with NJ ASK under NCLB. PARCC and...

WORDS MATCHED **standardized testing**



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[Milton schools add programs, cut teachers for 2015-2016](#)

[The Patriot Ledger](#) | 05/08/15 00:21

...closing of reading and academic performance gaps, and raising the level of the **STEM** (science, technology and math) programs. That money will be used...

WORDS MATCHED **STEM**



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[Time for a change in Central Bucks leadership](#)

[The Intelligencer](#) | 05/08/15 00:15

...members were let go. I am concerned about the increase/emphasis on **standardized testing**. I want a leader who is not afraid to speak out about...

WORDS MATCHED **standardized testing**



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[Jacques: Discord hampers school reform in Michigan](#)

[The Detroit News](#) | 05/08/15 00:09

Jacques: Discord hampers **school reform** in Michigan Michigan's education chief has had zero involvement in recent efforts to turn around Detroit ...

WORDS MATCHED school reform, School Reform



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[Electric vehicle rally set for Lanier Tech's Forsyth campus](#)

Forsyth News | 05/08/15 00:07

*...inspiring, to say the least. This competition truly exemplifies the integration across curriculum that makes our **STEM** program so special . Kayla Robins*

WORDS MATCHED **STEM**



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[New IB Program A Big Win For RPBHS](#)

The Town-Crier Newspaper | 05/08/15 00:05

*...offerings, including the Excelsior, Global Business, HVAC, Medical Sciences and **STEM** academies. Now with the IB program, along with all of the existing...*

WORDS MATCHED **STEM**



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[Fleet Week Quad Cities](#)

DVIDS | 05/08/15 00:02

*...it protects through community relation projects, speaking engagements , **STEM** (Science, Technology, Engineering and Mathematics) demonstrations ...*

WORDS MATCHED **STEM**



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[Editorial: Free classes fail to make the grade with parents](#)

ABQJournal Online (AP) | 05/08/15 00:02

*APS recently dropped the free courses designed to get kids excited about **STEM** (science, technology, engineering and math) subjects or prepare ...*

WORDS MATCHED **STEM**



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[Alcalde presenta presupuesto para año fiscal 2016](#)

El Diario NY | 05/08/15 00:01

*...millones para CUNY para la expansión de programas que se enfoquen en la educación **STEM** sirviendo actualmente a 8,000 alumnos. Cristina Loboguerrero*

WORDS MATCHED **STEM**

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[International and U.S. Students and Teachers Headed to Toronto for 34th Annual International Space Development Conference](#)

Digital Producer | 05/08/15 00:01

[2 other sources...](#)

*...member. "Kids today are somewhat lacking in inspiration to pursue **STEM** fields and this conference is making giant strides to solve this problem ."*

WORDS MATCHED **STEM**

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[Little Scientists bringing German STEM education to preschoolers](#)

News On Feeds | 05/08/15 00:01

[1 other source...](#)

*Little Scientists bringing German **STEM** education to preschoolers Forbel Early Learning Centre is introducing preschoolers to science, technology ,*

WORDS MATCHED **STEM**



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[The emphasis on technology is a concern](#)

Pittsburgh Post-Gazette | 05/08/15 00:00

*...problems, we won't transcend them. This is a concern with the **STEM** (Science, Technology, Engineering, Math) emphasis in education. The challenge...*

WORDS MATCHED **STEM**



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[North Hills school board considers property tax increase](#)

Pittsburgh Post-Gazette | 05/08/15 00:00

*...equipment for the new Science, Technology, Engineering, Art and Mathematics (**STEAM**) center at the middle school; \$347,117 for updated curriculum ...*

WORDS MATCHED **STEAM**



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[36 Community Highlights: Mother's Day to Bird Watching. Architecture to Film Studies.](#)

Hilltown Families | 05/08/15 00:00

*...Plant Sales Preschool Highlights Astronomy Plant & Nature Studies History **STEM** Parent Workshops Art Walk Join our stellar team supporters! Become ...*

WORDS MATCHED **STEM, STEAM**



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[DPS plans to 'restructure' 8 schools](#)

Click On Detroit | 05/08/15 00:00

*...hopes to raise academic rigor, improve safety, and increase **STEM** opportunities for students. These eight schools are critical elements of this...*

WORDS MATCHED **STEM**

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[APS teacher: Evaluation model doesn't fit](#)

KOB.com | 05/07/15 23:50

[1 other source...](#)

*that really work hard with these kids that are just not ready for **standardized testing** at that level," Miner said. There is currently no plan...*

WORDS MATCHED **standardized testing**

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[Muscogee County School District 2015 Teacher of the Year is announced](#)

Styrk | 05/07/15 23:50

[1 other source...](#)

...awarded more than \$1.9 million through the Teacher of the Year, **STEM** -T3, Harvard Fellows and Harvard Project Zero programs, as well as grants .

WORDS MATCHED **STEM**



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[Central senior to attend Vanderbilt on Navy scholarship](#)

Columbia Daily Herald | 05/07/15 23:50

...be a woman, Hamilton said, and certainly doing something in the **STEM** (Science, Technology, Engineering and Mathematics) field helped. They are...

WORDS MATCHED **STEM**



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[Boy Scouts leader speaks at Duluth banquet](#)

Duluth News Tribune | 05/07/15 23:45

..."adventure-based Cub Scouts." The Boy Scouts also created a new **STEM** Scouts program focused on science and technology that will be rolled out in stages...

WORDS MATCHED **STEM**



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[Reaching students through hip-hop](#)

WRCBtv.com | 05/07/15 23:32

...are the same generations, populations that are usually under focused on **STEM**, science, technology engineering and mathematics, so we say 'hey ,

WORDS MATCHED **STEM**



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[Hawkins nutrition manager suspended following meat controversy](#)

WCYB.com | 05/07/15 23:30

...center Emotional day for sister-daughter of murder defendants **STEM** students learn firefighting from the air Bear roaming & startling Johnson ...

WORDS MATCHED **STEM**

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[Some Lawmakers Want Summer Vacation Canceled](#)

WILX | 05/07/15 23:27

...solution right now, Rep. Schor said roads aren't the only priority. He mentioned the budget, **school reform** and energy policy, as well. Ann Pierret

WORDS MATCHED **school reform**



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[Williamsville School Board candidates focus on mending rifts in district](#)

[The Buffalo News](#) | 05/07/15 23:22

...district's offices at Casey Middle School, touched on everything from **standardized testing** to the cost of school supplies, but the theme candidates...

WORDS MATCHED **standardized testing**



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[An Initiative to Help More Kids Find Future Careers in STEM](#)

[Fox 40 WICZ TV](#) | 05/07/15 23:18

An Initiative to Help More Kids Find Future Careers in **STEM** (Updated 11:02:59 PM) Getting more kids on career paths in science, technology, engineering,

WORDS MATCHED **STEM, STEAM**



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[Updates from Sen. Schatz](#)

[Hawaii 24/7](#) | 05/07/15 23:18

...(D-Hawaii) and Sherrod Brown (D-Ohio) introduced the Inspiring New **STEM** Professionals by Investing in Renovation of Education Spaces (INSPIRES) Act of...

WORDS MATCHED **STEM**



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[Pope pledges to give Lowell teachers tools they need](#)

[Lowell Sun Online \(AP\)](#) | 05/07/15 23:15

...successes in his previous position, including the start of a **STEM** early college program that partnered with Framingham State University to give...

WORDS MATCHED **STEM**



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[Assessment deal](#)

[The Durango Herald](#) | 05/07/15 23:13

...PARCC. While there are legitimate questions associated with any **standardized testing** mechanism, it is slightly premature to target PARCC for...

WORDS MATCHED **standardized testing**



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[BP Holdings Group Corporate Reports Egypt, Hong Kong](#)

[Daily Kos](#) | 05/07/15 23:10

...Studenten aus Wells Cathedral Senior School in Somerset die erste Ultimate **STEM**-Herausforderung gewannen-dieser Link in einem neuen Fenster-Wettbewerb ...

WORDS MATCHED **STEM**



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[Tom Brady remains mum about report](#)

WCYB.com | 05/07/15 23:03

...center Emotional day for sister-daughter of murder defendants **STEM** students learn firefighting from the air Bear roaming & startling Johnson ...

WORDS MATCHED **STEM**



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[STEM, Preschool Top School Debate](#)

CapeNews.net | 05/07/15 23:00

STEM, Preschool Top School Debate How do we keep students in the Mashpee Public Schools? How do we keep students in the Mashpee Public Schools ?

WORDS MATCHED **STEM**



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[Dept. of Workforce Development: DWD secretary to highlight talent development programs at Elkhorn Area School District](#)

WisPolitics.com | 05/07/15 22:58

...provider of K-12 science, technology, engineering, and math (**STEM**) programs. As the state's talent development agency, DWD connects employers ...

WORDS MATCHED **STEM**

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[PCS Edventures Announces Upcoming Robotics Webinar](#)

RoboticsTomorrow | 05/07/15 22:54

[4 other sources...](#)

...Edventures Announces Upcoming Robotics Webinar PCSV discusses the Future of Robotics in **STEM** Education. Boise, Idaho May 07, 2015 PCS Edventures !.com ,

WORDS MATCHED **STEM**, **STEAM**



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[Akakū's YBEAM Program Receives Grant from HEI & MECO](#)

Maui Now | 05/07/15 22:53

...hands-on experience in the areas of science, technology, engineering and math [**STEM**]. Having the support of MECO, one of our county's largest employers ,

WORDS MATCHED **STEM**



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[Standardized tests may not be required in Wisconsin](#)

News8000.com | 05/07/15 22:45

...may not be required in Wisconsin Proposed bill would remove **standardized testing** requirements A bill being proposed by a Wisconsin state representative ...

WORDS MATCHED **standardized testing**

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[Choice Group Inc. 2015 Inaugural 3D Art Summit](#)

DMN Newswire! | 05/07/15 22:43

[3 other sources...](#)

...Choice Group's 3D Game Design Program. Placing emphasis on **STEM** & New Media Arts education in underserved communities afforded a great treat ...

WORDS MATCHED **STEM**



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[Three Latina Engineers share tips for thriving in corporate America](#)

Hoy en Delaware | 05/07/15 22:36

...corporate America According to the U.S. Bureau of Labor Statistics, **STEM**-related jobs will grow to more than 9 million by 2022. According to...

WORDS MATCHED **STEM**

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[Stevens Institute of Technology Awarded NSF Grant to Attract Liberal Arts Graduates into the Software Engineering Field](#)

The State Journal | 05/07/15 22:07

[7 other sources...](#)

...access into Science, Technology, Engineering, and Math (**STEM**) professions by creating another pathway specifically for talented liberal arts...

WORDS MATCHED **STEM**



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[Common Core testing glitch affects 3,000 kids](#)

Simi Valley Acorn | 05/07/15 21:52

...annual exam, which takes the place of the old pencil-and-paper **Standardized Testing** and Reporting (STAR) system, is used to measure students aptitude ...

WORDS MATCHED **Standardized Testing**

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[House Oks bill allowing students to skip standardized tests](#)

StamfordAdvocate.com | 05/07/15 21:50

[6 other sources...](#)

...passed a bill allowing public school students to opt out of state **standardized testing**, but the legislation faces a possible veto by Gov. Jack...

WORDS MATCHED **standardized testing**



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[Kuster touts manufacturing industry progress](#)

Union Leader | 05/07/15 21:47

...Whitney Brothers Co., said well-trained employees versed in the **STEM** Science, Technology, Engineering and Math fields as well as manufacturing are...

WORDS MATCHED **STEM**



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[Two Events At Frontier May 13](#)

The Town-Crier Newspaper | 05/07/15 21:41

Two Events At Frontier May 13 Frontier Elementary School will hold its second **STEM** Night on Wednesday, May 13 from 6 to 8 p.m. Frontier Elementary ...

WORDS MATCHED **STEM**

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[Shifts of school policy authority from Ritz signed by Pence](#)

14 News | 05/07/15 21:34

[14 other sources...](#)

...(AP) - Measures that shift authority over Indiana's **standardized testing** and other education policy matters from Democratic INDIANAPOLIS (AP)

WORDS MATCHED **standardized testing**



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[小學生高中生 仍無緣免費午餐](#)

世界新聞網-北美華文新聞、華商資訊 | 05/07/15 21:26

工程和數學(Science Technology Engineering and Math, 簡稱**STEM**)領域,以**STEM**培訓為重的紐約市立大

WORDS MATCHED **STEM**


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[Students and Teachers Headed to Toronto for 34th Annual International Space Development Conference](#)

SpaceRef | 05/07/15 21:21

...member. "Kids today are somewhat lacking in inspiration to pursue **STEM** fields and this conference is making giant strides to solve this problem ."

WORDS MATCHED **STEM**



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[At 'Learning Summit', all agree: Cuomo's evaluation regs need major change](#)

Nysut.org | 05/07/15 21:21

...a political football or punitive "gotcha" system that revolves around **standardized testing**. "Our children are more than a test score and our...

WORDS MATCHED **standardized testing**

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[Alcoa and Lubrizol Foundations Sponsor First A World in Motion® Competition in Cleveland Metropolitan School District](#)

Chron.com | 05/07/15 21:15

[2 other sources...](#)

...A World In Motion® (AWIM) has been providing a quality **STEM** education experience to Cleveland Metropolitan School District (CMSD) 5th grade A...

WORDS MATCHED **STEM**

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[East Texas school officials hope voters support bond](#)

KTBS.com | 05/07/15 21:03

...to re purpose Sam Houston Middle school to a grade k-5 **STEM** academy . There would also be

security upgrades, including a controlled entrance ,

WORDS MATCHED **STEM**



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[State Of The Arts Education](#)

Neon Tommy | 05/07/15 20:50

...funds, especially when much-lamented Common Core requirements and **standardized testing** scores remain top markers for success, if only because...

WORDS MATCHED **standardized testing**

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[WaterBotics® STEM curriculum coming to 10 New Jersey-based Boys & Girls Clubs, via Walmart support and Stevens Institute of Technology partnership](#)

San Antonio Express-News | 05/07/15 20:38

[3 other sources](#)

WaterBotics® **STEM** curriculum coming to 10 New Jersey-based Boys & Girls Clubs, via Walmart support and Stevens Institute of Technology partnership ...

WORDS MATCHED **STEM**

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[Chief Executive Magazine Looks at Manufacturing Executives Communication Style](#)

Stock - AZCentral.com | 05/07/15 20:33

[1 other source](#)

...multi-ethnic employee base, while more than 60 percent of those with a **STEM** background felt there was a weakness in their leadership style . To read...

WORDS MATCHED **STEM**



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[New endowment to aid CovCath STEM program](#)

Cincinnati.com | 05/07/15 20:10

New endowment to aid CovCath **STEM** program A new endowment has been established at Covington Catholic High School to benefit the school's new...

WORDS MATCHED **STEM**

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[GCRL has surprise guests for Third Annual Celebration](#)

The Garden City News | 05/07/15 20:06

New York State Senator Kemp Hannon congratulated the parents for pursuing **STEM** initiatives in Garden City and wished the Garden City Friends of...

WORDS MATCHED **STEM**

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[Roseville gets ready to plunge into indoor skydiving](#)

The Press Tribune | 05/07/15 20:02

...three and 103. The company has also developed a relationship with the **STEM** (Science, technology,

engineering and math) Education Coalition , which...

WORDS MATCHED **STEM**

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[Texas House Defeats Blinn Revenue Redistribution Legislation](#)

WTAW | 05/07/15 19:58

Texas House Defeats Blinn Revenue Redistribution **Legislation** State lawmakers have defeated the idea of keeping Blinn College revenue generated...

WORDS MATCHED **Education, Legislation**

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[Delaware House passes bill allowing students to opt out of state standardized tests](#)

The Republic (AP) | 05/07/15 19:56

[2 other sources...](#)

...passed a bill allowing public school students to opt out of state **standardized testing**, but the legislation faces a possible veto by Gov. Jack...

WORDS MATCHED **standardized testing**

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[Design, STEM and Theater: 6 More New Summer Day Camps for NYC Kids](#)

eWallstreeter | 05/07/15 19:52

[1 other source...](#)

Design, **STEM** and Theater: 6 More New Summer Day Camps for NYC Kids Although we published a post about the best new camps set to debut in NYC...

WORDS MATCHED **STEM**

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[Navy stops in at Family Museum](#)

OurQuadCities | 05/07/15 19:52

[1 other source...](#)

Navy stops in at Family Museum It's all apart of their **STEM** tour. It 's all apart of their **STEM** tour. Navy Week continues with the navy stem tour...

WORDS MATCHED **STEM**

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[Amazon goes gender neutral in the toy section](#)

Blogs - Seattlepi.com | 05/07/15 19:43

[1 other source...](#)

...a plug for summer outdoor equipment such as swing sets, an ad for **STEM** toys and games and a promotion for package toy deals that allow you to...

WORDS MATCHED **STEM**

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[School day, interrupted: computer-based testing often putting freeze on classes in Miami-Dade, other counties](#)

MiamiHerald.com | 05/07/15 19:35

...doesn't have access to computers. They've been usurped for Florida's **standardized testing**. There's

not a lot of teaching going on this semester .

WORDS MATCHED **standardized testing**



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[Why so many tests? Eighth-grader seeks answer](#)

[San Francisco Chronicle](#) | 05/07/15 19:32

...I am on the brink of a grueling, three-week period of **standardized testing**, featuring state and federal mandatory tests such as the CAASP , I...

WORDS MATCHED **standardized testing**



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[Pasadena Unified's 2nd Annual Innovation Exposition Friday Shows Off Student STEM Ideas](#)

[Pasadena Now](#) | 05/07/15 19:32

...Unified's 2nd Annual Innovation Exposition Friday Shows Off Student **STEM** Ideas The Innovation Exposition is the Pasadena Unified School District s...

WORDS MATCHED **STEM**



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[House Republican-backed tax on oil passes House committee on second attempt](#)

[Daily Reporter](#) | 05/07/15 19:28

...(23) Subjects: Industry regulation (751) State legislature (998) **Legislation** (1045) Government regulations (1098) Government finance (1251) Government ...

WORDS MATCHED **Education, Legislation**



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[Letter: Opt for symbolic vote of rejection](#)

[Times Union](#) | 05/07/15 19:25

Opt-out has clearly signaled discontent with the over-emphasis on **standardized testing**, the rollout of the Common Core standards, the heavy reliance ...

WORDS MATCHED **standardized testing**

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[City offers new STEM summer program to hundreds of students](#)

[Chalkbeat - New York](#) | 05/07/15 19:20

City offers new **STEM** summer program to hundreds of students The city is offering 1,200 students a new opportunity to participate in free summer ...

WORDS MATCHED **STEM**

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[Grothman learns about charter schools in Oshkosh](#)

[The Oshkosh Northwestern](#) | 05/07/15 19:20

...is incorporating more science, technology, engineering and math, or **STEM**, components to its

curriculum, recently hiring a **STEM** coach, Anderson...

WORDS MATCHED **STEM**



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[Colleges mark commencement with notable speakers](#)

Claremont Courier | 05/07/15 19:19

...discovery, technological innovation and science, technology, engineering and mathematics (**STEM**) education. NASA's chief scientist from 1993 to 1996, Ms .

WORDS MATCHED **STEM**



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[3 local schools recognized for boosting opportunity](#)

LoHud.com | 05/07/15 19:17

...language learners and low-income students and gives them pathways to success. **School reform** is needed there's no doubt about it, said Carol Burris ,

WORDS MATCHED **School reform**



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[Cal State East Bay awarded 2014-15 Campus as a Living Lab Grant](#)

Noodles-USA | 05/07/15 19:17

including but not limited to Science, Technology, Engineering and Math (**STEM**) disciplines." The proposed project at CSUEB is the creation of...

WORDS MATCHED **STEM**



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[NYC students in underserved neighborhoods will be offered free summer science, technology courses](#)

NY Daily News | 05/07/15 19:15

seven, and 10 in June will participate in the city's free, SUMMER **STEM** 2015 program at 10 sites across the city, Fariña said at a press conference ...

WORDS MATCHED **STEM**



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[Charities Raise Fund By Repelling Down A Detroit Skyscraper \(Video\)](#)

CBS Detroit | 05/07/15 19:14

DAPCEP, provides educational programming in science, technology, engineering , mathematics (**STEM**), and medicine. This is really exciting. We serve 4,000...

WORDS MATCHED **STEM**

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[Oakland Teachers Vote to Authorize Strike, Stage 'Work-to-Rule' Actions in Protest of Low Pay](#)

In These Times | 05/07/15 19:12

...tenure, attempts to break teachers unions, an increase in **standardized testing** for students,

disruptive measures like school closings for schools...

WORDS MATCHED **standardized testing**

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[Philly's 'Call for Ideas' grants infuses cash into startups](#)

[Philly.com](#) | 05/07/15 19:10

...stipend to buy lab equipment for a dedicated FirstHand Lab student space and

STEAM(science/technology/engineering/arts/mathematics) initiatives .

WORDS MATCHED **STEAM**

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[Odessa College sets graduations](#)

[Styrk](#) | 05/07/15 19:02

[1 other source...](#)

business/industry, general studies and science, technology, engineering and math (**STEM**), MetaMajors, and adult basic education will be honored at the...

WORDS MATCHED **STEM**



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[High tech camp encourages girls to pursue STEM-related fields](#)

[Daily Herald \(AP\)](#) | 05/07/15 19:01

High tech camp encourages girls to pursue **STEM**-related fields LEHI -- More than 80 high school girls from across the state recently participated ...

WORDS MATCHED **STEM**



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[Column: Making a commitment to future generations in Beverly](#)

[Salem News](#) | 05/07/15 19:00

...science, technology, engineering, art, and mathematics (**STEAM**) opportunities. Beverly educators emphasized the importance of having separate ...

WORDS MATCHED **STEAM**



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[UN STRUGGLES TO STEM NEW RISE IN HAITI CHOLERA CASES](#)

[The Oregon Herald](#) | 05/07/15 18:56

UN STRUGGLES TO **STEM** NEW RISE IN HAITI CHOLERA CASES Pedro Medrano, the UN coordinator for Haiti's cholera outbreak, said years of work to beat...

WORDS MATCHED **STEM**



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[Greene Co. Day of Prayer](#)

[WCYB.com](#) | 05/07/15 18:56

5-7-15 Emotional day for sister-daughter of murder defendants **STEM** students learn firefighting from the air Thursday Afternoon's StormTrack 5 Forecast ...

WORDS MATCHED **STEM**



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[Apartments renovated, neighborhood looking better](#)

WCYB.com | 05/07/15 18:56

5-7-15 Emotional day for sister-daughter of murder defendants **STEM** students learn firefighting from the air Thursday Afternoon's StormTrack 5 Forecast ...

WORDS MATCHED **STEM**



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[Five great reasons to work for the federal government](#)

National Science Foundation | 05/07/15 18:50

Forty-five percent are science, technology, engineering or mathematics (**STEM**) professionals, 35 percent are part of business operations, 11 percent...

WORDS MATCHED **STEM**



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[Corporate boost for computer science at Oakland Unified](#)

EdSource | 05/07/15 18:46

...high schools focused on computer science and technology careers: a **STEM** science, engineering, technology and math pathway program at McClymonds ...

WORDS MATCHED **STEM**


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[Houston Solar Company Partners with South Union Community Development Corporation \(SUCDC\)](#)

FreeBusinessWire.com | 05/07/15 18:43

...energy company Simplify Solar has partnered with local non-profit **STEM**-focused organization SUCDC. ADVERT Houston-based residential solar energy...

WORDS MATCHED **STEM**



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[Sunny Best Connects Businesses And Stem Students](#)

Styrk | 05/07/15 18:40

Sunny Best Connects Businesses And Stem Students SUNY BEST connects businesses and **STEM** students SUNY BEST connects businesses and **STEM** students

WORDS MATCHED **STEM**

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[Flight systems get start in Davis County](#)

The Davis County Clipper (AP) | 05/07/15 18:37

...come out of Utah, he said. Speakers emphasized their support of **STEM** (Science, Technology, Engineering and Math) education in local schools .

WORDS MATCHED **STEM**

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[Digital arts drives local teen to pursue a new school](#)

WALB.com | 05/07/15 18:31

[7 other sources...](#)

...Forest High School and apply for the Academy of Arts Science and Technology , a **STEM** school, where she now majors in Digital Arts. "I take things I...

WORDS MATCHED **STEM**



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[9 Definitive Reasons Women Don't Belong in Tech](#)

Mic | 05/07/15 18:29

botany and health care services three of the fast-growing areas in **STEM** . They also haven't seen their representation in science and engineering ...

WORDS MATCHED **STEM**



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[Getting creative to teach safe prom practices](#)

WCYB.com | 05/07/15 18:25

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

WORDS MATCHED **STEM**

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[Blountville farmers market open for season](#)

WCYB.com | 05/07/15 18:25

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

WORDS MATCHED **STEM**



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[Contributing to our economy through tourism & promotion](#)

WCYB.com | 05/07/15 18:25

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

WORDS MATCHED **STEM**



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[Bristol Day of Prayer](#)

WCYB.com | 05/07/15 18:25

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

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[Sullivan Co. Day of Prayer](#)

WCYB.com | 05/07/15 18:25

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

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[Pence signs bill stripping Ritz of education authority](#)

The Star Press (AP) | 05/07/15 18:24

[2 other sources...](#)

...authority Measures that shift authority over Indiana's **standardized testing** and other education policy matters from Democratic state schools ...

WORDS MATCHED **standardized testing**



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[Mabton robotics programs growing](#)

Daily Sun News | 05/07/15 18:20

...district recently started a 21st Century after-school program that emphasizes **STEM** learning opportunities. He said he would like to work with the...

WORDS MATCHED **STEM**



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[Townview Students and HNTB Engineers Collaborate on Katy Trail Project](#)

Citybizlist | 05/07/15 18:20

...high school students to careers in the Architectural, Engineering, and Planning (AEP) industry while also reinforcing academic **STEM** curriculum .

WORDS MATCHED **STEM**



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[고소득 원하면 공학 전공하라](#)

Korea Daily | 05/07/15 18:14

지난 2013년의 대학 졸업자의 46%는 **STEM**(과학.기술.공학.수학)

WORDS MATCHED **STEM**



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[Vermont Senate gives school overhaul bill preliminary approval](#)

Daily Reporter | 05/07/15 18:03

...(2) Vermont state government (15) Subjects: State legislature (998) **Legislation** (1045) **Education** (1901) State governments (2237) Legislature (2453)

WORDS MATCHED **Education, Legislation**

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[BC-MD--Mid-Atlantic News Digest, MD](#)

AP (Hosted) | 05/07/15 18:01

SENT: 130 words. UPCOMING: 300 words, AP photo. XGR-**STANDARDIZED TESTING** DOVER, Del. The state House votes on a bill allowing Delaware public ...

WORDS MATCHED **STANDARDIZED TESTING**, standardized testing



[Archive](#)

[Team Of Worcester Prep Seniors And Faculty Members Create “Markerspace Playground”](#)

Maryland Coast Dispatch | 05/07/15 18:00

...bananas and MakeyMakey, building a bottle cap mural, and solving five **STEM** (science, technology, engineering, mathematics) challenges. Pictured are ,

WORDS MATCHED **STEM**

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[InVivo Therapeutics Reports 2015 First Quarter Financial Results and Business Update](#)

AP (Hosted) | 05/07/15 18:00

UNITED STATES NORTH AMERICA MASSACHUSETTS INDUSTRY KEYWORD: **STEM** CELLS HEALTH BIOTECHNOLOGY CLINICAL TRIALS HOSPITALS MEDICAL DEVICES PHARMACEUTICAL ...

WORDS MATCHED **STEM**

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[Presenting The Best \(And Worst\) College Majors](#)

Phil's Stock World | 05/07/15 17:58

[1 other source...](#)

...struggle, you ll teach children Here s a bit of color from the report : **STEM** (science, technology, engineering, and mathematics), health, and business...

WORDS MATCHED **STEM**



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[SUNY BEST connects businesses and STEM students](#)

WBNG-TV | 05/07/15 17:56

SUNY BEST connects businesses and **STEM** students Binghamton, NY (WBNG Binghamton) The SUNY Business and Education Cooperative of the Southern ...

WORDS MATCHED **STEM**



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[M. Potter confesses to murder in call with Barbara & Jenelle](#)

WCYB.com | 05/07/15 17:55

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

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[Asst. D.A. talks about former principal indicted](#)

WCYB.com | 05/07/15 17:55

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

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[Something to squawk about: new Aflac training center](#)

WCYB.com | 05/07/15 17:55

...Afternoon's StormTrack 5 Forecast Video: 5-7-15 **STEM** students learn firefighting from the air Spate of dead whales puzzles California biologists ...

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[Jensen Design & Survey Engineer travels to Tanzania for Engineers Without Borders Program](#)

PRLog | 05/07/15 17:53

...programs they partake in. JDS employees mentor younger aspiring engineers through **STEM** (science, technology, engineering, math) programs, and ...

WORDS MATCHED **STEM**



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[Toddler reunited with doctor who saved her life](#)

Click On Detroit | 05/07/15 17:52

...NEEDED. IT CAN BE PRETTY DELICATE BECAUSE WE'RE OPERATING AROUND THE BRAIN **STEM** AND SPINAL CORD, SOME OF THE MAJOR BLOOD VESSELS TO THE BACK OF THE...

WORDS MATCHED **STEM**



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[Special summer camp encourages girls to pursue STEM careers](#)

Journal Star | 05/07/15 17:50

Special summer camp encourages girls to pursue **STEM** careers 4G Camp scheduled for July at Bradley University stands for gadgets, games, girls ...

WORDS MATCHED **STEM**



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[Vernier Announces the Winners of its 2015 Engineering Contest](#)

The Journal | 05/07/15 17:49

...toward expenses to attend either the 2015 National Science Teachers Association **STEM** Forum and Expo in Minneapolis, MN, or the 2015 American ...

WORDS MATCHED **STEM**



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[In the Spotlight: May 7, 2015](#)

NAU News | 05/07/15 17:47

...Research Fellowship Program funds outstanding graduate students in supported **STEM** disciplines who are pursuing research-based graduate degrees ,

WORDS MATCHED **STEM**

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[House passes testing opt-out legislation](#)

[Delawareonline.com](#) | 05/07/15 17:46

[1 other source...](#)

...legislation Thursday that allows parents to prevent their children from taking **standardized testing** in Delaware's public schools. The bill, opposed...

WORDS MATCHED **standardized testing**

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[Pasadena Unified's 2nd Annual Innovation Exposition to Show Off Student STEM Ideas](#)

[Pasadena Now](#) | 05/07/15 17:40

...Unified's 2nd Annual Innovation Exposition to Show Off Student **STEM** Ideas The Innovation Exposition is the Pasadena Unified School District s...

WORDS MATCHED **STEM**



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[Bayonne's 'Teacher of the Year' puts science and her students first](#)

[South Jersey - NJ.com](#) | 05/07/15 17:38

...training in research protocols in molecular biology. She said the growth of **STEM** (science, technology, engineering, math) at Bayonne High School ...

WORDS MATCHED **STEM**



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[SBA announces revamped website, logo design competition](#)

[Hattiesburg American](#) | 05/07/15 17:37

...STTR programs, America's largest seed fund for small businesses in the **STEM** fields. These programs allocate \$2.5 billion a year to small innovators .

WORDS MATCHED **STEM**

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[International and U.S. Students and Teachers Headed to Toronto for 34th Annual International Space Development Conference®](#)

[KXXV-TV News Channel 25](#) | 05/07/15 17:34

[31 other sources...](#)

...member. "Kids today are somewhat lacking in inspiration to pursue **STEM** fields and this conference is making giant strides to solve this problem ."

WORDS MATCHED **STEM**



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[Souderton Area School Board Finance Committee considers final proposed budget](#)

[The Reporter](#) | 05/07/15 17:26

...state dollars. There has been talk in Harrisburg about cyber charter **school reform** and possible tuition cuts and a new pension bill was recently...

WORDS MATCHED **school reform**



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[11 Mother's Day facts](#)

[WCYB.com](#) | 05/07/15 17:20

...5-6-15 Something to squawk about: new Aflac training center **STEM** students learn firefighting from the air Emotional day for sister-daughter of...

WORDS MATCHED **STEM**



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[Peter Greene: Who Has Been Saved by High-Stakes Testing?](#)

[Diane Ravitch's blog](#) | 05/07/15 17:17

...by High-Stakes Testing? Peter Greene read the defense of **standardized testing** by civil rights groups. Peter Greene read the defense of **standardized**...

WORDS MATCHED **standardized testing**



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[Ken-A-Vision Announces EduCam Plus App that Broadcasts Live to Classroom Computers and Tablets](#)

[Newswire Today](#) | 05/07/15 17:16

...device, environment or maximize the core curriculum s inquiry-based concepts and **STEM** initiatives. Ken-A-Vision wants you to imagine, embrace and...

WORDS MATCHED **STEM**

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[Science Center STEAM Initiatives Program Is Now Called FirstHand; New FirstHand Lab Is Dedicated to STEAM Programming for Middle-Schoolers](#)

[ABC 33/40](#) | 05/07/15 17:12

[1 other source...](#)

Science Center **STEAM** Initiatives Program Is Now Called FirstHand; New FirstHand Lab Is Dedicated to **STEAM** Programming for Middle-Schoolers Philadelphia ,

WORDS MATCHED **STEM, STEAM**

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[Bills shifting school policy authority from Ritz to State Board of Education signed by Pence](#)

[The Republic \(AP\)](#) | 05/07/15 17:10

[4 other sources...](#)

...INDIANAPOLIS Measures that shift authority over Indiana's **standardized testing** and other education policy matters from Democratic state INDIANAPOLIS ...

WORDS MATCHED **standardized testing**



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[After-school program looks to Meyers High School whiz kids for ideas - Times Leader - timesleader.com](#)

Timesleader.com | 05/07/15 17:10

...just here to see the equipment, Strucko said prior to touring Meyers **STEM** (Science, Technology, Engineering and Math) facilities. We re here...

WORDS MATCHED **STEM**

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[Site Lets People Track Great White Sharks](#)

Washington Free Beacon | 05/07/15 17:08

...the public to learn alongside PhDs. The Landry s-developed **STEM** Education Curriculum, based on the Global Shark Tracker and Next Generation Science ...

WORDS MATCHED **STEM**



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[DPS plans restructuring at 8 schools to boost academics](#)

The Detroit News | 05/07/15 17:07

...program offerings, improved safety and increased opportunities for learning in **STEM** (science, technology, engineering and math) subjects . According...

WORDS MATCHED **STEM**



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[For All It's Worth: Measuring What Matters](#)

Nebraska State Education Association | 05/07/15 17:04

...colleagues know what policymakers do not reducing the amount of **standardized testing** would: Create more time for instruction to promote critical ...

WORDS MATCHED **standardized testing**



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[Making room for an 'A' in STEM](#)

FedScoop | 05/07/15 17:00

Making room for an 'A' in **STEM** Commentary: Janet Foutty, a principal with Deloitte Consulting LLP and leader of Deloitte s Federal Government ...

WORDS MATCHED **STEM, STEAM**



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[PBL and Standardized Tests? It Can Work!](#)

eWallstreeter | 05/07/15 16:51

...Andrew Miller acknowledges the tension between project-based learning and **standardized testing** prep, yet he also finds a wide Blogger Andrew ...

WORDS MATCHED **standardized testing**

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[Valley Insight: Positive Change Benefits Students At TVHS](#)

[InkFreeNews.com](#) | 05/07/15 16:50

...change can take the form of state or federal regulations, **standardized testing**, budget constraints, curriculum, immunizations, and graduation ...

WORDS MATCHED **standardized testing**

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[Here's how standardized tests like the SAT have poisoned America's classrooms](#)

[Business Insider](#) | 05/07/15 16:49

[1 other source...](#)

...American schools. In "The Test: Why Our Schools Are Obsessed with **Standardized Testing** But You Don't Have To Be," veteran education reporter ...

WORDS MATCHED **Standardized Testing**

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[3D Printable Cannybot Racers Zoom into STEAM Education](#)

[3DPrint.com](#) | 05/07/15 16:43

3D Printable Cannybot Racers Zoom into **STEAM** Education It has been apparent for a while now that North America must do a better job of training...

WORDS MATCHED **STEAM**

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[Central Arizona College Honors San Tan Campus Students](#)

[Trivalleycentral.com](#) | 05/07/15 16:40

...Behavioral Sciences Student of the Year David Anderson Kristopher Davis Outstanding **STEM** Student Michelle Muhs San Tan Tutor of the Year Brian Field...

WORDS MATCHED **STEM**

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[CareerSource Appoints 7 New Local Board Members](#)

[Business Report of North Central Florida](#) | 05/07/15 16:39

...for UF's Forensic Science graduate program. Smith's interests include **STEM**-related education and work information, and she brings a law enforcement ...

WORDS MATCHED **STEM**

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[Local schools ranked high by advocacy organization](#)

[Community Impact Newspaper](#) | 05/07/15 16:37

...elementary schools. The indicators used various results from **standardized testing** and graduation rates. Testing achievement scores are weighted ...

WORDS MATCHED **standardized testing**

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[Editorial:State should build for tomorrow](#)

[The Greenville News](#) | 05/07/15 16:33

...new expectations relevant to business and industry in areas such as **STEM**, manufacturing, information technology and health care. South Carolina...

WORDS MATCHED **STEM**



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[Can East board vow no more drama? Time will tell](#)

[Chicago Tribune](#) | 05/07/15 16:30

...brings to the table, as well as past accomplishments that include the **STEM** Magnet Academy and all-day kindergarten. And they insist a board leader...

WORDS MATCHED **STEM**



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[Pasadena Unified Names New Principal at Eliot Arts Magnet Middle School](#)

[California CA - AmericanTowns.com](#) | 05/07/15 16:24

...grant to create magnet schools at Eliot Arts Magnet, Washington **STEAM** Magnet Academy, Jackson **STEM** Dual Language Magnet and Washington Elementary ...

WORDS MATCHED **STEM**, **STEAM**



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[Hollywood's hottest celebrity moms](#)

[WCYB.com](#) | 05/07/15 16:20

...5-6-15 Something to squawk about: new Aflac training center **STEM** students learn firefighting from the air Emotional day for sister-daughter of...

WORDS MATCHED **STEM**



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[Twins from Surry, two of Hampton University's highest-achieving students, will graduate Sunday](#)

[Styrk](#) | 05/07/15 16:20

...for K-12 education and really encouraging more minorities to pursue **STEM** (science, technology, engineering and mathematics) fields," Britney ...

WORDS MATCHED **STEM**


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[Workforce Pipeline: Creating All-Stars Through Opening Doors: The Rippl3D Story](#)

[SME](#) | 05/07/15 16:19

...why then is it not obvious how these same principles could benefit **STEM**? A majority of **STEM** is still taught through study and lecture lecture...

WORDS MATCHED **STEM**



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[Vernier Offers Summer Institutes on Data Collection Technology](#)

[The Journal](#) | 05/07/15 16:16

...months to help science, technology, engineering and math (**STEM**) teachers integrate probeware and data-collection technology into their curricula .

WORDS MATCHED **STEM**



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[Humble ISD student, teacher chosen to lead marine research expedition in Bahamas with JASON Learning](#)

[Ourtribune.com](#) | 05/07/15 16:13

...s vision the Houston area is developing new ways of teaching and learning in **STEM** and JASON is happy to part of that model. Since 1990, JASON ...

WORDS MATCHED **STEM**



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[Lead Letter: Too much testing impedes learning](#)

[Jacksonville.com](#) | 05/07/15 16:12

...the curriculum, I have noticed an alarming trend related to **standardized testing**. I have generally supported a certain level of such testing ...

WORDS MATCHED **standardized testing**

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[Twitter users react to Stephen Colbert's gift to SC students](#)

[The Greenville News](#) | 05/07/15 16:09

...Thank you Steven Colbert. My grant on @DonorsChoose will be funded.
#**STEM**#a1digitalinnovation#PEStweetshttp://t.co/RrjaYsaIR Hope Meares (@MrsMearesClass)

WORDS MATCHED **STEM**



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[WCMS investigation referred to AG's Office](#)

[Nogales International](#) | 05/07/15 15:50

...recommendation from the ADE, launched its own investigation of **standardized testing** at Wade Carpenter. Superintendent Fernando Parra said Thursday ...

WORDS MATCHED **standardized testing**



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[WCMS investigation referred to Attorney General's Office](#)

[Nogales International](#) | 05/07/15 15:50

...recommendation from the ADE, launched its own investigation of **standardized testing** at Wade Carpenter. Superintendent Fernando Parra said Thursday ...

WORDS MATCHED **standardized testing**



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[Santa Clara, San Mateo county schools win state honors](#)

[Inside Bay Area](#) | 05/07/15 15:46

...replaces the California Distinguished Schools Program while the state initiates **standardized testing** to replace the former STAR test system . Schools...

WORDS MATCHED **standardized testing**

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[International and U.S. Students and Teachers Headed to Toronto for 34th Annual International Space Development Conference@](#)

AP (Hosted) | 05/07/15 15:38

...member. "Kids today are somewhat lacking in inspiration to pursue **STEM** fields and this conference is making giant strides to solve this problem ."

WORDS MATCHED **STEM**

[Archive](#)

[President Obama To Recognize Emerging Global Entrepreneurs](#)

AP (Hosted) | 05/07/15 15:30

...the Agency's mission-related challenges, and to encourage girls in **STEM**. Aazia seeks to give voice to a startup ecosystem that is reflective of...

WORDS MATCHED **STEM**



[Archive](#)

[Last chance to shine for Allen ISD school board hopefuls](#)

Star Local Media | 05/07/15 15:05

...first ones that all tables had a consensus on and agreed to. **Standardized testing** was also a topic of interest, as candidates were asked how ...

WORDS MATCHED **Standardized testing**



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[Having a \(mud\) ball](#)

STLtoday.com (AP) | 05/07/15 14:22

...Scouts of Eastern Missouri's three programmatic focus areas, along with **STEM** and Money Management. Honoring this innovative and fun project , Girl...

WORDS MATCHED **STEM**

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[Health IT Company CipherHealth Lends Support to Digital Girl, Inc.](#)

StreetInsider.com | 05/07/15 13:58

...average, hold less than 25 percent of science, technology, engineering and math (**STEM** NEW YORK, May 7, 2015 /PRNewswire/ -- While women, on average ,

WORDS MATCHED **STEM**

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[Telescope viewed as an opportunity for science education to some](#)



Honolulu Star-Advertiser | 05/07/15 13:23

...population. A push by the University of Hawaii has resulted in 12 percent of majors at its three

STEM

four-year campuses being Native Hawaiian , up from...

WORDS MATCHED **STEM**

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[Alabama House approves 'Tim Tebow' bill](#)

[Artesia News](#) | 05/07/15 13:10

*...published, broadcast, rewritten or redistributed. Tags: Alabama, **Education** , General news, Government and politics, **Legislation**, Legislature ,*

WORDS MATCHED **Education**, **Legislation**



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[The 10 Highest- and Lowest-Paying College Majors](#)

[Yahoo! Finance](#) | 05/07/15 12:37

*...all majors are created equal, however. Unsurprisingly, degrees in **STEM** (science, technology, engineering and mathematics) business and health...*

WORDS MATCHED **STEM**



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[This College Choice Could Make You \\$3Million Richer](#)

[Yahoo! News](#) | 05/07/15 12:35

*...Make You \$3Million Richer The differences in starting salaries for **STEM** majors versus those who study the humanities have been widely publicized .*

WORDS MATCHED **STEM**


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[Stephen Colbert Announces Funding for Nearly 1,000 South Carolina Classroom Projects on DonorsChoose.org](#)

[StreetInsider.com](#) | 05/07/15 12:33

*...the areas of science, technology, engineering and mathematics (**STEM**), environmental stewardship, broadband access, educational inclusion for...*

WORDS MATCHED **STEM**



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[BA supports STEM learning with windy solutions](#)

[Southernminn.com](#) | 05/07/15 12:12

*BA supports **STEM** learning with windy solutions Bethlehem Academy students were blown away by renewable resources while constructing wind turbines .*

WORDS MATCHED **STEM**

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[Students gear up for underwater robotics competition](#)

[Palos Verdes Peninsula News](#) | 05/07/15 12:10

*but the annual event uses marine technology to create interest in and improve **STEM** education. Since*

we started hosting the event in 2009, we ve...

WORDS MATCHED **STEM**

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[America's Top 10 Youth Volunteers of 2015 Named at 20th Annual Prudential Spirit of Community Awards](#)

[The Charleston Chronicle](#) | 05/07/15 10:16

...14,000 students in grades 2-12 develop their interest and skills in **STEM** subjects (science, technology, engineering and math) through summer camps ,

WORDS MATCHED **STEM**



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[Beyoncé Tops List of 50 Most Powerful Moms](#)

[eWallstreeter](#) | 05/07/15 08:00

...ago in blocks Most Powerful Moms in Congress, Most Powerful Moms in **STEM** before becoming one annual megalist in 2012. "Working Mother has been...

WORDS MATCHED **STEM**



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[Assembly Committee Approves Bill Ending Class-Size Reduction Program](#)

[Wisconsin Public Radio](#) | 05/07/15 07:55

Assembly Committee Approves Bill Ending Class-Size Reduction Program **Legislation** Would Replace SAGE With Achievement Gap Reduction Program The state...

WORDS MATCHED **Education, Legislation**



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[Around Town with Robert Airoidi: Congratulations to Morgan Hill educators honored in annual recognition](#)

[Morgan Hill Life](#) | 05/07/15 06:57

...Garcia, Paradise Valley Elementary School; Mary Kellogg, P.A. Walsh **STEAM** Academy; Marilyn Chong, Martin Murphy Middle School; Jim Hemeon , Live Oak...

WORDS MATCHED **STEAM**

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[ISTE 2015 Awards Honor Education Leaders for Transforming Learning. Leading in the Digital Age](#)

[CW15 - OMAHA](#) | 05/07/15 05:14

[1 other source...](#)

...Young Educator: Corey Holmer, technology integration coach and lead **STEM** Facilitator, Crystal Lake District 47, Illinois This award honors a...

WORDS MATCHED **STEM**



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[Please join us for a STEM Seminar on today on "The History and Overview of Hacki...](#)

Maine ME - AmericanTowns.com | 05/07/15 05:12

Please join us for a **STEM** Seminar on today on "The History and Overview of Hacki... From: York County Community College Please join us for a...

WORDS MATCHED **STEM**

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[WaterBotics STEM curriculum coming to 10 New Jersey-based Boys & Girls Clubs, via Walmart support and Stevens Institute of Technology partnership](#)

Kmph Fox 26 | 05/07/15 05:10

WaterBotics **STEM** curriculum coming to 10 New Jersey-based Boys & Girls Clubs, via Walmart support and Stevens Institute of Technology partnership ...

WORDS MATCHED **STEM**

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[Pearson responds to criticism about its standardized tests](#)

eWallstreeter | 05/07/15 05:00

...his HBO Last Week show, did a recent segment on the problems with **standardized testing**, the one company that he When John Oliver, on his HBO...

WORDS MATCHED **standardized testing**

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[At Albany 'summit,' officials extend deadline for revamping teacher-evaluation system](#)

Newsday (Premium) | 05/07/15 04:00

...College, asserted that "growth" scores based on Common Core **standardized testing** were too unreliable, statistically speaking, to be used in ratings...

WORDS MATCHED **standardized testing**

[Archive](#)

[BRIEF: Santa Clara, San Mateo county schools win state honors](#)

San Jose Mercury News (Premium) | 05/07/15 04:00

...replaces the California Distinguished Schools Program while the state initiates **standardized testing** to replace the former STAR test system . Schools...

WORDS MATCHED **standardized testing**

[Archive](#)

[School day, interrupted: Computer-based testing often putting freeze on classes in Miami-Dade, other counties](#)

Miami Herald (Premium) | 05/07/15 04:00

...doesn't have access to computers. They've been usurped for Florida's **standardized testing**. "There's not a lot of teaching going on this semester .

WORDS MATCHED **standardized testing**



[Archive](#)

[Three Seniors Earn Fellowships](#)

Wabash College | 05/07/15 03:44

...Endowment, Inc., the program seeks to place future teachers with **STEM** backgrounds science, technology, engineering, and mathematics into teaching in high-need...

WORDS MATCHED **STEM**



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[Alcoa and Lubrizol Foundations Sponsor First A World in Motion Competition in Cleveland Metropolitan School District](#)

Wandtv.com | 05/07/15 03:16

...World In Motion® (AWIM) has been providing a quality **STEM** education experience to Cleveland Metropolitan School District (CMSD) 5th grade students...

WORDS MATCHED **STEM**


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[MHS scholarships awarded](#)

The Daily Republican | 05/07/15 01:16

Logan; Anna Frerichs, Presidents Gold Scholarship, Peoples National Bank , **STEM**, Charles & Sue Broadway, Baylor University; Kacey Fruge, SIU- C...

WORDS MATCHED **STEM**

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[ST Math: Middle School Supplement Named Best Game-based Curriculum Solution at SIIA CODiE Awards](#)

ABC 33/40 | 05/06/15 23:16

[2 other sources...](#)

...country. ST Math has won a number of industry awards, including the **STEM** Innovation Award from the Silicon Valley Education Foundation (2012), the eSchool...

WORDS MATCHED **STEM**

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[Global Education Publisher CMRubinWorld is Asking Top 12 Global Teacher Bloggers How They Balance High Stakes Testing with Learning in Their Classrooms](#)

KXNet | 05/06/15 22:14

[2 other sources...](#)

...critical thinking and real world experience. But almost all feel that **standardized testing** misses the mark on whats important in the classroom . Read...

WORDS MATCHED **standardized testing**

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[Art, acting, adventure: Western Montana summer camps available for any interest](#)

Ravalli Republic | 05/06/15 20:00

Scholarships available for families in need. Participants bring own lunch . To sign up, call 728-**STEM** (7836). Get Set to Be a Vet, ages 6-9, June 15-19 ,

WORDS MATCHED **STEM**

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[NYC Daybook](#)

AP (Hosted) | 05/06/15 19:01

...Education Chancellor Farina public schedule - NYC Education Chancellor Carmen Farina visits **STEM** classrooms to make an announcement, PS 307 York St.,

WORDS MATCHED **STEM**, **STEAM**



[Archive](#)

[4 Spring-Ford School Board candidates vie for 2 Region 1 seats](#)

The Mercury | 05/06/15 18:45

and Social Studies. On the secondary level a modernized learning pilot , **STEM/STEAM** (Science, Technology, Engineering and Math/Science, Technology ,

WORDS MATCHED **STEM**, **STEAM**

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[STEMtech Conference Exhibitors Gain Access to Community College and University Representatives From Across the U.S.](#)

WBOY-TV | 05/06/15 11:06

[4 other sources...](#)

government officials, and community and business leaders interested in **STEM**, analytics, metadata, advanced technology, and learning management ...

WORDS MATCHED **STEM**

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[Cubic Named Top 25 2015 STEM Jobs Approved Employer](#)

100.7 Jack FM | 05/05/15 23:20

[1 other source...](#)

Cubic Named Top 25 2015 **STEM** Jobs Approved Employer Posted: Tuesday, May 5, 2015 7:51 AM EDT This article was originally distributed via PRWeb .

WORDS MATCHED **STEM**

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[STEM Jobs Releases First-Ever List of STEM Approved Employers \(SM\) - Prestigious list identifies the nations leaders in STEM hiring and diversity.](#)

KSWO-TV 7 | 05/05/15 22:27

[1 other source...](#)

STEM Jobs Releases First-Ever List of **STEM** Approved Employers (SM) - Prestigious list identifies the nations leaders in **STEM** hiring and diversity .

WORDS MATCHED **STEM**

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[Nevada Daybook](#)

AP (Hosted) | 05/05/15 16:01



...place winners of the 2nd Annual House App Challenge and deliver a **STEM** presentation to students enrolled in the school's **STEM** program Location :

WORDS MATCHED **STEM**[Archive](#)[See More Results](#)**Schools in the News****Obama & The Death Of Our Republic**



Before It's News | 05/07/15 20:41

*...in Congress: A plan to add gender identity to a Virginia **school**'s nondiscrimination policy has enraged parents and preachers, but leaders of...***WORDS MATCHED** school, Fairfax County Public Schools, Burke, School[Archive](#) · [Share](#) · [Translate](#)  **TODD STARNES School faces funding cut if it drops transgender plan**



KBET 790 Talk Now | 05/07/15 18:26

*TODD STARNES **School** faces funding cut if it drops transgender plan A plan to add gender identity to a Virginia **school**'s nondiscrimination policy...***WORDS MATCHED** Fairfax, school, high school, Fairfax County Public Schools, Burke, School[Archive](#) · [Share](#) · [Translate](#)  **Parents, Pastors Try to Block School's Transgender Policy**

Townhall | 05/07/15 16:44

[1 other source...](#)*Parents, Pastors Try to Block **School**'s Transgender Policy A plan to add gender identity to a Virginia **school**'s nondiscrimination policy has enraged...***WORDS MATCHED** school, Fairfax County Public Schools, Burke, School[Archive](#) · [Share](#) · [Translate](#)  **Obama Administration threatens to cut school funds over transgender rights**

Christian Examiner | 05/07/15 16:43

*Obama Administration threatens to cut **school** funds over transgender rights **FAIRFAX**, Va. (Christian Examiner) -- A plan to add "gender identity "***WORDS MATCHED** Fairfax, school, high school, Fairfax County Public Schools, FAIRFAX, Burke, School[Archive](#) · [Share](#) · [Translate](#)  **TODD STARNES: Parents, pastors try to block school's transgender policy**

KBET 790 Talk Now | 05/07/15 14:41

*TODD STARNES: Parents, pastors try to block **school**'s transgender policy A plan to add gender identity to a Virginia **school**'s nondiscrimination ...***WORDS MATCHED** Fairfax, school, high school, Fairfax County[Archive](#) · [Share](#) · [Translate](#)  

Public Schools, Burke, School

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Students in the News

[Equality Virginia applauds Fairfax County School Board for voting to update non-discrimination policy](#)

Augusta Free Press | 05/07/15 23:18

...County School Board Members for voting on Thursday to update **Fairfax County Public Schools** non-Equality Virginia applauds Fairfax County School...

WORDS MATCHED bullying, students, student, Fairfax County Public Schools

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Gender Issue

[Outraged parents vow to take down school board over gender identity: 'We will remember in November'](#)

The Washington Times | 05/08/15 06:01

Outraged parents vow to take down school board over **gender identity** : We will remember in November
Hundreds of parents and northern Virginia residents...

WORDS MATCHED gender identity, Fairfax County Public School, transgender, FCPS



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[Fairfax County schools ban anti-trans discrimination](#)

Washington Blade | 05/08/15 02:20

Fairfax County schools ban anti-trans discrimination **Fairfax County Public Schools** on Thursday became the first school district in Virginia to...

WORDS MATCHED gender identity, Fairfax County Public Schools, transgender

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[Fairfax County School Board adds 'gender identity' to nondiscrimination policy](#)

WTOP.com | 05/08/15 00:47

Fairfax County School Board adds **gender identity** to nondiscrimination policy WASHINGTON The **Fairfax County Public School** system s nondiscrimination ...

WORDS MATCHED gender identity, Fairfax County Public School, transgender, FCPS

[Archive](#) • [Share](#) • [Translate](#)  

[School transgender rights bill passes in Fairfax County | District Administration Magazine](#)

[District Administration](#) | 05/07/15 23:55

School **transgender** rights bill passes in Fairfax County | District Administration Magazine **Fairfax County Public School** board members voted 10- 2

WORDS MATCHED gender identity, Fairfax County Public School, transgender



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[Equality Virginia applauds Fairfax County School Board for voting to update non-discrimination policy](#)

[Augusta Free Press](#) | 05/07/15 23:18

...County School Board Members for voting on Thursday to update **Fairfax County Public Schools** non- Equality Virginia applauds Fairfax County School...

WORDS MATCHED gender identity, Fairfax County Public Schools, transgender

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[ACLU of Virginia praises Fairfax County School Board vote to make its schools discrimination-free zones](#)

[Augusta Free Press](#) | 05/07/15 23:10

...Board s vote to pass Policy 1450.6 that will add **gender identity** to the categories of prohibited discrimination. This decision comes after the...

WORDS MATCHED gender identity, Fairfax County Public Schools, transgender



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[Fairfax School Board votes to add gender identity to non-discrimination policy](#)

[Insidenova.com](#) | 05/07/15 22:27

Fairfax School Board votes to add **gender identity** to non-discrimination policy Transgendered students and staff members in **Fairfax County Public**...

WORDS MATCHED Transgender, gender identity, Fairfax County Public Schools



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[Feds Forcing Public Schools To Adopt 'Nondiscrimination' For Transgender Teachers And Students](#)

[Pat Dollard](#) | 05/07/15 22:22

Feds Forcing Public Schools To Adopt Nondiscrimination For **Transgender** Teachers And Students (CNSNews.com) The U.S. Department of Education is...

WORDS MATCHED Transgender, gender identity, Fairfax County Public Schools, Gender Identity, transgender, FCPS

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[Obama & The Death Of Our Republic](#)

Before It's News | 05/07/15 20:41

*nor did their representatives in Congress: A plan to add **gender identity** to a Virginia school's nondiscrimination policy has enraged parents...*

WORDS MATCHED gender identity, Fairfax County Public School, Fairfax County Public Schools, transgender, FCPS

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[TODD STARNES School faces funding cut if it drops transgender plan](#)

KBET 790 Talk Now | 05/07/15 18:26

[1 other source...](#)

*TODD STARNES School faces funding cut if it drops **transgender** plan A plan to add **gender identity** to a Virginia school's nondiscrimination policy...*

WORDS MATCHED gender identity, Fairfax County Public School, Fairfax County Public Schools, transgender, FCPS



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[Feds Forcing Public Schools To Adopt "Nondiscrimination" For Transgender Teachers And Students... | Weasel Zippers](#)

Weasel Zippers | 05/07/15 17:25

*Feds Forcing Public Schools To Adopt Nondiscrimination For **Transgender** Teachers And Students | Weasel Zippers This is spreading like wildfire.*

WORDS MATCHED Transgender, gender identity, Fairfax County Public Schools, Gender Identity, transgender, FCPS

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[Parents, Pastors Try to Block School's Transgender Policy](#)

Townhall | 05/07/15 16:44

[1 other source...](#)

*Parents, Pastors Try to Block School's **Transgender** Policy A plan to add **gender identity** to a Virginia school's nondiscrimination policy has enraged...*

WORDS MATCHED Transgender, gender identity, Fairfax County Public School, Fairfax County Public Schools, transgender, FCPS



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[Obama Administration threatens to cut school funds over transgender rights](#)

Christian Examiner | 05/07/15 16:43

*Obama Administration threatens to cut school funds over **transgender** rights FAIRFAX, Va. (Christian Examiner) -- A plan to add "**gender identity**"*

WORDS MATCHED gender identity, Fairfax County Public School, Fairfax County Public Schools, transgender, FCPS

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[TODD STARNES: Parents, pastors try to block school's transgender policy](#)

KBET 790 Talk Now | 05/07/15 14:41

*TODD STARNES: Parents, pastors try to block school's **transgender** policy A plan to add **gender identity** to a Virginia school's nondiscrimination ...*

WORDS MATCHED gender identity, Fairfax County Public School, Fairfax County Public Schools, transgender, FCPS

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#saveFCPS



ConfusedPOLs @ConfusedPOLs

05/07/15 23:09

[#saveFCPS Superintendent s/b fired & school board recalled. They voted against PARENTS & now opposite genders in bathrooms & locker rooms.](#)


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MVMAJORS @MVMAJORS

05/07/15 21:22

[Look who is featured. We love Ms. Rockeymore and Jordan. https://twitter.com/fcpsnews/status/596335631787241472 ... #TeacherAppreciationWeek #saveFCPS http://www.fcps.edu/savefcps pic.twitter.com/VhOyIngRG2](#)

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Blog Posts



[TODD STARNES School says Feds forced it to adopt transgender...](#)

irasciblemusings.com | 05/08/15 01:07

UPDATE: The Fairfax County Public Schools School Board voted Thursday night to add "gender identity" to its nondiscrimination policy in spite of massive opposition from parents and the area's religious community. Police were summoned to control a standing-room-only crowd as board members approved the controversial measure. Critics argued it would allow boys who identify as girls to use the bathrooms and locker rooms of their choice — and vice versa. Parents also had concerns about the

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[Obama & The Death Of Our Republic](#)

wolfhowling.blogspot.com | 05/07/15 20:34

withdraw federal funding. Critics warn the Fairfax County Public School policy would allow boys who identify as girls to use the locker rooms and bathrooms of their choice — as well as participate on athletic teams of their choosing. Martin Baker, the pastor of Burke Community Church, warned that "the damage and destruction to our children, teens and impacted adults will be incalculable."

"Everything from locker rooms to bathrooms will be potentially open for people who simply feel that their

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Strong Leadership Leads to Strong Education We need to come.....

innovationinqualityeducation.blogspot.com | 05/07/15 20:07

quotes "The public education in America is brain dead and young students are being cheated in education" (Interview, 2:45-2:51). Students here in Fairfax County Public Schools are being cheated. There are Principles who don't allow students to fail any classes because they are afraid it could lead in having less funds by the government and/or having a bad reputation in the school boards. Not giving an F to students that deserve the grade is a complete cheat. Students need these kinds of

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TODD STARNES School faces funding cut if it drops transgende...

irasciblemusings.com | 05/07/15 20:01

A plan to add "gender identity" to a Virginia school's nondiscrimination policy has enraged parents and preachers, but leaders of the nation's tenth largest school district say unless they make the change, the U.S. Department of Education could withdraw federal funding. Critics warn the Fairfax County Public School policy would allow boys who identify as girls to use the locker rooms and bathrooms of their choice – as well as participate on athletic teams of their choosing. [CLICK HERE TO FOLLOW](#)

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Twitter Mentions



MountVernonDems @MountVernonDems

05/08/15 06:26

RT @lowkell: Full video of last night's Fairfax County Public Schools meeting. incl. debate over transgender non-discrimination <http://t.c...>

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bluevirginia @bluevirginia

05/08/15 06:18

RT @lowkell: Video: @jeisrael Speaks in Support of #Transgender Rights in #Fairfax County Public Schools <http://t.co/NBrjk0zWrY> #lgbt #equa...

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bluevirginia @bluevirginia

05/08/15 06:18

RT @lowkell: Full video of last night's Fairfax County Public Schools meeting.

[incl. debate over transgender non-discrimination http://t.c...](#)



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lowkell @lowkell

05/08/15 06:13

[Full video of last night's Fairfax County Public Schools meeting. incl. debate over transgender non-discrimination http://t.co/dC30Vs6XTv](#)

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matthewstensrud @matthewstensrud

05/08/15 00:59

[Proud of my employer! RT @EvanBaines: Fairfax County Public Schools passes gender identity protections! #FCPS #ONEFairfax #Policy1450](#)



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sarasponda @sarasponda

05/07/15 23:35

[RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...](#)

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AdamEbbin @AdamEbbin

05/07/15 23:29

[RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...](#)



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saisondejane @saisondejane

05/07/15 23:21

[RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...](#)

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lrc2009 @lrc2009

05/07/15 23:09

[RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...](#)



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jnwoolwine @jnwoolwine

05/07/15 22:54

[I am so proud to be a teacher for @fcpsnews #FCPS #Equality #FairfaxCountyPublicSchools](#)

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therapistnicole @therapistnicole

05/07/15 22:49

[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)



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ShawnYancy @ShawnYancy

05/07/15 22:39



[RT @AlexandraFox5DC: Fairfax county public schools votes to update non discrimination policy to include gender identity and protect transge...](#)


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Fox5Shawn @Fox5Shawn

05/07/15 22:39

[RT @AlexandraFox5DC: Fairfax county public schools votes to update non discrimination policy to include gender identity and protect transge...](#)

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fox5margie @fox5margie

05/07/15 22:39

[RT @AlexandraFox5DC: Fairfax county public schools votes to update non discrimination policy to include gender identity and protect transge...](#)



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AlexandraFox5DC @AlexandraFox5DC

05/07/15 22:32

[Fairfax county public schools votes to update non discrimination policy to include gender identity and protect transgender students & staff](#)



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vavujypyvydo @vavujypyvydo

05/07/15 22:30

[RT @SACHSAI: @ashikur24736671 Indian American Women Racially Discriminated.Harassed at Fairfax County Public School,Virginia,USA http://t...](#)


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jakylyguhito @jakylyguhito

05/07/15 22:30

[RT @SACHSAI: @Kuvi13Batth Indian American Women Racially Discriminated.Harassed at Fairfax County Public School,Virginia,USA http://t.co/...](#)



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wyjobibizof @wyjobibizof

05/07/15 22:30

[RT @SACHSAI: @ayaznawaz14 Indian American Women Racially Discriminated.Harassed at Fairfax County Public School,Virginia,USA http://t.co/...](#)



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lybunucycol @lybunucycol

05/07/15 22:29

[RT @SACHSAI: @faizan01orai Indian American Women Racially Discriminated.Harassed at Fairfax County Public School,Virginia,USA http://t.co...](#)

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nijycuqywes @nijycuqywes

05/07/15 22:29

[RT @SACHSAI: @madaanrajesh11 Indian American Women Racially](#)



[Discriminated.Harassed at Fairfax County Public School.Virginia.USA http://t.co/D...](http://t.co/D...)

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silopyzijuj @silopyzijuj

05/07/15 22:28

RT @SACHSAI: @kauan13451 Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#)
<http://t.co/D...>

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wypajyneliso @wypajyneliso

05/07/15 22:28

RT @SACHSAI: @yonamakbar Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#)
<http://t.co/D...>

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naloqumevoto @naloqumevoto

05/07/15 22:28

RT @SACHSAI: @6d0709e352014f2 Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#) <http://t...>

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cycequnedylu @cycequnedylu

05/07/15 22:28

RT @SACHSAI: @Tung_DD Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#)
<http://t.co/DB8l...>

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wyjobibizof @wyjobibizof

05/07/15 22:28

RT @SACHSAI: @Anindyafahmi Indian American Women Racially
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<http://t.co...>

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mejysorolozo @mejysorolozo

05/07/15 22:28

RT @SACHSAI: @Pravinraj1997P Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#) <http://t...>

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manohucumyk @manohucumyk




05/07/15 22:28




RT @SACHSAI: @enbeyazsiyah Indian American Women Racially
[Discriminated.Harassed at Fairfax County Public School.Virginia.USA](#)
<http://t.co...>




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- 




CombsKeith @CombsKeith 05/07/15 22:20
RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT
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fogliz @fogliz 05/07/15 22:18
RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT
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fogliz @fogliz 05/07/15 22:17
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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BloodGrin946 @BloodGrin946 05/07/15 22:16
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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Quahoug @Quahoug 05/07/15 22:15
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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LexLeeCin @LexLeeCin 05/07/15 22:13
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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EqualityVA @EqualityVA 05/07/15 22:13
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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MariaS_227 @MariaS_227 05/07/15 22:10
RT @EvanBaines: Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFair...
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Bulla_Adriano @Bulla_Adriano 05/07/15 22:03
RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT
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-
-  **arimont** @arimont 05/07/15 22:02
[GOOD: Tonight the Fairfax County Public School Board voted to ban transgender discrimination in schools.](#)
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-  **SutherlandLAD** @SutherlandLAD 05/07/15 21:53
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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-  **tgreeson** @tgreeson 05/07/15 21:51
[RT @equalityva: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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-  **EvanBaines** @EvanBaines 05/07/15 21:51
[Fairfax County Public Schools is the the first Virginia school system to pass trans*-inclusive anti-discrimination #ONEFairfax #FCPS](#)
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-  **CitizenMurdock** @CitizenMurdock 05/07/15 21:50
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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-  **joshualaporte** @joshualaporte 05/07/15 21:50
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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-  **_Gonzi** @_Gonzi 05/07/15 21:50
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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-  **TinyStepsMommy** @TinyStepsMommy 05/07/15 21:49
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
[Archive](#) · [Share](#)  
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-  **EvanBaines** @EvanBaines 05/07/15 21:49
[RT @EqualityVA: YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)
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EqualityVA @EqualityVA

05/07/15 21:49

[YES!! Fairfax County Public Schools updates non-discrimination policy to include gender identity! #OneFairfax #LGBT](#)



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POLSRichmond @POLSRichmond

05/07/15 20:40

[Video: Joshua Israel Speaks in Support of Transgender Rights in Fairfax County Public Schools: Nice job by Joshua... http://t.co/L8x1af1WIE](#)



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lowkell @lowkell

05/07/15 20:11

[Video: @jeisrael Speaks in Support of #Transgender Rights in #Fairfax County Public Schools http://t.co/NBrik0zWrY #lgbt #equality](#)

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bribri4life2 @bribri4life2

05/07/15 18:23

[Fairfax County Public Schools Board: Extend Non-Discrimination Policies to Transgender FCPS Students ... https://www.change.org/p/fairfax-county-public-schools-board-extend-non-discrimination-policies-to-transgender-fcps-students-and-...](#)

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From: [Case, Alexander](#)
To: [Tyler, Deborah L.](#)
Cc: [Garza, Karen](#)
Subject: Re: FYI
Date: Friday, May 08, 2015 9:02:41 AM

Interesting! I am aware of [REDACTED] you and our team have previously met about/discussed [REDACTED]. In that case it was the [REDACTED] acting out against the protocol set since middle school, the [REDACTED] did attempt to use a different gender restroom, and the staff was able to react quickly in line with our guidance from General Counsel. I am not aware of any other instances and [REDACTED]. I can alert my team to keep an eye out but I do genuinely believe the suspicion unfounded.

If you would like me to loop back with anyone I am happy to do so.

Alex

Alexander B. Case
Principal
West Potomac High School

Sent from my iPhone

On May 8, 2015, at 8:38 AM, Tyler, Deborah L. <dltyler@fcps.edu> wrote:

Yes, we will look into this and get back to you.

Debi

Sent from my iPad

On May 7, 2015, at 11:26 PM, "Garza, Karen" <kkgarza@fcps.edu> wrote:

Can you check into this?

Sent from my iPhone

Begin forwarded message:

From: "Reed, Patty (School Board Member)"
<psreed1@fcps.edu>
Date: May 7, 2015 at 10:02:01 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>
Subject: Fwd: FYI

I don't know if everyone received this.

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

Begin forwarded message:

From: mai <maggi_acg@yahoo.com>
Date: May 7, 2015 at 9:22:07 PM EDT
To: "Reed, Patty (School Board Member)"
<psreed1@fcps.edu>
Subject: FYI

A frien'd son says they're already boys using the girls restroom at Westpo HS.

mai
Sent from my iPhone

From: [Clint Shondelmyer](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: RE: Nondiscrimination Vote, May 7, 2015
Date: Friday, May 08, 2015 9:22:23 AM

Mr. McElveen,

Your sponsorship of the move to add “gender identity” to the current Fairfax County School Board’s nondiscrimination policy was an egregious use of power and political motivation of which I have not seen before. To make sweeping changes for a group of students that comprise far less than one percent of the total student population is a total loss of common sense and poor policy making. And the fact that this was pushed forward against the wishes of many parents of whom you are to be serving further shows this was not about doing what is best for the students but what is politically correct. This was not a vocal minority that showed up at the meeting on May 7, but representative of the majority of parents in this district.

I note that your current term expires December 31, 2015, and I hope that those you are supposed to be serving recognize that this current school board is not looking out for the best interests of the students but rather their own social and political motivations, and will not re-elect any of those who voted for this proposal.

With much regret,

Clint Shondelmyer



From: [Jeff \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: THANK YOU!
Date: Friday, May 08, 2015 9:23:49 AM

Mr. McElveen,

Thank you so much for saying what you did last night. Your words were very moving and compelled me to send you this email. You are 100% correct that LGBT rights are today's civil rights. Reminding the crowd of our wrong decision 50 years ago was especially powerful. I applaud your restraint in front of such a vocal and hostile crowd.

My [REDACTED]. I can verify that the teachers, counselors, administrators and SAC workers who have worked with [REDACTED] have all done what the Board members told the crowd that they have been doing. Despite not being specifically covered in the non-discrimination policy, they have provided a safe place for [REDACTED] to learn.

[REDACTED] however, had the "luxury" of transitioning during the summer before kindergarten. Most of [REDACTED] students are completely unaware that [REDACTED] transgender. [REDACTED] has not had to deal with the often painful process that other transgender children have to deal with when they realize who they really are. Adding Gender Identity protects [REDACTED] and all other transgender people in FCPS. It provides them with the knowledge that FCPS officially welcomes them.

Thank you for doing the right thing.

Jeff [REDACTED]

From: [Chris Gerard](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Thank you!
Date: Friday, May 08, 2015 9:43:34 AM

Mr. McElveen,

I wrote the FCPS board, but I wanted to contact you personally to express my deep appreciation for your courage in standing up for fairness and equality in the face of deeply ingrained ignorance and bigotry. Your voice for the most vulnerable of students sends a clear message to these young people that their lives DO matter. I am not transgender, but I had so many struggles as a young gay person growing up in rural West Virginia. I was bullied traumatically, and those experiences have in many ways shaped my life. Anything that can be done to help make school a welcoming and positive experience for ALL is to be commended. I wish I had felt that anybody cared about me when I was going through daily torment 25 years ago. Your actions will make a difference to young people who are going through a difficult journey.

You are probably getting hate mail from across Fairfax County and elsewhere, but as a resident of Fairfax County who is married to a FCPS teacher (and finally recognized in our own state!!) I wanted to let you know that you have my admiration and thanks. Anytime any of us have the power to impact lives for the better that opportunity must be seized, and you did exactly that.

Best,
- Chris Gerard


From: [Heather Williams](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#)
Subject: Thank you
Date: Friday, May 08, 2015 10:59:37 AM

Dear FCPS administrators,

I wanted to thank you for last night's decision regarding a new transgender policy because it finally convinced my ex-husband that leaving my daughter in public school is incomprehensible given not only the decision that you made, but that you made it with completed disregard to the concerns of a large portion of parents in the county who disagreed with it or at the very least felt it was moving far too quickly to have time to explore all the ramifications and the best routes to ensure all children's interests are accounted for (ie. not just the ones the federal government are willing provided funding for to push as an agenda).

Sincerely,

Heather Smith

From: [Edward Gardiner](#)
To: [Storck, Dan \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#)
Cc: [tlgardiner](#)
Subject: Re: Policy 1450 Vote on 7 May - Vote No.
Date: Friday, May 08, 2015 11:55:31 AM

Board Members -

I would like to know who voted "yes" last night on 1450. Since it does not appear to be your practice to have actual meaningful contact with your constituents, I will be presistently asking for an answer.

r/ecg

On Thu, May 7, 2015 at 8:31 AM, Edward Gardiner

<edward.gardiner83@gmail.com> wrote:

Dear Mr. Storck, Mr. McElveen, Mr. Moon, and Mr. Velkoff,

Yesterday I learned that the Fairfax County School Board planned to vote tonight on a non-discrimination policy for gender identity. As a citizen and constituent who will have 3 children in Newington Forest Elementary School next year, I am annoyed, but not surprised that such a policy is before the board for review.

Please vote "No" tonight on this policy change.

Our nation is going through significant change right now because of a very vocal and aggressive Gay, Lesbian, and now Transgender lobby. Basically, because of judicial activism, the will of a majority of citizens has been circumvented, first for recognition of sexual orientation as a protected status, then gay marriage, and now transgender integration. The GLBT community will tell you its about equal rights as citizens and respect for all individuals, but will simultaneously eviscerate those of us who want to take a stand against this encroachment on moral grounds by throwing around labels such as "Haters", "Homophobes", etc, etc. However, what they're really doing is saying that we're not allowed to make a moral stand against sexual immorality or deviant behavior. Sorry, but there are ways to respect and care about all people before letting the camel's nose under the tent and fundamentally altering basic principles of teaching our children right from wrong, and protecting them from a lobby that purports to care about others but is actually recklessly taking our schools, counties and nation down a destructive path. Advocates of this policy are going to say this is no big deal, that its such a small percentage that it won't impact us, or that it will protect the county from activist lawsuits. I think they're being disingenuous. They intend to use it as leverage to launch an expansive agenda and they have a plan. Please make a stand here and end this. Vote No.

Respectfully, Ed Gardiner

From: LouKleiman@aol.com
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [School Board](#)
Cc: [Schultz, Elizabeth \(School Board Member\)](#); cskleiman@aol.com
Subject: SHAME ON YOU for your Discriminatory Vote Last Evening
Date: Friday, May 08, 2015 12:29:53 PM

FCPS Board Members (except Ms. Schultz):

Shame on you for discriminating against the safety and privacy of more than 99% of the students and employees of FCPS.

Shame on you for increasing the likelihood of sexual harassment and assault in our public schools.

Shame on you for succumbing to the political agendas of radical federal and state officials -- all in the name of "non-discrimination," which some of you claimed is already non-existent in Fairfax County Public Schools.

Shame on you for allowing a board member to corrupt the Gospel of Matthew (25:44) by allowing him to insert "when did we see you transgender" into the actual Scripture: "Lord, when did we see You hungry or thirsty or a stranger or naked or sick or in prison." How do you reconcile your member's tampering with the Bible in light of 1 Corinthians 6:9: "Do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived. Neither fornicators, nor adulterers, nor homosexuals, nor sodomites . . . will inherit the kingdom of God."

The hypocrisy of your vote was aired at 8:38 this morning on national television news. Congratulations on making Fairfax County look ridiculous by ignoring the vast majority.

My wife and I are now convinced that our decision to move to Florida is the only reasonable way to escape the disgusting downward spiral toward Gomorrah and Socialism in which Virginia and Fairfax County are now hopelessly entwined. We are anxious to put not one more penny into the hands of corrupt Virginia politicians.

I hope you are prepared for the consequences of your actions, both in the near future and when you are ultimately judged.

Dr. Louis A. Kleiman
Fairfax, Virginia

In a message dated 5/7/2015 2:10:15 P.M. Eastern Daylight Time,
LouKleiman@aol.com writes:

Dear FCPS Board Member,

Please **VOTE NO** today on the proposed changes to Policy 1450, which purports to be

"non-discriminatory," yet in fact discriminates against a majority -- indeed, near-unanimity -
- of the people of Fairfax County.

The physical safety of our children is at stake.

The mental health of our children is at stake.

The morals of our county -- and our country -- are at stake.

And the freedoms on which this nation was founded are at stake.

It is one thing to deal with anomalous behavior on a case-by-case basis. The Law and our society already provide many ways to do this. However, it is wrong to impose the consequences of anomalous behavior on innocent children and others who do not welcome it and who may be harmed by it.

If you give in to the Department of Education's Office of Civil Rights' threat to withhold Federal funds from FCPS unless you vote "yes," then the County will certainly require even more funds to deal with the mental instabilities and physical assaults on our children likely to result from imposition of unwanted and potentially dangerous behavior. I hope that you have more common sense and dignity than to give in to an oppressive threat from an out-of-control federal government.

If you vote "yes," how will you feel if the policy is passed and the first rape of a young child in a restroom occurs due to abuse of the policy? Will those Federal funds excuse the rape?

If you vote "yes," how will you feel when the first suicide occurs due to the confusion of a student whose male teacher suddenly reappears the next day as "female"? Will those Federal funds justify the suicide?

On this National Day of Prayer, I will be praying that your concern for ALL the children and ALL the people of Fairfax County drives your decision -- not just the strange desires of a troubled few whose individual issues can be resolved in other ways.

VOTE NO, OR ELSE be prepared to live with the dire consequences of your vote today.

Respectfully,

Dr. Louis A. Kleiman
Fairfax, Virginia

From: [Velkoff, Theodore \(School Board Member\)](#)
To: LouKleiman@aol.com
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [School Board](#); [Schultz, Elizabeth \(School Board Member\)](#); cskleiman@aol.com
Subject: Re: SHAME ON YOU for your Discriminatory Vote Last Evening
Date: Friday, May 08, 2015 12:44:44 PM

Dear Dr. Kleinman, if someone told you that I substituted the word "transgender" into the quotation from Matthew they have told you a lie. If someone told you that I read from the CEV and that Jesus's instruction was that whenever we serve the less important among us, we serve Jesus, then that person told you the truth.

Ted Velkoff

Sent from my iPhone

On May 8, 2015, at 12:29 PM, "LouKleiman@aol.com" <LouKleiman@aol.com> wrote:

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To: [School Board Members](#)
Subject: Re: SHAME ON YOU for your Discriminatory Vote Last Evening
Date: Friday, May 08, 2015 12:44:46 PM

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Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [School Board](#); [Schultz, Elizabeth \(School Board Member\)](#); cskleiman@aol.com
Subject: Re: SHAME ON YOU for your Discriminatory Vote Last Evening
Date: Friday, May 08, 2015 1:16:00 PM

The exact quotation from the CEV is as follows:

"**42** I was hungry, but you did not give me anything to eat, and I was thirsty, but you did not give me anything to drink. **43** I was a stranger, but you did not welcome me, and I was naked, but you did not give me any clothes to wear. I was sick and in jail, but you did not take care of me."

44 Then the people will ask, "Lord, when did we fail to help you when you were hungry or thirsty or a stranger or naked or sick or in jail?"

45 The king will say to them, "Whenever you failed to help any of my people, no matter how unimportant they seemed, you failed to do it for me."

46 Then Jesus said, "Those people will be punished forever. But the ones who pleased God will have eternal life." "

You conveniently omitted verse 46: ". . . the ones who pleased God will have eternal life."

The CEV version of 1 Corinthians 6:9-10 reads: " **9** Don't you know that evil people won't have a share in the blessings of God's kingdom? Don't fool yourselves! No one who is immoral or worships idols or is unfaithful in marriage or is a pervert or behaves like a homosexual **10** will share in God's kingdom."

Do you honestly believe that anyone who will not "share in God's kingdom" actually pleases God? Do we serve Jesus by enabling and endorsing what He considers sin? How about helping these less important ones among us by giving them counseling and individual attention, rather than allowing them to impose the results of their sin on others?

I personally love the sinner, hate the sin. But I do not let the sinner and his sympathizers run roughshod over me and the others I love also. Jesus would not allow that either . . .

Dr. Louis A. Kleiman
Fairfax, Virginia

In a message dated 5/8/2015 12:44:44 P.M. Eastern Daylight Time, tjuelkoff@fcps.edu writes:

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Fairfax, Virginia

From: [Katie Neville](#)
Subject: Thank You
Date: Friday, May 08, 2015 1:45:59 PM

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As public schools, our task is to provide a safe and secure learning environment for EVERY student and to teach students to work together cooperatively regardless of their differences. I hope that other districts will follow in your footsteps.

Thank you for believing that all students need to be treated fairly.

Katie Neville

--

Keturah "Katie" Neville



From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Marty K.](#)
Cc: [Garza, Karen](#); [Lockard, Steven](#); [Foster, John](#); [Smith, Marty K.](#); [Quinn, Susan S.](#); [Dockery, Kim P.](#); [Platenberg, Jeffrey](#); [Pajardo, Phyllis](#)
Subject: FW: Message from Former FCPS Board Member
Date: Friday, May 08, 2015 2:03:28 PM
Importance: High

From a former colleague of many of you...

Elizabeth L. Schultz
Fairfax County School Board
Springfield District
Elizabeth.Schultz@fcps.edu
Voicemail: 571-423-1080

Melissa K. Fields, Executive Administrative Assistant
Fairfax County School Board Office
Phone: 571-423-1069
FAX: 571-423-1067

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it - even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees. Residents who wish to submit a FOIA request may find information [here](#).

From: Elizabeth Bradsher [mailto:etbradsher@gmail.com]
Sent: Friday, May 08, 2015 11:53 AM
To: Schultz, Elizabeth (School Board Member)
Subject: Message from Former FCPS Board Member

I thought you might like to read what I sent to several newspapers and online media sources, please feel free to send it to your fellow Board members:

The Absence of Common Sense on the Fairfax County School Board

On May 7th the Fairfax County School Board added “gender identity” to their nondiscrimination policy. The vote was 11 to 1 with Ms. Elizabeth Schultz being the only vote against this motion. In this motion the School Board took a social topic that is of interest to a vocal minority and made it an educational matter for a majority. In doing so they neglected their duties of discussing such a topic with the community and reviewing its impact on all students, teachers and the system. More importantly they neglected the delivery of education in one of the nation’s largest school systems.

In Fairfax County schools receive close to 70% of the county’s budget yet too often we as residents ignorantly believe “level heads” will prevail when making decisions

regarding education on behalf of our children and the taxpayer. This vote suggests otherwise.

This School Board's vote was a disappointment to the public and an example of the wrongs instigated by party zealots who place special interest candidates on the ballot. The result is a policy and governing disaster. November can't come fast enough.

--

Elizabeth T. Bradsher
Practice Operations and Communications
Greater Washington Endodontics and Periodontics
(703) 481-2096 Reston Office
(703) 609-0642 Cell Phone

From: [Schultz, Elizabeth \(School Board Member\)](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Marty K.](#)
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Subject: FW: Message from Former FCPS Board Member
Date: Friday, May 08, 2015 2:03:29 PM
Importance: High

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Springfield District
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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Katie Neville](#)
Subject: RE: Thank You
Date: Friday, May 08, 2015 2:29:33 PM

Thank you :-)

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Sent: Friday, May 08, 2015 1:45 PM
Subject: Thank You

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From: [Guilfoyle, Matt](#)
To: [Torre, John](#); [Smith, Marty K.](#); [Thomas, Kathleen](#)
Subject: Tweet by NBCWashington on Twitter
Date: Friday, May 08, 2015 7:02:32 PM



NBCWashington (@nbcwashington)

[5/8/15, 6:40 PM](#)

Do you agree w/Fairfax Co. Schools' vote to add transgender kids to non-discrimination policy?

To vote, reply with: "Yes" or "No" [3/3]

[Download](#) the Twitter app

Matt Guilfoyle
Executive Director
Communication and
Community Relations
Fairfax County Public Schools
571-585-3163 (mobile)
@mguilfoylefcps

From: [Jonathan Elliott](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Disappointed in board's decision
Date: Friday, May 08, 2015 8:51:33 PM

Dear Mr. McElveen,

As a fellow alumnus of both Marshall High School and the University of Virginia, and a current Fairfax County resident, I find myself deeply disappointed by your proposal and the board's passing of gender identity language in the school district's non-discrimination policy.

Of course I reject any form of bullying and harassment of any student or faculty member, for any reason. No one should be bullied or harassed for their sexuality (and or perception thereof), their race, ethnicity, religion, political beliefs, etc. For this, no special language needed to be added to the policy.

I stand against the policy for three main reasons:

1) The language means a clear endorsement of a highly suspect anthropology. The language of gender identity itself is very modern, dating only back to 1955, and has undergone serious revision in almost every decade following. The psychology, neuroscience, and philosophical anthropology surrounding questions gender identity are far from solid, and in fact, open to severe criticism. (I have yet to see any convincing explanation of how the ever-expanding distinctions of gender identity (LGBTQQFAGPBMSM, for example) either promote human well-being or can be reconciled with a coherent account of what it means to be a human person. I would be interested to see a defense of either issue). It is not the school board's place to have taken a position on a topic still hotly debated within the academic and the popular spheres.

2) By passing this proposal the school board is giving implicit approval not only to questioning one's gender, but also to acting in serious ways on that questioning. The school board is giving implicit support to gender transition therapy and surgery. Children, adolescents, and teenagers are not in a position to make such serious decisions as gender therapy and surgery as they have not finished their physical or psychological development and are, intellectually, far from being able to make a reasonable decision on the matter.

3) Other students will be put in difficult situations by having to share bathrooms and changing rooms with members of the opposite sex. This could clearly lead to many dangerous situations. Furthermore, parents who are uncomfortable with having their students taught by teachers who are questioning their gender identity and or going through gender transition therapy will have no way of moving their children to a different classroom. This will particularly hurt the poor and middle class population of the county, for they cannot not afford to move their children into private education.

In proposing and approving the change you and the board have acted irresponsibly, without regard for the common good, and against the wishes of the great majority of those who elected you.

I hope you will take the time to reconsider your position on the issue by honestly engaging, in a spirit of intellectual openness, those who disagree with you.

Regards,
Jonathan Elliott

From: [Isabella Cosme](#)
To: [School Board](#)
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: RE: Fairfax County School Board's Gender Identity Agenda
Date: Friday, May 08, 2015 8:53:17 PM

[Transgender students seek freedom to live openly as who they truly are](#)

As they truly are???? What does that mean??? The are truly male or female, not both or the opposite. In the Washington Post a student said she was so thankful to find out her feelings were normal---they are not normal. They were born male or female, not both or the opposite.

How very sad that the vote was to continue encouraging this false feeling.

No one should be discriminated against, no one. If they wish to live that way, may no one treat them badly. But, you are asking for people to accept something that is not natural and to allow the impact to the majority of the population.

You are a part of turning the world upside down, inside out, negatively. What you are doing is very damaging.

Focus on helping students respect themselves, each other, teachers, and their parents. You think that adding a few minutes of sleep is going to help students' stress level. You are trying to find an easy solution. You are too afraid to say we need to uphold morals, values, and principles. I guess because there are no more morals, values, and principles. Everyone should be allowed to do what they want, seems to be the thinking? How confusing this is for the student. You just added a great deal of stress to all students by your vote. Sleep is not the answer. What is needed is an awakening back to basics: respect, following rules, learning to read and write and do arithmetic. To understand the value of an Education. Educators are supposed to teach, not to grow up the children. Parents need to remember they are responsible and not leave it to the school to raise their children.

Heaven help us!

From: itcosme@hotmail.com
To: fairfaxcountyschoolboard@fcps.edu
CC: ryan.mcelveen@fcps.edu; ilryong.moon@fcps.edu; ted.velkoff@fcps.edu;
megan.mclaughlin@fcps.edu; jane.strauss@fcps.edu; pat.hynes@fcps.edu;

tdkaufax@fcps.edu; ssevans@fcps.edu; daniel.storck@fcps.edu; patty.reed@fcps.edu;
elizabeth.schultz@fcps.edu; kathy.l.smith@fcps.edu
Subject: Fairfax County School Board's Gender Identity Agenda
Date: Thu, 7 May 2015 02:09:42 +0000

Fairfax County School Board Members,

This note serves to respectfully request that you VOTE NO on May 7 to change Policy 1450.

What on earth has this world come to? How can humans change the "nature" of humanity. Does a human being have the right to make a law changing the definition of how we were born? Is this the "right" thing to do? It is very sad and very much a psychological problem when a person wants to go to extreme measure to change their physical body to be the opposite sex. Please read this sentence again. No matter how hard they try, they are still a man or a woman, male or female, no matter how hard they try.

Forcing our children to enter a restroom where there could be a person of the opposite "biological" sex in there as well, is wrong. Have we lost the meaning of what is "right" and what is "wrong"? What if sick minded people try to take advantage of this situation???? Will bullying increase? Isn't the ill will in our schools already bad enough? What about the increase of suicide? Children are so unhappy, why??? Because their world is being turned upside down, no rules, no boundaries. Students are so heavy laden with dealing with no morals, values and principles, AND NOW we want to add this twist to their world???

WE WERE CREATED "MALE" OR "FEMALE". Even animals are referred to as Male or Female. How can anyone see the logic in trying to pretend to be the opposite sex. They have a psychological problem and need help. But, some humans, the Supreme Court, have declared that humans have the right to pretend to be the opposite sex. Even if a law says they can, they will always be pretending and never truly be the opposite sex. They can't be. They were born either "male" or "female".

Please do not force our children to have to deal with yet another anomaly in their lives, when they should be focusing on learning, respecting their teachers and their fellow students.

Our hearts go out to those struggling with their sexual identity, because it will be an eternal struggle pretending to be something they are not. In essence, you are trying to facilitate something that is wrong. You will be endangering our children if you pass this change.

From: [Ankit \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Friday, May 08, 2015 10:25:46 PM

Hi Mr. McElveen

My name is Ankit [REDACTED], and I'm currently a freshman at [REDACTED]. I work for [REDACTED] newspaper staff [REDACTED]), and one topic we're covering for an article is the recent addition of "gender identity" to FCPS's nondiscrimination policy. As you were an avid advocate for the cause, I was just wondering if you'd be able to answer a few questions about the topic and your opinions. If not, I completely understand. Otherwise, I'll be sure to email you the questions soon!

Thank You,
Ankit

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Ankit](#) [REDACTED]
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Saturday, May 09, 2015 7:54:23 AM

Of course--feel free to email the questions.

Ryan

> On May 8, 2015, at 10:25 PM, Ankit [REDACTED] > wrote:
>
> Hi Mr. McElveen
>
> My name is Ankit [REDACTED], and I'm currently a freshman at [REDACTED]
[REDACTED]. I work for [REDACTED] newspaper staff [REDACTED], and one
topic we're covering for an article is the recent addition of "gender identity" to FCPS's nondiscrimination
policy. As you were an avid advocate for the cause, I was just wondering if you'd be able to answer a
few questions about the topic and your opinions. If not, I completely understand. Otherwise, I'll be sure
to email you the questions soon!
>
> Thank You,
> Ankit

From: [Ankit \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Saturday, May 09, 2015 9:20:30 AM

Great! Thank you so much! The questions are below:

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?
- 2) Why do you feel it is so important to bring equality for all LGBTQIA students and teachers?
- 3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?
- 4) What do you think students and faculty could do to help bring about change for the FCPS community?

Thank you,
Ankit

> On May 9, 2015, at 7:54 AM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:
>
> Of course--feel free to email the questions.
>
> Ryan
>
>> On May 8, 2015, at 10:25 PM, Ankit [REDACTED] wrote:
>>
>> Hi Mr. McElveen
>>
>> My name is Ankit Agrawal, and I'm currently a freshman at [REDACTED]
[REDACTED]. I work for [REDACTED] newspaper staff [REDACTED] and one
topic we're covering for an article is the recent addition of "gender identity" to FCPS's nondiscrimination
policy. As you were an avid advocate for the cause, I was just wondering if you'd be able to answer a
few questions about the topic and your opinions. If not, I completely understand. Otherwise, I'll be sure
to email you the questions soon!
>>
>> Thank You,
>> Ankit

From: [Ankit \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Saturday, May 09, 2015 9:23:54 AM

I'm sorry for forgetting, but also, do you happen to have any photos related to the issue (i.e. photos of the school board meeting, of speeches about the issue, etc.)? If so, would it be possible to send me the photos for use in [REDACTED] article?

Thank You,
Ankit

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> Of course--feel free to email the questions.
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> Ryan
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few questions about the topic and your opinions. If not, I completely understand. Otherwise, I'll be sure
to email you the questions soon!
>>
>> Thank You,
>> Ankit

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McElveen, Ryan \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#)
Subject: School Board Adds "Gender Identity" Protections for Transgender Students
Date: Saturday, May 09, 2015 10:44:13 PM

Please review and call me if you have concerns

<http://insider.foxnews.com/2015/05/09/virginia-school-board-adds-gender-identity-protections-students>

Tamara Derenak Kaufax
Chairman & Lee District Representative, FCPS School Board
571-423-1081

Joann Kinney, Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable students, and personnel information about individual employees.

From: [Dalia Palchik](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Current Providence School Board Member Patty Reed fails to vote for nondiscrimination
Date: Sunday, May 10, 2015 11:28:40 AM

[View this email in your browser](#)



Providence School Board member Patty Reed's empty seat at Thursday's meeting on updating Fairfax County's nondiscrimination policy. Ms. Reed showed up at the meeting an hour and fifteen minutes after it began.

Hi ,

You may have heard about last week's Fairfax County School Board meeting, when the board voted to update its nondiscrimination policy to include gender identity and thereby protect some of the most vulnerable members of our schools. Amidst raucous protests by anti-LGBT groups, the board voted 10-1 to update its nondiscrimination policy, a strong demonstration of Fairfax County's inclusiveness and respect for all.

What you may not have heard is that Providence's current school board member Patty Reed spoke against the policy update, and ultimately failed to vote on it. After missing the first half of the meeting, then speaking against the policy update and demonstrating a lack of understanding of the issue, Ms. Reed refused to vote to protect students and teachers from discrimination. Hers was the only abstention.

Patty Reed's statement of opposition to protecting some of Fairfax's most vulnerable students is out of line with Providence District's values, and her failure to stand up for her beliefs by voting definitively on the issue shows that she is not the strong representative for Providence that we need.

If elected to the School Board, I will never abstain from protecting all FCPS students and teachers. I hope you'll support me in becoming a representative who works for Providence, and for the whole county.

All the best,



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From: Ankit [REDACTED]
To: McElveen, Ryan (School Board Member)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Sunday, May 10, 2015 6:29:52 PM

Hi Mr. McElveen,

I'm so sorry for asking, but I was wondering if you could please respond to the questions above sometime before Tuesday, as [REDACTED] would like to keep the article as current as possible. In the case that you didn't receive the questions above, here they are again below:

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?
- 2) Why do you feel it is so important to bring equality for all LGBTQIA students and teachers?
- 3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?
- 4) What do you think students and faculty could do to help bring about change for the FCPS community?

Also, it would be great if you could send me any photos related to the event (whether they be of speeches, of the school board meeting, etc.).

Thank You,
Ankit

On Sat, May 9, 2015 at 9:23 AM, Ankit [REDACTED] wrote:

I'm sorry for forgetting, but also, do you happen to have any photos related to the issue (i.e. photos of the school board meeting, of speeches about the issue, etc.)? If so, would it be possible to send me the photos for use in [REDACTED] article?

Thank You,
Ankit

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> <rlmcelveen@fcps.edu> wrote:

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> Of course--feel free to email the questions.
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> Ryan

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>>
>> Thank You,
>> Ankit

--

Thank You,
Ankit

From: [John Kochka](#)
To: Kate.Schisler@mail.house.gov
Cc: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Our Meeting on 8 Friday May at 4:00 pm: John Kochka: Fairfax County Proposal #1450 / Altering Non Discrimination Policy #1450 for Transgender Students.
Date: Sunday, May 10, 2015 8:02:27 PM

Kate,

Thank you for taking the time to meet with me on Friday. I greatly appreciate it.

The clear reason Fairfax County School Board changed their non-discrimination policy to include Transgender students was fear it would lose its federal funding. The massive invasion of illegal alien kids into Fairfax County and funding of special needs children created a 100 million dollar deficit for the Fairfax County Public School system this year. Sources within the Fairfax County Public School system told me that it costs \$20,000 per student to educate an illegal alien who needs TESOL, summer school, school lunch, and before/after school programs. The math is simple: \$100 million divided by 20,000 is at least 5,000 illegal alien minors whose parents pay little or nothing in property taxes create a financial meltdown for FCPS.

Currently, Fairfax County receives \$42 million in federal funding for Title I and other student needs. If the Department of Education withheld funding (e.g. \$42 million) from FCPS it would start next school year with a \$142 million deficit, so it caved to the Department of Education Office of Civil Rights and changed Policy 1450. The FCPS school board stated the Department of Education Office of Civil Rights compelled them to adopt this policy or expect to lose their federal funding under OCS's interpretation of Title IX. **Title IX states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."** I challenge you to find any mention of transgender students in the Congressional Record or inkling of Congressional intent to include transgender students in Title IX when it became law in 1972. Transgender students are not covered under Title IX. Furthermore, the Department of Education does not decide whom Title IX protects or does not protect when disputes arise between government agencies about its exact meaning. This is the role of the federal courts. It is not the decision of some leftist bureaucrat who works for the Department of Education.

I am asking you to schedule a meeting between Congressman Buyer and myself, so we can review the proper oversight he must take to preclude the Department of Education from making another egregious constitutional overstep like it did with FCPS. If there is time, I would like to discuss with Congressman Buyer the true costs of President Obama's unconstitutional Executive Orders on Immigration.

Sincerely,

John Kochka

[REDACTED]

[REDACTED]

From: [Smith, Kathy L \(School Board Member\)](#)
To: [Garza, Karen](#)
Cc: [Goddard, Pam](#)
Subject: Fwd: Our Meeting on 8 Friday May at 4:00 pm: John Kochka: Fairfax County Proposal #1450 / Altering Non Discrimination Policy #1450 for Transgender Students.
Date: Sunday, May 10, 2015 8:28:04 PM

Wasn't sure if you had seen this.

Kathy L. Smith
Sully District Representative
Fairfax County School Board

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Begin forwarded message:

From: John Kochka <jkochka@cox.net>
Date: May 10, 2015 at 8:02:23 PM EDT
To: "Kate.Schisler@mail.house.gov" <Kate.Schisler@mail.house.gov>
Cc: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>, "Moon, Ilryong (School Board Member)" <IMoon@fcps.edu>, "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>, "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>, "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>, "Strauss, Jane (School Board Member)" <jkstrauss@fcps.edu>, "Hynes, Patricia (School Board Member)" <pmhynes@fcps.edu>, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>, "Storck, Dan (School Board Member)" <DGStorck@fcps.edu>, "Reed, Patty (School Board Member)" <psreed1@fcps.edu>, "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>, "Smith, Kathy L (School Board Member)" <klsmith1@fcps.edu>
Subject: Our Meeting on 8 Friday May at 4:00 pm: John Kochka: Fairfax County Proposal #1450 / Altering Non Discrimination Policy #1450 for Transgender Students.

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Sincerely,

John Kochka

[REDACTED]
[REDACTED]

From: [Ankit \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Sunday, May 10, 2015 8:55:50 PM

Great! And that's fine, I understand.

Thank You,
Ankit

On Sun, May 10, 2015 at 8:18 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

Will do. Unfortunately I don't have any photos from that night.

Ryan

On May 10, 2015, at 6:29 PM, Ankit [REDACTED] wrote:

Hi Mr. McElveen,

I'm so sorry for asking, but I was wondering if you could please respond to the questions above sometime before Tuesday, as [REDACTED] would like to keep the article as current as possible. In the case that you didn't receive the questions above, here they are again below:

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?
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Also, it would be great if you could send me any photos related to the event (whether they be of speeches, of the school board meeting, etc.).

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Ankit

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Thank You,
Ankit

> On May 9, 2015, at 7:54 AM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu<<mailto:rlmcelveen@fcps.edu>>> wrote:

>
> Of course--feel free to email the questions.

>
> Ryan

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>> On May 8, 2015, at 10:25 PM, Ankit [REDACTED]

[REDACTED] wrote:

>>
>> Hi Mr. McElveen

>>
>> My name is Ankit [REDACTED], and I'm currently a freshman [REDACTED]

[REDACTED] I work for [REDACTED] newspaper staff [REDACTED], and one topic we're covering for an article is the recent addition of "gender identity" to FCPS's nondiscrimination policy. As you were an avid advocate for the cause, I was just wondering if you'd be able to answer a few questions about the topic and your opinions. If not, I completely understand. Otherwise, I'll be sure to email you the questions soon!

>>
>> Thank You,
>> Ankit

--
Thank You,
Ankit

--
Thank You,
Ankit

From: [Ed & Patti Chehovin](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Disappointment At Vote Supporting New Gender Identity Policy
Date: Sunday, May 10, 2015 10:18:11 PM

Ryan,

I am very disappointed by your vote last week to support the new FCPS Gender Identity policy.

As a result I will not be able to support your reelection in November.

Registered Voter Braddock District,
Ed Chehovin

From: [Katherine Goldgeier](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Kojo Nnamdi Show request on gender identity
Date: Monday, May 11, 2015 9:30:52 AM

Will do. We'll call you at 1:00 and go on at 1:06. If for some reason you don't hear from us by 1:03 or so, you can call 202-243-5465.

Thanks again
Kathy

Kathy Goldgeier

WAMU 88.5 American University Radio

Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org | [@kojoshow](#) | kojoshow.org | wamu.org

Please note: WAMU has moved to 4401 Connecticut Ave., NW, Washington, D.C. (one block north of the Van Ness/UDC Metro station).

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
To: Katherine Goldgeier <kgold@wamu.org>,
Date: 05/11/2015 09:22 AM
Subject: Re: Kojo Nnamdi Show request on gender identity

All sounds good. Feel free to call my number at 1pm.

Ryan

On May 11, 2015, at 9:12 AM, Katherine Goldgeier <kgold@wamu.org<<mailto:kgold@wamu.org>>> wrote:

Hi Ryan,

If it works for you, we'll place the call to you at the number below at 1:00 p.m. We go on the air live at 1:06 and will finish around 1:30. If you'd rather call us at 1:00, the number to call is 202-243-5465. Please let me know which you prefer.

And after the Thursday board meeting and vote, is there anything we should include in today's conversation that you and I didn't talk about last week? I was still planning on a "what's next?" discussion, with examples from LA schools on how they've implemented a similar policy and how it's worked there.

Many thanks and we look forward to talking with you.

Best,
Kathy

Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org<<mailto:kgold@wamu.org>> | [@kojoshow](#) | kojoshow.org<<http://kojoshow.org>> | wamu.org<<http://wamu.org>>

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From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu<<mailto:rlmcelveen@fcps.edu>>>
To: Katherine Goldgeier <kgold@wamu.org<<mailto:kgold@wamu.org>>>,
Date: 05/11/2015 08:25 AM
Subject: Re: Kojo Nnamdi Show request on gender identity

Kathy,

My phone number will be 571-423-1052 for today. My preference is that I call in before I need to go on air.

Ryan

On May 7, 2015, at 10:03 AM, Katherine Goldgeier
<kgold@wamu.org<<mailto:kgold@wamu.org>><<mailto:kgold@wamu.org>>> wrote:

Hi Ryan,

I'm a producer at the Kojo Nnamdi Show at WAMU radio and would like to put together a segment for Monday on the FCPS consideration of gender identity. Do you have a few minutes to chat with me by phone this morning?

You can reach me at 202-885-3837.

Thanks very much,

Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | 202.885.3837 |
kgold@wamu.org<<mailto:kgold@wamu.org>><<mailto:kgold@wamu.org>> |@kojoshow |
kojoshow.org<<http://kojoshow.org>><<http://kojoshow.org>><<http://kojoshow.org>>> |
wamu.org<<http://wamu.org>><<http://wamu.org>><<http://wamu.org>>>

Please note: WAMU has moved to 4401 Connecticut Ave., NW, Washington, D.C. (one block north of the Van Ness/UDC Metro station).

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Subject: Re: Kojo Nnamdi Show request on gender identity
Date: Monday, May 11, 2015 9:12:11 AM

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You can reach me at 202-885-3837.

Thanks very much,

Kathy Goldgeier

WAMU 88.5 American University Radio
Producer, The Kojo Nnamdi Show | 202.885.3837 | kgold@wamu.org<<mailto:kgold@wamu.org>> | [@kojoshow](#) | kojoshow.org<<http://kojoshow.org>> | wamu.org<<http://wamu.org>>

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From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Guilfoyle, Matt](#)
Cc: [Derenak Kaufax, Tamara \(School Board Member\)](#)
Subject: Re: Fox News Story on FCPS transgender vote
Date: Monday, May 11, 2015 10:16:52 AM

Please see the news link below. I am concerned about the misrepresentation of facts. Does this need to be addressed?

Please advise.

<http://insider.foxnews.com/2015/05/09/virginia-school-board-adds-gender-identity-protections-students>

Kind regards,
Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

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Please be aware that correspondence with FCPS School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

From: [Ryan McElveen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Fwd: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz
Date: Monday, May 11, 2015 2:59:40 PM

On Mon, May 11, 2015 at 2:42 PM, E.W. Jackson, President of STAND
<stand@standamerica.us> wrote:

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"The Obama Administration's Weaponization of Federal Funding to Make State and Local Governments Comply"



NEC Conference Call
Tuesday, May 12, 2015
12:00 PM - 12:45 PM ET

with

Elizabeth Schultz
Fairfax County School Board

Dial-in Number: [712-432-0900](tel:7124320900)
Passcode: [199176#](#)



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Wednesday, May 20
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bill@standamerica.us

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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Smith, Marty K.](#); [Torre, John](#); [Lipp, Jane H](#); [Dockery, Kim P.](#); [Guilfoyle, Matt](#); [Molloy, Michael A.](#)
Subject: FW: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz
Date: Monday, May 11, 2015 3:03:55 PM

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<stand@standamerica.us> wrote:

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To: [Garza, Karen](#); [Lockard, Steven](#); [Smith, Marty K.](#); [Torre, John](#); [Lipp, Jane H](#); [Dockery, Kim P.](#); [Guilfoyle, Matt](#); [Molloy, Michael A.](#)
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From: [Smith, Marty K.](#)
To: [Donohue, Christine W.](#)
Subject: Fwd: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz
Date: Monday, May 11, 2015 3:12:08 PM

Marty

Sent from my iPad

Begin forwarded message:

From: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>
Date: May 11, 2015 at 3:03:54 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Smith, Marty K." <mksmith@fcps.edu>, "Torre, John" <jjtorre@fcps.edu>, "Lipp, Jane H" <jlipp@fcps.edu>, "Dockery, Kim P." <KPDockery@fcps.edu>, "Guilfoyle, Matt" <msguilfoyle@fcps.edu>, "Molloy, Michael A." <mamolloy@fcps.edu>
Subject: FW: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz

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Dial-in Number: 712-432-0900

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From: [Ryan McElveen](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Fwd: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz
Date: Monday, May 11, 2015 3:43:11 PM

On Mon, May 11, 2015 at 2:42 PM, E.W. Jackson, President of STAND
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From: [McElveen, Ryan \(School Board Member\)](#)
To: [Goddard, Pam](#); [Rhodes, Yvette P.](#)
Subject: FW: FX CO School Board & Federal Blackmail - Tomorrow's NEC Call w/FCSB Member, Elizabeth Schultz
Date: Monday, May 11, 2015 3:47:00 PM

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Elizabeth Schultz at Fairfax County School Board
Meeting on Thursday, May 7

By approving the change in policy, the Fairfax County School Board effectively told parents to butt out of their children's education.

The vote was an act of administrative tyranny by the tenth largest school district in America, against the right of parents to educate their own children. It is sure to put pressure on other school boards around the country to do the same.

Please join us on Tuesday's call to hear more about what happened in Fairfax County and what you should do to keep it from coming to your town.

Dial-in Number: [\(712\) 432-](tel:712432-)

Hyatt Regency on
Capitol Hill

*Thirty (30) scholarships
(hotel+Meals) are available
on a first come basis for
Black Ministers Summit
attendees who wish to stay
through Friday May 22 for
Watchmen on the Wall.*

[Request Details](#)

WATCHMEN ON THE WALL PASTORS BRIEFING

Wed. May 20 at 2:00 pm -
Fri. May 22 at 1:30 pm ET
Hyatt Regency on
Capitol Hill

[Conference Website](#)
[Download Program](#)

STAND MISSION

*To unite Americans of all
races and backgrounds as
One Nation Under God for
the preservation and
defense of our Judeo-
Christian heritage and
values, our Constitution,
our free market economy,
our national security, and
the freedom of every
citizen.*

MORE INFORMATION

Rev. William Cook
bill@standamerica.us
[\(703\) 220-2844](tel:7032202844)

QUICK LINKS



0900

Participant Code: 199176#



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Please be advised that the National Emergency Coalition (NEC) is not a formal organization, but a Coalition of individual leaders. It is convened by STAND (Staying True to America's National Destiny). The weekly conference calls held under the NEC banner are primarily for purposes of information and political strategizing on the advancement of certain principles and not the endorsement of or opposition to particular candidates. However, at times there are discussions which involve lobbying, recommendations for political and electoral activity and expressions of support for or opposition to particular elected officials based on their policies. Individual participants have full latitude to lobby on any policy or to endorse or oppose any candidate or elected official. However, nonprofit organizations are circumscribed by the Internal Revenue Code and related rules and regulations regarding activity of organizations tax exempt under IRC Sections 501(C)(3) and (C)(4). NEC is a coalition of individuals only. Listing organizational affiliations on NEC notices is strictly for purposes of identifying individuals and in no way implies - nor does NEC require or accept - the participation of any nonprofit organization in political activity or contributions in violation of any IRS rules. The general rule is that nonprofit organizations may not endorse or oppose candidates and may not engage in a "substantial" amount of lobbying or political activity. Nonprofit organizations should consult with an attorney or accountant for specifics to assure compliance.

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S.T.A.N.D. | P.O. Box 15022 | Chesapeake | VA | 23328

From: [Roxanne Edwards](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Thank you and commendation over recent board action on NonDiscrimination
Date: Monday, May 11, 2015 3:51:51 PM

I am a 60+ year resident of Fairfax County, live in Kings Park West, went through 12 years of FCPS, and have three children, and so far, [REDACTED]. I am also a professional architect, married 41 years, and am a co-facilitator for a support group helping parents of transgender children.

To all on the FCPS board who supported the non discrimination inclusive language:

On behalf of the mothers of trans children group that I co facilitate and for myself, I want to
thank you for your profound courage and strength of conviction against the room full
of angry parents one step away from a mob.

Each of you showed admirable calm and persistence against an embarrassing show of
poor adult behavior. It makes me sad if this is the model their children are seeing.

As an advocate, I had one woman tell me I had a mental illness. Another refused my hand.

That anger is born of ignorance and fear. If any of the board members would ever wish
to attend one of our safe and closed meetings to hear the stories of trans children, you
are welcome to do so and we can arrange it. It might be helpful to you for research in countering
the promised backlash that was screamed from the audience.

Once again, thank you so much!

Roxanne

Roxanne Edwards, AIA LEED AP
Architect



McNeill Baker Design Associates
703-992-9707 main
703-992-9826 fax

From: [McElveen, Ryan \(School Board Member\)](#)
To: ["Roxanne Edwards"](#)
Subject: RE: Thank you and commendation over recent board action on NonDiscrimination
Date: Monday, May 11, 2015 3:53:00 PM

Thanks, Roxanne!

Ryan

From: Roxanne Edwards [mailto:roxanne@mcneillbaker.com]
Sent: Monday, May 11, 2015 3:52 PM
To: McElveen, Ryan (School Board Member); Moon, Ilryong (School Board Member); Velkoff, Theodore (School Board Member); McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Hynes, Patricia (School Board Member); Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Storck, Dan (School Board Member); Reed, Patty (School Board Member); Smith, Kathy L (School Board Member)
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Roxanne Edwards, AIA LEED AP
Architect

[REDACTED]
[REDACTED]

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703-992-9707 main
703-992-9826 fax

From: [Lipp, Jane H](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: FW: a couple contract questions
Date: Monday, May 11, 2015 4:12:40 PM

Ryan,

I apologize for not getting back to you sooner. I have been in a High School Principals' meeting all afternoon for one of our mental health grants. Please see the information below so hopefully you were able to answer your questions with the media. We are ready to go with Jeff Poirier and his consultation services.

Please let me know if you need anything else.

Jane

From: Panarelli, MaryAnn M
Sent: Monday, May 11, 2015 1:23 PM
To: Quinn, Susan S.
Cc: Lipp, Jane H; Michael, Kristen
Subject: Fwd: a couple contract questions

Please see below for status of contract with lgbt specialist. No formal contract is necessary at this time. Jeff Poirier is ready to start at our request.

Sent from my iPad

Begin forwarded message:

From: "Smith, Tina" <cssmith@fcps.edu>
Date: May 11, 2015 at 12:55:10 PM EDT
To: "Panarelli, MaryAnn M" <MMPanarelli@fcps.edu>
Cc: "Wigington, Alice D" <ADWigington@fcps.edu>, "Wilkerson, Pat" <pswilkerson@fcps.edu>
Subject: RE: a couple contract questions

Mary Ann,

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will need to put a Best Practicable Source contract in place at that time.

Using the same thoughts as the previous paragraph, let's wait until you have an estimate for much you expect to spend with Martha Denckla before we go forward with the contract process. If the expected amount is >\$5,000 then I can send you the procurement request for you to complete, which is the first step in the contract process.

I hope that helps. Please do not hesitate to contact me by email or phone with questions.

Regards,
Tina

Tina Smith

Contract Administrator

Fairfax County Public Schools

Department of Financial Services

Office of Procurement Services

8115 Gatehouse Road, Suite 4400, Falls Church, VA 22042

p: 571-423-3585 | f: 571-423-3587



From: Panarelli, MaryAnn M
Sent: Monday, May 11, 2015 11:38 AM
To: Smith, Tina
Subject: RE: a couple contract questions

Yes, This is the contract we have been using in the past. With your permission we will go ahead and complete the order. Yes, we will order iPads from Apple.

Regarding the consultants. No grant money is being used for this.

Jeff Poirier <http://www.air.org/person/jeffrey-m-poirier> is expected to receive approximately \$4800 (\$100 per hour) over the year. He is one of a few experts in the country in the field of school policies and regulations regarding transgender students and teachers. He works for the American Institute of Research in the field of LGBT youth, and has a 32 page vita with presentations and articles/books written. He also works in DC, and as a local resident is willing to give us a significantly reduced rate

(typically received \$150/hour). His credentials have been vetted through our legal office and leadership. I put in his W-9 and resume and he has been approved as a vendor.

Martha Denckla <http://www.kennedykrieger.org/patient-care/faculty-staff/martha-denckla> is a researcher in dyslexia and was the preferred consultant of a group, Decoding Dyslexia Virginia, that Dr. Garza has been working with other the last year. She is also local and in the past has provided training for our psychologists pro bono. I have not yet asked her the hourly rate she would charge, as I was trying to determine the scope of the work we wanted her to do. I am anticipating the total may be a bit higher than for Jeff, because I believe we will be paying her to provide direct inservice training, so may have a "speakers fee" in addition to the work she will do with a smaller group of staff.

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For the consultants, about how much money is going to be spent with each? Is any of it grant funded? Have the people to be used been chosen and if so, do they have a unique set of training/experience that justifies using them over others?

Regards,
Tina

From: Panarelli, MaryAnn M
Sent: Friday, May 08, 2015 9:44 PM
To: Smith, Tina
Subject: a couple contract questions

Hi Tina,

Thanks for your help with the RJ contract. We wanted to make a couple edits, which I will send in just a minute.

Do we need a contract for purchase of new tests and licenses for new editions of tests from Pearson, or can we just go ahead and order, getting the best deal we can negotiate? I ask because the order will be very large, probably over \$200,000 when we include iPads needed to administration. Pearson is sole source for the tests, and they only run on ipads (we already explored with them whether it would run on laptops or other tablets and the answer is no.

Lastly, I have been asked to set up contracts with two consultants who will be working with DSS. They may provide some direct teaching (like a speaker at an inservice day), and will mostly be reviewing drafts of policies, regulations, and training materials, sharing best practices from other divisions, consulting on difficult cases. As it is open-ended I assume the contract will just reflect an hourly rate. What is the best way for me to proceed? Can you send me a template to which I can add details?

From: [Lipp, Jane H](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [Garza, Karen](#); [Quinn, Susan S.](#); [Michael, Kristen](#)
Subject: RE: a couple contract questions
Date: Monday, May 11, 2015 4:14:44 PM

Thanks, Ryan. We appreciate the support!

Jane

From: McElveen, Ryan (School Board Member)
Sent: Monday, May 11, 2015 4:14 PM
To: Lipp, Jane H
Cc: Garza, Karen; Quinn, Susan S.; Michael, Kristen
Subject: RE: a couple contract questions

Thanks Jane!

Ryan

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From: [McElveen, Ryan \(School Board Member\)](#)
To: "Ankit" [REDACTED]
Subject: RE: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Monday, May 11, 2015 5:31:00 PM

Here are my answers below. Let me know if you have any additional questions.

Ryan

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?

I decided to bring forward the issue because it is absolutely essential that we do everything in our power to protect our most at-risk students and show that they are valued at the highest levels of our school system. The fact that we had legislators and other advocates come out against the policy change proved how necessary it is to have those protections for our students and employees.

I brought forward the proposal following the opinion that was issued by the Virginia Attorney General that stated school boards are able to include gender identity in their nondiscrimination policies.

- 2) Why do you feel it is so important to bring equality for all LGBTQIA students and teachers?

These are our most at-risk employees and students, who face bullying, harassment and suicide attempt rates above 40 percent. They need reassurance that our school system is supportive of them being who they are. These are our children, and we need to do everything in our power to keep them safe.

- 3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?
We are hiring a consultant to ensure that we are following best practices relating to how we handle transgender and gender nonconforming student and employee issues. Although we already protect these students in practice, we want to know that we're doing our best to serve them.

- 4) What do you think students and faculty could do to help bring about change for the FCPS community?

I think students are already doing great work bringing attention to these issues through Gay-Straight Alliance clubs and other organizations. I didn't receive a single email or tweet from a student opposed to including gender identity in our nondiscrimination policy, and now our school board has weighed in with support. At this point, I'm hopeful that our students will continue advocating and raising awareness of bullying and other gender identity issues.

From: Ankit [REDACTED]
Sent: Sunday, May 10, 2015 8:56 PM
To: McElveen, Ryan (School Board Member)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions

Great! And that's fine, I understand.

Thank You,

Ankit

On Sun, May 10, 2015 at 8:18 PM, McElveen, Ryan (School Board Member)

<rlmcelveen@fcps.edu> wrote:

Will do. Unfortunately I don't have any photos from that night.

Ryan

On May 10, 2015, at 6:29 PM, Ankit [REDACTED]

[REDACTED] wrote:

Hi Mr. McElveen,

I'm so sorry for asking, but I was wondering if you could please respond to the questions above sometime before Tuesday, as [REDACTED] would like to keep the article as current as possible. In the case that you didn't receive the questions above, here they are again below:

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?
- 2) Why do you feel it is so important to bring equality for all LGBTQIA students and teachers?
- 3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?
- 4) What do you think students and faculty could do to help bring about change for the FCPS community?

Also, it would be great if you could send me any photos related to the event (whether they be of speeches, of the school board meeting, etc.).

Thank You,
Ankit

On Sat, May 9, 2015 at 9:23 AM, Ankit [REDACTED]

[REDACTED]>> wrote:

I'm sorry for forgetting, but also, do you happen to have any photos related to the issue (i.e. photos of the school board meeting, of speeches about the issue, etc.)? If so, would it be possible to send me the photos for use in [REDACTED]'s article?

Thank You,
Ankit

> On May 9, 2015, at 7:54 AM, McElveen, Ryan (School Board Member)

<rlmcelveen@fcps.edu<<mailto:rlmcelveen@fcps.edu>>> wrote:

>

> Of course--feel free to email the questions.

>

> Ryan

>

>> On May 8, 2015, at 10:25 PM, Ankit [REDACTED]

[REDACTED]>> wrote:

>>

>> Hi Mr. McElveen

>>

>> My name is Ankit [REDACTED] and I'm currently a freshman at [REDACTED]
[REDACTED] I work for [REDACTED] newspaper
staff [REDACTED] and one topic we're covering for an article is the recent addition of "gender
identity" to FCPS's nondiscrimination policy. As you were an avid advocate for the cause, I
was just wondering if you'd be able to answer a few questions about the topic and your
opinions. If not, I completely understand. Otherwise, I'll be sure to email you the questions
soon!

>>

>> Thank You,

>> Ankit

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Thank You,
Ankit

--

Thank You,
Ankit

From: [Ankit \[REDACTED\]](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions
Date: Monday, May 11, 2015 7:07:11 PM

Hi Mr. McElveen,

These are great! Thank you so much for taking the time to respond.

- Ankit

On Mon, May 11, 2015 at 5:31 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

Here are my answers below. Let me know if you have any additional questions.

Ryan

1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?

I decided to bring forward the issue because it is absolutely essential that we do everything in our power to protect our most at-risk students and show that they are valued at the highest levels of our school system. The fact that we had legislators and other advocates come out against the policy change proved how necessary it is to have those protections for our students and employees.

I brought forward the proposal following the opinion that was issued by the Virginia Attorney General that stated school boards are able to include gender identity in their nondiscrimination policies.

2) Why do you feel it is so important to bring equality for all LGBTQIA students and teachers?

These are our most at-risk employees and students, who face bullying, harassment and suicide attempt rates above 40 percent. They need reassurance that our school system is supportive of them being who they are. These are our children, and we need to do everything in our power to keep them safe.

3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?

We are hiring a consultant to ensure that we are following best practices relating to how we handle transgender and gender nonconforming student and employee issues. Although we already protect these students in

practice, we want to know that we're doing our best to serve them.

4) What do you think students and faculty could do to help bring about change for the FCPS community?

I think students are already doing great work bringing attention to these issues through Gay-Straight Alliance clubs and other organizations. I didn't receive a single email or tweet from a student opposed to including gender identity in our nondiscrimination policy, and now our school board has weighed in with support. At this point, I'm hopeful that our students will continue advocating and raising awareness of bullying and other gender identity issues.

From: Ankit [REDACTED]
Sent: Sunday, May 10, 2015 8:56 PM
To: McElveen, Ryan (School Board Member)
Subject: Re: Addition of "Gender Identity" to Nondiscrimination Policy - Questions

Great! And that's fine, I understand.

Thank You,

Ankit

On Sun, May 10, 2015 at 8:18 PM, McElveen, Ryan (School Board Member) <rlmcelveen@fcps.edu> wrote:

Will do. Unfortunately I don't have any photos from that night.

Ryan

On May 10, 2015, at 6:29 PM, Ankit [REDACTED] wrote:

Hi Mr. McElveen,

I'm so sorry for asking, but I was wondering if you could please respond to the questions above sometime before Tuesday, as [REDACTED] would like to keep the article as current as possible. In the case that you didn't receive the questions above, here they are again below:

- 1) Why did you decide to take such an avid stance on the issue, even with resistance from Del. Robert G. Marshall, Del. David A. LaRock, and Andrea Lafferty?
- 2) Why do you feel it is so important to bring equality for all LGBTQIA students

and teachers?

3) What do you believe should be the next step for FCPS school board members to take to further extend this nondiscrimination to all students and faculty, and why?

4) What do you think students and faculty could do to help bring about change for the FCPS community?

Also, it would be great if you could send me any photos related to the event (whether they be of speeches, of the school board meeting, etc.).

Thank You,
Ankit

On Sat, May 9, 2015 at 9:23 AM, Ankit [REDACTED]

[REDACTED] > wrote:
I'm sorry for forgetting, but also, do you happen to have any photos related to the issue (i.e. photos of the school board meeting, of speeches about the issue, etc.)? If so, would it be possible to send me the photos for use in [REDACTED] article?

Thank You,
Ankit

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>
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>
> Ryan
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>>
>> Thank You,
>> Ankit

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Thank You,
Ankit

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Thank You,

Ankit

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Thank You,
Ankit

From: [Case, Alexander](#)
To: [Garza, Karen](#); [Tyler, Deborah L.](#)
Subject: RE: FYI
Date: Monday, May 11, 2015 9:35:32 PM

Good evening Dr. Garza and Ms. Tyler—

I wanted to follow up on the gender use bathroom question directed at West Potomac last Friday. Over the weekend I connected with the parent who initiated the concern to a Board Member. The parent verified she has no specific concerns with school or division staff at this time. She did indicate wanting to engage with the Board member(s) on the issue after the recent vote and was disappointed she did not get the direct response she hoped for. I reiterated an offer to have the parent to come into school and to discuss further (or to connect us with the friend's son that alleged the original concern) but for now she has said she does not wish to pursue it further.

If we hear anything more, I will certainly let you know.

In the meantime safe travels as we all wade what appear to be deep political waters!

Sincerely, Alex

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

From: Case, Alexander
Sent: Friday, May 08, 2015 9:03 AM
To: Tyler, Deborah L.
Cc: Garza, Karen
Subject: Re: FYI

Interesting! I am aware of one incident with [REDACTED] that you and our team have previously met about/discussed [REDACTED]. In that case it was [REDACTED] [REDACTED] did attempt to use a different gender restroom, and the staff was able to react quickly in line with our guidance from General Counsel. I am not aware of any other instances and [REDACTED] [REDACTED] I can alert my team to keep an eye out but I do genuinely believe the suspicion unfounded.

If you would like me to loop back with anyone I am happy to do so.

Alex

Alexander B. Case
Principal
West Potomac High School

Sent from my iPhone

On May 8, 2015, at 8:38 AM, Tyler, Deborah L. <dltyler@fcps.edu> wrote:

Yes, we will look into this and get back to you.

Debi

Sent from my iPad

[REDACTED]

[REDACTED]

[REDACTED]

Begin forwarded message:

From: "Reed, Patty (School Board Member)" <psreed1@fcps.edu>
Date: May 7, 2015 at 10:02:01 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>
Subject: Fwd: FYI

I don't know if everyone received this.

Patricia S. Reed

Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act (FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it. Only a few topics are exempt from disclosure, such as information about identifiable

students, and personnel information about individual employees.

Begin forwarded message:

From: mai <maggi_acg@yahoo.com>
Date: May 7, 2015 at 9:22:07 PM EDT
To: "Reed, Patty (School Board Member)"
<psreed1@fcps.edu>
Subject: FYI

A frien'd son says they're already boys using the girls
restroom at Westpo
HS.

mai
Sent from my iPhone

From: [Jacqueline Keenan](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: A question of identity
Date: Monday, May 11, 2015 10:39:30 PM

Dear Mr. McElveen,

I assume you know that the term transgender is another name for gender dysphoria, a diagnosis in the APA's Diagnostic and Statistics Manual (DSM). Also, do you know that studies show that between 70% and 80% of children outgrow the condition? Dr. McHugh of Johns Hopkins, who pays attention to research to make decisions, gave that figure as a range for studies on children, which consistently come up with that conclusion. If you look around at the studies you will see he is right. So did you know that you are calling a mental disorder, which often spontaneously goes away, an *identity*? Do you know if telling children gender dysphoria is their identity and it can't change will actually decrease the likelihood that they will change? Also, you quoted that children who have gender dysphoria are ten times as likely to try suicide as children in the general population. But dysphoria means distress, and you cannot presume that affirming it will change decrease the suicides. Another study Dr. McHugh mentioned found that in adults who have sex reassignment surgery the suicide rate is 20 times that of people in the general population. Johns Hopkins stopped doing sex reassignment surgery, because they found the people who had it were still dysphoric. They may initially think their surgery worked out because they look more like the sex they want to be, but over time the dysphoria continues.

There are a lot of presumptions about gender dysphoria, which are not supported by research. I wonder why you thought you did not owe it to both the parents as well as the children who have gender dysphoria to spend some time in discussion and study of the research. One thing that takes time is to find out which research stands up to scrutiny. Unfortunately, there is a lot out there that is not valid because of selection bias, lack of statistical significance, important confounding factors, faulty statistical evaluations, etc. But it is possible to look into those things and separate the good from the bad.

I know the school system for some reason is running a big deficit, but in one of the richest counties in the country, I think the parents would have been willing to pay the difference to allow for discussions on these issues. You could have continued to treat children with gender dysphoria well, while the discernment took place. What evidence do you have that your decision is actually going to help anyone? And given the claim of identity for a behavior that so often changes, what evidence do you have that it will not hurt the children you intended to help?

Sincerely, Jacqueline Keenan

Sincerely, Jacqueline Keenan

From: [Tyler, Deborah L.](#)
To: [Case, Alexander](#)
Cc: [Garza, Karen](#)
Subject: Re: FYI
Date: Tuesday, May 12, 2015 6:46:00 AM

Thanks Alex!

Debi

Sent from my iPhone

On May 11, 2015, at 9:35 PM, "Case, Alexander" <ABCCase@fcps.edu> wrote:

Good evening Dr. Garza and Ms. Tyler—

I wanted to follow up on the gender use bathroom question directed at West Potomac last Friday. Over the weekend I connected with the parent who initiated the concern to a Board Member. The parent verified she has no specific concerns with school or division staff at this time. She did indicate wanting to engage with the Board member(s) on the issue after the recent vote and was disappointed she did not get the direct response she hoped for. I reiterated an offer to have the parent to come into school and to discuss further (or to connect us with the friend's son that alleged the original concern) but for now she has said she does not wish to pursue it further.

If we hear anything more, I will certainly let you know.

In the meantime safe travels as we all wade what appear to be deep political waters!

Sincerely, Alex

[REDACTED]

[REDACTED]

[REDACTED]

From: Case, Alexander
Sent: Friday, May 08, 2015 9:03 AM
To: Tyler, Deborah L.
Cc: Garza, Karen

Subject: Re: FYI

Interesting! I am aware of one incident with [REDACTED]
[REDACTED] protocol set since middle school, the
[REDACTED] did attempt to use a different gender restroom, and the staff was able to
react quickly in line with our guidance from General Counsel. I am not aware of
any other instances and [REDACTED]
[REDACTED] or any in process cases. I can
alert my team to keep an eye out but I do genuinely believe the suspicion
unfounded.

If you would like me to loop back with anyone I am happy to do so.

Alex

Alexander B. Case
Principal
West Potomac High School

Sent from my iPhone

On May 8, 2015, at 8:38 AM, Tyler, Deborah L. <dltyler@fcps.edu> wrote:

Yes, we will look into this and get back to you.

Debi

Sent from my iPad

[REDACTED]
[REDACTED]
[REDACTED]

Begin forwarded message:

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<psreed1@fcps.edu>
Date: May 7, 2015 at 10:02:01 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>
Subject: Fwd: FYI

I don't know if everyone received this.

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Fairfax County School Board

Providence District

Phone: 571-423-1084

Kathy Partlow, Executive Administrative Assistant

Phone 571-423-1064

KFPartlow@fcps.edu

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Date: May 7, 2015 at 9:22:07 PM EDT
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<psreed1@fcps.edu>
Subject: FYI

A frien'd son says they're already boys
using the girls restroom at Westpo
HS.

mai
Sent from my iPhone

From: [Saya](#) [REDACTED]
To: [McElveen, Ryan \(School Board Member\)](#)
Cc: [James](#) [REDACTED]; [Burgett, Cynthia P.](#); [Charlotte](#) [REDACTED]
Subject: Project Citizen questions
Date: Tuesday, May 12, 2015 9:43:38 AM

Dear Mr. McElveen,

We are [REDACTED] from Mrs. Burgett's civics class, and we are currently working on Project Citizen. We have chosen to research and study the pressing issue of bathrooms for transgender students in Fairfax County schools, to create our own class policy, and we are hoping that you could answer the following questions.

1. Should the issue of bathrooms for transgender individuals be handled by the government, or should it be handled by the School Board, who can directly approach individual schools in a more efficient fashion? Do you think that this issue should be handled by the School Board or the state government?
2. Do you think that there is a current law or policy dealing with the issue of bathrooms for transgender individuals in schools?
3. What disagreements pertaining this issue currently exist in our County?
4. Who are the major individuals, groups, or organizations that are expressing viewpoints on this issue?
5. If our class develops a policy to deal with this issue, how could we influence the government to adopt or consider our policy?

Thank you for your time, and we look forward to hearing your response.

Sincerely,
Mrs. Burgett's [REDACTED]

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
Cc: [Hook, Mary Ellen](#)
Subject: FW: Thank you -- HUNTER MILL
Date: Tuesday, May 12, 2015 10:00:55 AM

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Shannon Murphy [mailto:shannontmurphy@outlook.com]
Sent: Monday, May 11, 2015 3:54 PM
To: School Board
Subject: Thank you

Dear School Board Members,

I was one of the many who took the time to send you my thoughts on your vote to add Gender Identity and Expression to your non discrimination policy last Thursday evening in an E-mail. As I heard when I watched the televised debate. You all passed the amendment, as I knew that you would. On behalf of Transgender folks across the system. Thank You!

I knew that you would, because I am a Transgender person myself, [REDACTED]. As well, I mentor a Transgender child who is in your school system. I have seen the care and thought that you treat myself, as well as the child I mentor, and I understood that you already cared about and treated all people with respect and dignity.

I did not fully understand all of the larger federal, but also state politics involved until the meeting. Thank you for taking the time (despite the upset, and often disharmonious environment) to explain the details. It made perfect sense. You have lived your values for years. For the first time, due to outside factors, you were able to clearly state it in policy.

Even those of you who opposed the measure I was happy to see were not against Transgender rights, or against protecting these vulnerable kids, you were merely not happy with the process. While I often did not agree with your points, I could respect them, and understand them, and I appreciated that they were raised. They brought value to the debate.

Unfortunately, much of the community prepared comments, and even more so the outright abhorrent behavior from the opposing views in the audience were based in fear of the unknown, and generations of stereotypical horrific and bigoted views of transgendered charactures from the media. While I know it is your job as elected officials to have thick skins, and to do what is right, not what is easy. I did want to say, especially, Thank you for taking the insults, and the outright hatred thrown at you on behalf of some of the most vulnerable of the wards that you were elected to serve.

Unfortunately the real losers that evening I believe were the children of our great school system who saw their parents acting in such mean spirited and frankly childish ways. They are the ones I am most sad about. I guess in the end, the one thing the meeting did prove, was the need to protect the Transgender population from the very real bigotry that still exists against us. I can tell you as a Transgender woman myself, I see it every day, but it is only in a crowd do you see it at this level of raw anger. It is frightening.

Which leads me to the point of this message. There is a point, other than telling you thanks and well done. 😊 Setting the policy was a courageous and important first step. I applaud you for it. In some ways, you have had the operational details worked out, however, it has not been implemented uniformly across the system. I suspect because of the relatively small number of trans people in the total population, it has been very easy to come at this from a standpoint of a sensitive and sensible empowerment of the local administration to make reasonable accommodations on a one off approach that makes sense.

That approach is probably been the absolute best for the Trans community. Allowing your system to custom craft the solution that is right for the individual is exactly what most folks need. The new child coming out in the beginning at 16, is very different than the child who has professed their gender loudly to anyone who would listen since they were 3, and is entering kindergarten.

So my concern is, that the very thing that has made you so very flexible and able to serve Trans kids so well (no official policy) therefore a lot of flexibility to do exactly what each child needs when they need it. Will become more problematic, now that there is an official policy, and with it, the need to set standards across the system. As well that angry set of parents are not going to just go away, and would love nothing more than unstandardized process and procedures (playing favorites) to poke at folks they perceive as the enemy with.

So as you work through these issues and many others that are ahead of you as you work with staff to implement standardized policies and procedures, I would like to suggest a few things.

1. Please try to remember that every Transgender person is a very different set of issues and experiences, and issues. Some of us are very out and proud, and some are very quiet, some know exactly who we are, and some need space to explore. The one MD who spoke at the hearing did have it right, there is no definition. She just did not understand that that was a good thing. So I ask you that as you direct staff, Understand the value in standards, but please remember the value in individuality as well
2. Remember the 99.3 % of students is just as important as the .7 % of Trans kids. (frankly I would be surprised if our numbers were that large, but I am going with it from Thursday). My point is intentionally discussing every child's right to privacy and feeling secure in the Trans policy and the procedures is just as important as discussing the trans child's.
3. There are going to be thorny issues where there is not an easy answer. Sometimes there is not an easy answer to every question. The 16 year old trans girl who has been out for 8

years should not be forced to use a single stall restroom, or certainly not the boys room. However, since she is not 18, and can not have had SRS, It is not appropriate for her to shower or change in the girls locker room. Even though she may have grown up all her life as a girl.

4. Because some of these issues are just hard, I would recommend that in a controlled way, you bring some of the parents back in to the conversation. Perhaps as a parental review process with a balanced level headed review committee? A group of 10 or 12 with parents on both sides of the issue, who are level headed and start from a place of we need to protect all children. We need to let FCPS get expert advice on how to do so. We just need to listen to that and understand and give our parental concerns and thoughts. It might be a way to help to settle some nerves in the community that another public flogging of the school board would not.

Whether it be on such a committee, or if I can assist in any other way please let me know if there is anything I can do to help you as you navigate this issue on my behalf. Again, thank you for having the courage to stand up for those of us in society who are marginalized, and need it the most.

Sincerely,
Shannon T. Murphy

[REDACTED]
[REDACTED]
[REDACTED]

Sent from Mail for Windows 10 [10074]

From: [Guilfoyle, Matt](#)
To: [Donohue, Christine W.](#)
Cc: [Smith, Marty K.](#); [Torre, John](#); [Garant, Jay](#); [Thomas, Kathleen](#)
Subject: Chairman's CCR notes
Date: Tuesday, May 12, 2015 10:16:18 AM

Chris – please see notes below for Chairman's:

Lots of gender Identity coverage; most of it fair and balanced. Fox News (national) and a couple of other conservative publications interviewed Ms. Schultz – Washington Times and the Daily Caller. Ryan on Kojo.

#SaveFCPS launched including social media and www.fcps.edu/savefcps

Connection Newspapers ran Dr Garza's budget statement basically as an op-ed and also ran Sharon Bulova's "rebuttal"

<http://www.connectionnewspapers.com/news/2015/may/07/column-help-savefcps/>

We have an invitation from ABC 7's "Good Morning Washington" program for Dr Garza to appear to discuss budget issues.

Connection Newspapers ran a nice preview of Mt Vernon High School's 75th anniversary celebration which takes place this Saturday - May 16.

<http://www.connectionnewspapers.com/news/2015/may/07/embrace-past-hundreds-mount-vernon-grads-set-retur/>

Fairfax Times did an excellent story about our school readiness teams which assist with kindergarten orientation at 26 schools.

<http://www.fairfaxtimes.com/article/20150508/NEWS/150509491/1267/kindergarten-orientations-prepare-students-for-school&template=fairfaxTimes>

WTOP Saturday's Teen Stress Summit and a mention of FOX 5 during their 6 p.m. newscast.

<http://wtop.com/alexandria/2015/05/fairfax-county-public-school-program-aims-to-relieve-stress-among-students/>

Bond communications underway

Health science lunch

From: [Hynes, Patricia \(School Board Member\)](#)
To: [Garza, Karen](#); [Lockard, Steven](#); [Smith, Marty K.](#)
Subject: Fwd: Thank you -- HUNTER MILL
Date: Tuesday, May 12, 2015 11:53:23 AM

Hi all! Not sure who to forward this to - ideas from a constituent about our gender identity regulation.

Pat

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

Begin forwarded message:

From: "Wunderlin, Desiree" <dpwunderlin@fcps.edu>
Date: May 12, 2015 at 10:00:54 AM EDT
To: School Board Members <SchBoard@fcps.edu>
Cc: "Hook, Mary Ellen" <mehook@fcps.edu>
Subject: FW: Thank you -- HUNTER MILL

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Shannon Murphy [<mailto:shannontmurphy@outlook.com>]
Sent: Monday, May 11, 2015 3:54 PM
To: School Board
Subject: Thank you

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So as you work through these issues and many others that are ahead of you as you work with staff to implement standardized policies and procedures, I would like to suggest a few things.

1. Please try to remember that every Transgender person is a very different set of issues and experiences, and issues. Some of us are very out and proud, and some are very quiet, some know exactly who we are, and some need space to explore. The one MD who spoke at the hearing did have it right, there is no definition. She just did not understand that that was a good thing. So I ask you that as you direct staff, Understand the value in standards, but please remember the value in individuality as well
2. Remember the 99.3 % of students is just as important as the .7 % of Trans kids. (frankly I would be surprised if our numbers were that large, but I am going with it from Thursday). My point is intentionally discussing every child's right to privacy and feeling secure in the Trans policy and the procedures is just as important as discussing the trans child's.
3. There are going to be thorny issues where there is not an easy answer. Sometimes there is not an easy answer to every question. The 16 year old trans girl who has been out for 8 years should not be forced to use a single stall restroom, or certainly not the boys room. However, since she is not 18, and can not have had SRS, It is not appropriate for her to shower or change in the girls locker room. Even though she may have grown up all her life as a girl.
4. Because some of these issues are just hard, I would recommend that in a controlled way, you bring some of the parents back in to the conversation. Perhaps as a parental review process with a balanced level headed review committee? A group of 10 or 12 with parents on both sides of the issue, who are level headed and start from a place of we need to protect all children. We need to let FCPS get expert advice on how to do so. We just need to listen to that and understand and give our parental concerns and thoughts. It might be a way to help to settle some nerves in the community that another public flogging of the school board would not.

Whether it be on such a committee, or if I can assist in any other way please let me know if there is anything I can do to help you as you navigate this issue on my behalf. Again, thank you for having the courage to stand up for those of us in society who are marginalized, and need it the most.

Sincerely,
Shannon T. Murphy

[REDACTED]
[REDACTED]
[REDACTED]

Sent from Mail for Windows 10 [10074]

From: [Teresa Martin](#)
To: [McElveen, Ryan \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#)
Cc: [Schultz, Elizabeth \(School Board Member\)](#)
Subject: Gender Identity vote
Date: Tuesday, May 12, 2015 2:46:29 PM

Hello,

I am seeking understanding on the recent Gender Identity vote. You held a public meeting on this issue and it was quite evident that the majority was against this vote yet only one person on the board had the courage to listen to what the people were saying. The rest of you chose to ignore the voice of the people??? Maybe I am naive but I thought when you were an elected official it was your responsibility to represent the constituents that put you in office. Specific to Ms. Strauss, I am in the Dranesville District and on the board of my community association so I will be sure to spread the news of your obvious indifference to the people you are supposed to serve.

I hear so much about our budget shortfall yet now we need to waste money studying how we will accommodate an extreme minority. Why do the 99.5% have to sacrifice? Where is common sense? When do the majority's rights ever get considered???? If I ever find out a boy (anatomically speaking) ends up in one of my daughter's locker rooms you'll be spending more money defending my lawsuit and I'm sure many others. Doesn't my daughter have rights also?

Are you all too afraid to stand up for what your constituents are asking? As one of the largest school systems in the nation your fight against the Federal Government's controlling you like puppets would set a precedent for the entire country. Instead of taking this opportunity to take a stand you are rolling over out of fear and I hope everyone recognizes your lack of representation and cowardice come election time.

From: [Velkoff, Theodore \(School Board Member\)](#)
To: [Partlow, Kathy](#)
Cc: [Derenak Kaufax, Tamara \(School Board Member\)](#); [Garza, Karen](#); [Guilfoyle, Matt](#)
Subject: Fwd: Gender Identity vote
Date: Tuesday, May 12, 2015 4:12:00 PM

Kathy,

I haven't yet responded to all the constituent email on this topic.

What I'd like to do is get the video clip of my comments Thursday and send a link and a brief message. A link implies that the excerpt exists somewhere and I don't how we would do that.

Can you please research how to do this?

Thanks

Ted

Sent from my iPhone

Begin forwarded message:

From: Teresa Martin <martinteresa13@gmail.com>
Date: May 12, 2015 at 2:46:26 PM EDT
To: "McElveen, Ryan (School Board Member)" <rlmcelveen@fcps.edu>, "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>, "Storck, Dan (School Board Member)" <DGStorck@fcps.edu>, "Smith, Kathy L (School Board Member)" <klsmith1@fcps.edu>, "Moon, Ilryong (School Board Member)" <IMoon@fcps.edu>, "McLaughlin, Megan (School Board Member)" <momclaughlin@fcps.edu>, "Strauss, Jane (School Board Member)" <jkstrauss@fcps.edu>, "Hynes, Patricia (School Board Member)" <pmhynes@fcps.edu>, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>, "Reed, Patty (School Board Member)" <psreed1@fcps.edu>
Cc: "Schultz, Elizabeth (School Board Member)" <elschultz@fcps.edu>
Subject: Gender Identity vote

Hello,

I am seeking understanding on the recent Gender Identity vote. You held a public meeting on this issue and it was quite evident that the majority was against this vote yet only one person on the board had the courage to listen to what the people were saying. The rest of you chose to ignore the voice of the people??? Maybe I am naive but I thought when you were an elected official it was your responsibility to represent the constituents that put you in office. Specific to Ms. Strauss, I am in

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From: [Elizabeth Gibson](#)
To: [McElveen, Ryan \(School Board Member\)](#)
Subject: Re: Gender Identity Protection in Fairfax County School System
Date: Tuesday, May 12, 2015 6:45:34 PM

Dear Mr McElveen,

It was with great pride that I sat in the front row of the auditorium to listen to the comments from you and your fellow board members. And it was with joy, mixed with relief, that I witnessed your vote, and the votes of the majority of board members, affirming equal treatment for all in the Fairfax county school system.

I would like to add that I am Transgender, and as a trans woman sitting in an auditorium filled with shouts against prop 1450, I was quite frankly physically intimidated and frightened. But the fear and intimidation of an adult trans woman pales in comparison to the fear and intimidation I experienced as a child, and that is experienced by too many children. THANK YOU for your leadership and affirmation of the dignity and rights of all in the face of a small but very vocal opposition.

With my Warmest Regards,

Elizabeth A. Gibson, Colonel, USAF (Ret)

> On May 5, 2015, at 10:09 AM, Elizabeth Gibson <essentialellie@gmail.com> wrote:

>

> Dear Mr McElveen,

>

> Thank you for your hard work ensuring that Fairfax County Schools help us raise educated and well adjusted young men and women, prepared to create a better future for us all! I am the parent of two graduates of Lake Braddock Secondary School and am proud of their successes and all that FCPS has done to help prepare them for college and prepare them as educated and strong women who actively engaged to making this world a better place

>

> I am writing to urge you to SUPPORT protections for gender identity for students, staff and teachers. No one should ever have to forego legal rights and protections due to their gender identity. Those who have affirmed a gender identity different than that assigned at birth suffer grievous harms on an all-to-regular basis. No child should ever suffer harassment or be ostracized because of their gender identity. On the contrary, it is our collective duty to protect and nurture this very vulnerable population. As US citizens and Fairfax County residents, they deserve our love and protection.

>

> I urge you to support protection of Gender Identity!

>

> With my warmest regards,

>

> Elizabeth A. Gibson, Col, USAF (Ret)

From: [McElveen, Ryan \(School Board Member\)](#)
To: [Elizabeth Gibson](#)
Subject: Re: Gender Identity Protection in Fairfax County School System
Date: Tuesday, May 12, 2015 6:47:06 PM

Thanks Elizabeth! :-)

Ryan

> On May 12, 2015, at 6:45 PM, Elizabeth Gibson <essentiaellie@gmail.com> wrote:

>

> Dear Mr McElveen,

>

> It was with great pride that I sat in the front row of the auditorium to listen to the comments from you and your fellow board members. And it was with joy, mixed with relief, that I witnessed your vote, and the votes of the majority of board members, affirming equal treatment for all in the Fairfax county school system.

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>

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>>

>> Elizabeth A. Gibson, Col, USAF (Ret)

>

Obtained by Judicial Watch, Inc. Via FOIA

**Email**

From: Elizabeth Gibson
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity Protection--THANK YOU!

Sent: 5/11/15

Dear Mr Moon,

It was with great pride that I sat in the front row of the auditorium to listen to the comments from you board members. And it was with joy, mixed with relief, that I witnessed your vote, and the votes of the members, affirming equal treatment for all in the Fairfax county school system.

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With my Warmest Regards,

Elizabeth A. Gibson, Colonel, USAF (Ret)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Teresa Martin
To: McElveen, Ryan (School Board Member) ; Velkoff, Theodore (School Board Member) ; Storck, Dan (School Board Member) ; Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Reed, Patty (School Board Member)
CC: Schultz, Elizabeth (School Board Member)
Subject: Gender Identity vote

Sent: 5/12/2015 2:46:26 PM



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Are you all too afraid to stand up for what your constituents are asking? As one of the largest school systems in the nation your fight against the Federal Government's controlling you like puppets would set a precedent for the entire country. Instead of taking this opportunity to take a stand you are rolling over out of fear and I hope everyone recognizes your lack of representation and cowardice come election time.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Moon, Ilryong (School Board Member)
To: Sara Alexander
Subject: RE: Thank you! [Re: protect transgender schoolkids from harassment and discrimination]

Sent: 5/11/2015 8:56:13 AM



Thank you for your kind words. Have a good week.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

From: Sara Alexander [nazanin114@gmail.com]
Sent: Monday, May 11, 2015 8:00 AM
To: Moon, Ilryong (School Board Member)
Subject: Thank you! [Re: protect transgender schoolkids from harassment and discrimination]

Thank you! I am deeply grateful to you for supporting protection for gender identity in last week's vote. You've done a wonderful thing for people like my teacher friend and her trans students.

-Sara

On Sat, Apr 25, 2015 at 8:14 PM, Sara Alexander <nazanin114@gmail.com> wrote:

Dear Mr. Moon,

I am strongly in support of adding gender identity to the list of identities protected from discrimination in Fairfax County Public Schools policy.

As a graduate of Robinson Secondary (class of 1999) and Laurel Ridge elementary, I know that the safe and diverse environment FCPS schools provided me was a huge benefit to my education and growth through childhood and adolescence and my maturity as an adult. I want all students to have the same positive experience I did, regardless of gender identity or gender expression.

As the close friend of a teacher who is transgender, and whose school (in Maryland) has transgender students, I have direct knowledge of the harassment and discrimination that transgender students and staff too often face. It is saddening to hear that Fairfax County's Youth Survey found that among LGBT students, 61% report they have been bullied in the past year and 49% report depressive symptoms; but it is searing for me to hear my friend say "I have three, that we know about, trans students who routinely come to my room as a Safe Zone because they are overwhelmed by the abuse and harassment hurled at them by students AND TEACHERS. I have at least one student a week come to me in tears and afraid to return to their classroom." It is heart-wringing for me to hear my friend recount how other teachers ask her invasive questions about her genitals, how students gawk at her like a zoo animal and hurl slurs at her, how a parent called her a "lying

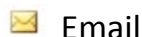
Obtained by Judicial Watch, Inc. Via FOIA

pedophile tr***y" only because they wanted their child to get a higher grade in her class. Fairfax County schools must not also be home to such harassment.

Opponents insist that protecting transgender students will lead to perverts invading bathrooms and molesting children. One need only look at the record... that more than 125 cities and counties protect transgender people under their non-discrimination laws, and none have reported increases in sexual crimes... to see that this is fear-mongering.

As gender identity becomes better understood more transgender students will be recognized and they need to be able to pursue their education in a safe and supportive environment. Please vote to establish protection against discrimination and harassment for gender identity and expression in FCPS.

-Sara Alexander



Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Hook, Mary Ellen](#)
Subject: FW: GENDER IDENTITY VOTE AND RESOURCE IMPLICATIONS -- MOUNT VERNON

Sent: 5/12/2015 10:00:34 AM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Debbie Minutolo [mailto:maxjor1@verizon.net]
Sent: Sunday, May 10, 2015 7:03 PM
To: School Board
Subject: GENDER IDENTITY VOTE AND RESOURCE IMPLICATIONS

May 10, 2015

Dear Fairfax County School Board,

On Friday, May 8, I listened with dismay to news reports of actions by the Fairfax County School Board regarding your collective affirmative vote and intent to add "gender identity" to our school system's nondiscrimination policy. To be clear, I am not opposed to plain statements that identify non-discriminatory practices as part of overall mission statements. However, my dismay stems from being very much against wasteful expenditures of tax payer funds on low priority matters...and this is one of them.

I read on your web site the following statement pertaining to your actions, "No decisions have yet been made regarding accommodations that will be provided, under the revised policy. Our next step will be to hire a consultant to assist in developing appropriate regulations that protect the rights of all students and comply with state and federal law." I'm sorry, but the fundamental structure and reputation of Fairfax County schools have been undeniably diminishing over the past decade, and the system is basically operating on a deficit in the face of program expansions that have been generally unnecessary and unjustifiable. The issue is not transgender students...the issue is prudent resource application. The last thing our school system needs to expend resources upon is a matter as marginal as transgender considerations. Expending funds on "a consultant" to "develop appropriate regulations" is unnecessarily expensive and clearly inappropriate. Given the level of experience and expertise among Fairfax County administration in general, there should be no reason why you cannot address regulatory development within your own existing capacity. Moreover, the implication that even further resources may ultimately be expended to modify school system facilities to accommodate marginal transgender considerations is, from a tax payer's standpoint, ridiculous.

Obtained by Judicial Watch, Inc. Via FOIA

The Fairfax County school system needs to focus on the fundamentals - providing a basic, solid education to its students...not serving as, nor even creating an image of serving as, a petri dish for social engineering at the expense of prudent resource management. You have been elected and selected to achieve that fundamental goal. Please stick to it, and focus the precious resources that tax payers like me provide on such achievement.

Sincerely,
Steve Minutolo




Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Sara Alexander
To: Moon, Ilryong (School Board Member)
Subject: Thank you! [Re: protect transgender schoolkids from harassment and discrimination]

Sent: 5/11/2015 8:00:54 AM



Thank you! I am deeply grateful to you for supporting protection for gender identity in last week's vote. You've done a wonderful thing for people like my teacher friend and her trans students.

-Sara

On Sat, Apr 25, 2015 at 8:14 PM, Sara Alexander <nazanin114@gmail.com> wrote:

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-Sara Alexander

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Moon, Ilryong (School Board Member)
To: Ed & Patti Chehovin
Subject:Re: Disappointment At Vote Supporting New Gender Identity Policy

Sent:5/10/15

I am sorry to hear that you were disappointed. I have the best interest of students at my heart. The feedback for this policy update are not based upon facts. This policy update does not change anything that we are currently doing. It is rather an affirmative statement that we are not going to discriminate any student based upon gender identity. We are not going to put our non-transgender students in harm's way. You and I may disagree, but the time will tell.

Sent from my iPad

> On May 10, 2015, at 10:15 PM, "Ed & Patti Chehovin" <chehovin@verizon.net> wrote:
>
> Mr. Moon,
>
> I have always voted for you in the past because I thought you had the
> best interests of our students at heart. I am very disappointed by your
> vote last week to support the new FCPS Gender Identity policy.
>
> As a result I will not be able to support your reelection in November.
>
> Registered Voter Braddock District,
> Ed Chehovin

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Ed & Patti Chehovin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Disappointment At Vote Supporting New Gender Identity Policy

Sent: 5/10,

Mr. Moon,

I have always voted for you in the past because I thought you had the best interests of our students at heart. I am very disappointed by your vote last week to support the new FCPS Gender Identity policy.

As a result I will not be able to support your reelection in November.

Registered Voter Braddock District,
Ed Chehovin

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [John Kochka](#)
 To: Kate.Schister@mail.house.gov
 CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
 Subject: Our Meeting on 8 Friday May at 4:00 pm: John Kochka: Fairfax County Proposal #1450 / Altering Non Discrimination Policy #1450 for Transgender Students.

Sent: 5/10/2015 8:02:23 PM



Kate,

Thank you for taking the time to meet with me on Friday. I greatly appreciate it.

The clear reason Fairfax County School Board changed their non-discrimination policy to include Transgender students was fear it would lose its federal funding. The massive invasion of illegal alien kids into Fairfax County and funding of special needs children created a 100 million dollar deficit for the Fairfax County Public School system this year. Sources within the Fairfax County Public School system told me that it costs \$20,000 per student to educate an illegal alien who needs TESOL, summer school, school lunch, and before/after school programs. The math is simple: \$100 million divided by 20,000 is at least 5,000 illegal alien minors whose parents pay little or nothing in property taxes create a financial meltdown for FCPS.

Currently, Fairfax County receives \$42 million in federal funding for Title I and other student needs. If the Department of Education withheld funding (e.g. \$42 million) from FCPS it would start next school year with a \$142 million deficit, so it caved to the Department of Education Office of Civil Rights and changed Policy 1450. The FCPS school board stated the Department of Education Office of Civil Rights compelled them to adopt this policy or expect to lose their federal funding under OCS's interpretation of Title IX. **Title IX states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."** I challenge you to find any mention of transgender students in the Congressional Record or inkling of Congressional intent to include transgender students in Title IX when it became law in 1972. Transgender students are not covered under Title IX. Furthermore, the Department of Education does not decide whom Title IX protects or does not protect when disputes arise between government agencies about its exact meaning. This is the role of the federal courts. It is not the decision of some leftist bureaucrat who works for the Department of Education.

I am asking you to schedule a meeting between Congressman Buyer and myself, so we can review the proper oversight he must take to preclude the Department of Education from making another egregious constitutional overstep like it did with FCPS. If there is time, I would like to discuss with Congressman Buyer the true costs of President Obama's unconstitutional Executive Orders on Immigration.

Sincerely,

John Kochka


 Falls Church, VA 22044

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#)
Subject: School Board Adds 'Gender Identity' Protections for Transgender Students

Sent: 5/9/2015 10:44:12 PM



Please review and call me if you have concerns

<http://insider.foxnews.com/2015/05/09/virginia-school-board-adds-gender-identity-protections-students>

Tamara Derenak Kaufax

Chairman & **Lee District Representative, FCPS School Board**
571-423-1081

Joann Kinney, Executive Administrative Assistant
571-423-1065

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Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Helen Kinlan](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/9,

May 9, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

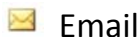
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Helen Kinlan


Great Falls, VA 22066-2012

Obtained by Judicial Watch, Inc. Via FOIA



From: [Erin Laughlin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/6

May 9, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Erin Laughlin
[REDACTED]
Herndon, VA 20170-3157

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Darrell Caison
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; Hynes, Patricia (School Board Member)
Subject: Shock and outrage over this "gender identity" vote

Sent: 5/8/2015 10:04:12 PM



Dear School Board Members,

I cannot believe what I am hearing the school board voted for. Despite the brainwashing that certain insane and obviously very effective elements in our society are fooling people into believing, you do not just change your sex. That is what you're born with.

Do you really want teenage boys deciding one day that they are actually a girl and then going into the girls locker room? You couldn't stop him now, you would be discriminating against him! It's not discrimination to say "you're a boy" and "you're a girl"... that's just the way it is, the way God made the world! Of course you all probably don't believe and God will dismiss me as a "religious fundamentalist" for even invoking God, you know, like Thomas Jefferson.

And what else am I reading? That this is because of federal funding? Are you serious? Everything bows before the almighty dollar? Is this what we're teaching our children that it's all about? Money?

I do not ordinarily even vote in school board elections since I do not have children in the Fairfax County Public Schools, but I am voting against every one of you unless this ruling is reversed. I'm unsure if I'm allowed to vote for every "at-large" member or not, but if I can I will vote against every one of you and talk to all my Fairfax County friends to do the same, and you too Ms. Hynes. I will vote for someone who reverses this.

-Darrell Caison
Hunters Mill School District resident

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Isabella Cosme
 To: School Board
 CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
 Subject: RE: Fairfax County School Board's Gender Identity Agenda

Sent: 5/8/2015 8:53:14 PM

[Transgender students seek freedom to live openly as who they truly are](#)

As they truly are???? What does that mean??? They are truly male or female, not both or the opposite. In the Washington Post a student said she was so thankful to find out her feelings were normal---they are not normal. They were born male or female, not both or the opposite.

How very sad that the vote was to continue encouraging this false feeling.

No one should be discriminated against, no one. If they wish to live that way, may no one treat them badly. But, you are asking for people to accept something that is not natural and to allow the impact to the majority of the population.

You are a part of turning the world upside down, inside out, negatively. What you are doing is very damaging.

Focus on helping students respect themselves, each other, teachers, and their parents. You think that adding a few minutes of sleep is going to help students' stress level. You are trying to find an easy solution. You are too afraid to say we need to uphold morals, values, and principles. I guess because there are no more morals, values, and principles. Everyone should be allowed to do what they want, seems to be the thinking? How confusing this is for the student. You just added a great deal of stress to all students by your vote. Sleep is not the answer. What is needed is an awakening back to basics: respect, following rules, learning to read and write and do arithmetic. To understand the value of an Education. Educators are supposed to teach, not to grow up the children. Parents need to remember they are responsible and not leave it to the school to raise their children.

Heaven help us!

From: itcosme@hotmail.com
 To: fairfaxcountyschoolboard@fcps.edu
 CC: ryan.mcelveen@fcps.edu; ilryong.moon@fcps.edu; ted.velkoff@fcps.edu; megan.mclaughlin@fcps.edu; jane.strauss@fcps.edu; pat.hynes@fcps.edu; tdkaufax@fcps.edu; ssevans@fcps.edu; daniel.storck@fcps.edu; patty.reed@fcps.edu; elizabeth.schultz@fcps.edu; kathy.l.smith@fcps.edu
 Subject: Fairfax County School Board's Gender Identity Agenda
 Date: Thu, 7 May 2015 02:09:42 +0000

Fairfax County School Board Members,

This note serves to respectfully request that you VOTE NO on May 7 to change Policy 1450.

What on earth has this world come to? How can humans change the "nature" of humanity. Does a human being have the right to make a law changing the definition of how we were born? Is this the "right" thing to do? It is very sad and very much a psychological problem when a person wants to go to extreme measure to change their physical body to be the opposite sex. Please read this sentence again. No matter how hard they try, they are still a man or a woman, male or female, no matter how hard they try.

Forcing our children to enter a restroom where there could be a person of the opposite "biological" sex in there as well, is wrong. Have we lost the meaning of what is "right" and what is "wrong"? What if sick minded people try to take advantage of this situation???? Will bullying increase? Isn't the ill will in our schools already bad enough? What about the increase of suicide? Children are so unhappy, why??? Because their world is being turned upside down, no rules, no boundaries. Students are so heavy laden with dealing with no morals, values and principles, AND NOW we want to add this twist to their world???

WE WERE CREATED "MALE" OR "FEMALE". Even animals are referred to as Male or Female. How can anyone see the logic in trying to pretend to be the opposite sex. They have a psychological problem and need help. But, some humans, the Supreme Court, have declared that humans have the right to pretend to be the opposite sex. Even if a law says they can, they will always be pretending and never truly be the opposite sex. They can't be. They were born either "male" or "female".

Please do not force our children to have to deal with yet another anomaly in their lives, when they should be focusing on learning, respecting their teachers and their fellow students.

Our hearts go out to those struggling with their sexual identity, because it will be an eternal struggle pretending to be something they are not. In essence, you are trying to facilitate something that is wrong. You will be endangering our children if you pass this change.

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Ronda Brooks](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 8, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Ronda Brooks
[REDACTED]
Alexandria, VA 22304

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Partlow, Kathy](#)

Sent: 5/8/2015 1:04:32 PM



Subject: FW: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected) -- PROVIDENCE

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.



[Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy \(proposal to include 'Gender Identity' as protected\)](#)

Desiree Wunderlin

Administrative Assistant
School Board Office
571-423-1075

 Email

From: Keith Arthurs
To: Derenak Kaufax, Tamara (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member) ; McElveen, Ryan (School Board Member)
Subject: Gender Identity discrimination protection

Sent: 5/8/2015 10:36:20 AM



Dear FCPS Board Members,

I am writing to express my outrage and shock that you would pass the GID policy, and all the policy changes that will necessarily need to take place as a result.

Transgender gender identity has long been considered a disorder, with roots in the elementary school years. If you look at studies to understand why some develop a different gender identity, the roots are with parents and development/social environment from about 3 years old through elementary school. It is formed, not a trait you are born with. It is also a condition that leads and is associated with many other types of disorders.

To help students who may have developed a different gender identity, schools need to identify it, make sure the kids are not bullied, but condoning it as a normal condition that all should accept (regardless of social, cultural, religious norms and standards) is unacceptable. This step does not help these students. The students need to understand the root causes of their gender identity, and they need to work through any negative trauma/abuse/social influences that led them there.

Additionally, social engineering of this sort should not take place in public schools, with public funds. It was done with the guise that it will help them fully integrate with society openly as who they are. While this may allow them to more openly express that gender identity difference, it will actually lead to being outcast even more due to being more outwardly identified. This will lead to more abuse/ridicule at school/social circles, not what you are trying to accomplish.

This will lead to teaching students about transgender persons, and tell them what it means to not discriminate, regardless of the background of students - social, cultural, and religious backgrounds, which may teach being transgender is wrong. Our schools need to embrace and accept cultural, social and religious differences of opinion and not force it's opposing view as the only acceptable view. This crosses so many barriers, religious values, teaching of cultural norms with respect to the nationality of the students, and social norms which may adversely affect the transgendered students as they transition to society as they mature and eventually graduate.

I am fearful of the negative affects this policy change will result in. Bathrooms, showers and locker rooms have culturally and historically been divided by biological sex. There is no reason this policy of using biological sex should change. Having boys use girls bathrooms, showers and changing/locker rooms not only is an invasion of privacy for the girls, it brings about religious/cultural/social norms that the body should be private to the opposite sex, and is even mandated by the majority of religious teachings. This is more important to be protected by the schools than the transgender student being allowed to invade this privacy. As policing the restrooms/locker/showers will become difficult to prevent opposite sex students from entering, there will be dangers involved with girls in these once private settings now will surely be exposed to sexually abuse and assaults in the once private space. This abuse happens now, and without some safeguards to stop the opposite sex from entering, the crimes happening in our schools will rise. As a parent, I hear about things happening in school bathrooms that go unreported, and have real fears that this will certainly increase now. I do not want to place my children in this sort of setting. You have failed as a school board whose job should be looking after the safety and well being of the children so that they can be taught and prepared for college and/or a career.

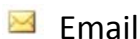
You made a very large mistake with this policy change. As a parent, I am outraged over it. I am only comforted by the fact that I know the overwhelming majority of other parents are also outraged, and that this mistake will eventually be corrected as new school board members are elected. I am saddened that you so boldly went against those you were elected to serve. I am saddened that you chose the route of liberal social engineering policies being pushed by those with money, rather than truly putting in place policies with a track record to help the transgender individuals in the schools. Policies of proactive counseling, bullying prevention based not on traits of

Obtained by Judicial Watch, Inc. Via FOIA

individuals but rather, that all individuals regardless of who they are (not just protected classes) are protected from discrimination and bullying.

Sincerely,
Keith Arthurs

Obtained by Judicial Watch, Inc. Via FOIA



From: Tina Bigdeli
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/8/15

May 8, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Tina Bigdeli


Herndon, VA 20171-2943

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Frances Trainor
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/8

May 8, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Frances Trainor

Springfield, VA 22153-3838

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Paul Williams

Sent: 5/8/2015 6:48:29 AM



To: Strauss, Jane (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ;
Velkoff, Theodore (School Board Member)

Subject: "gender identity" as a special protected classification?

Dear ladies and gentlemen,

I urge you to vote against this proposal. This is a complete distraction from what our education system should be about.

I will certainly remember how you voted when I cast mine.

Thank you,

Paul Williams

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: D Clonts
To: John and Mary Rephlo
CC: McLaughlin, Megan (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velko (School Board Member) ; School Board ; Dave Albo ; Cook, John ; Herrity, Pat
Subject: Re: Vote No on the Non-Discrimination Policy 1450 to include "Gender Identity" in use of Fairfax County School bathrooms and lockers

Sent: 5/1/15

John,

Well it happened. Now you and your group have your work cut out for you. I hope you can get rid of everyone who voted for this ridiculous policy. Guess I'm glad I'm no longer a resident of Fairfax County.

Dave

Sent from Dave's iPad

> On May 7, 2015, at 2:38 PM, John and Mary Rephlo <jm@rephlo.com> wrote:
>
> To the Braddock School District member Megan McLaughlin and Members at Large of the Fairfax County School Board members,
>
> "I AM OFFENDED" that the you the members of the school board are even considering this policy change.
>
> "I AM OFFENDED" that you would put our children (Pre-School to 12th grade) in the position to have to be in a situation where they would have to deal with someone in the school bathrooms or locker rooms who has that are the opposite of the individuals the bathroom is intended to serve, and then being allowed to use the bathrooms of the opposite sex.
>
> "I AM OFFENDED" that you think that you believe that you can IGNORE MY RIGHTS" and the "RIGHTS of the children. I want our children or grandchildren to be exposed to this sort of insane logic and violation of our children's rights. Perhaps it time for us to hire lawyers to sue the Fairfax County Schools and Board for "Violating our Rights".
>
> If you vote for the implementation of this policy, I will ensure that I will do everything in my power as a Fairfax County citizen that I come in contact with to see that you are removed from office at the earliest opportunity.
>
> Sincerely,
> John Rephlo
> [REDACTED]
> Springfield VA 221152
> Fairfax County Braddock District

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Stephen Nolan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/8

May 8, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Stephen Nolan
[REDACTED]
Springfield, VA 22151-1612

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Goddard, Pam](#)
To: [School Board Members](#)
CC: [School Board Office](#)
Subject: FW: Gender Identity

Sent: 5/7/2015 10:25:01 PM



John received this email during the meeting, and he asked me to forward it to you.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Begin forwarded message:

From: Jen Hitchcock <jenjim24@gmail.com>
Date: May 7, 2015 at 9:04:10 PM EDT
To: "Foster, John" <jefoster@fcps.edu>
Subject: Gender Identity

Mr. Foster,

I am the parent of [REDACTED] and [REDACTED]. One [REDACTED]
[REDACTED] is gender nonconforming and I support amendment of the FCPS
nondiscrimination policy.

You are right. FCPS is dealing with gender identity issues with students and there is no
policy that supports those students. While we've been lucky with many supportive FCPS
staff members we are clearly breaking new ground [REDACTED]

I've emailed the Board and Dr. Garza but I did not attend any meetings over fear for the

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safety of [REDACTED]

Please continue with this important work. This is NOT about the bathrooms, it's about making our students and staff feel safe while in FCPS.

Thank you,

Jennifer Hitchcock

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Derek Williams
To: McElveen, Ryan (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Evans, Sandy (School Board Member) ; Reed, Patty (School Board Member) ; Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member) ; Strauss, Jane (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Storck, Dan (School Board Member) ; Schultz, Elizabeth (School Board Member)
Subject:Vote on "transgender" non-discrimination policy

Sent:5/7/2015 8:52:08 PM



FCPS Administrators,

It is my understanding that there is an upcoming vote regarding "gender identity" as a special protected classification. I also understand that pressure is being put on the school system by the federal government's Dept of Education (which has ZERO Constitutional authority to regulate any education related issues), and that they may/or have threatened to withhold funding from a school district that doesn't teach this extreme, fringe and radical policy. Holding a state hostage (or the education of its children) with money that was taken from VA State citizens by threat of force (via income tax) is reprehensible.

I urge you to have the backbone to fight this in every way possible. Your vote will be watched closely, and all that support this abomination will be voted out of office at the next election.

Respectfully,

Derek Williams

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Tom McCook
To: Moon, Ilryong (School Board Member)
CC: Carter, Jim
Subject: Transgender

Sent: 5/7/2015 8:21:07 PM



Mr. Moon,

I may be late in sending you this email.

I am the father of a 21 yr old, Robinson graduate and currently attending Christopher Newport University.

She is a transgender young lady.

She attempted suicide while in high school. I have been told that up to 40% of all transgender teenagers attempt suicide. If the community and Robinson were more accepting she may have felt comfortable in "coming out" and not suppress her real identity and gender. Senior year was very tough & rough to get through.

We in Fairfax County have a very unfortunate epidemic in teenage suicides. I think every little thing we can do, may relief stress on our teens to help them grow, mature and succeed.

Jim Carter is (was) a great counselor for my teenager, but he remembers the angst that my (son) exhibited.

At CNU she has been very accepted, she started her freshman year as a female. I will admit the Dean of Students has worked very closely with [REDACTED] to adopt improved student policies.

I think the parents have a much harder time than students with change in the schools.

Please help the children to learn & live.

Sincerely,
Tom McCook
[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: John
To: Moon, Ilryong (School Board Member)
Subject: Transgender rights

Sent: 5/7/2015 7:52:05 PM



On behalf of myself and husband, please reject the Obama Administration's radical position on "transgender rights."

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Frank Fisher
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Strauss, Jane (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Storck, Dan (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Evans, Sandy (School Board Member) ; Reed, Patty (School Board Member)
Subject: So-Called Transgender Rights / Advantages

Sent: 5/7/2015 7:10:08 PM



Dear School Board Members - The proposal before the Board regarding transgender privileges is appalling. This pursuit of so-called rights is the result of sexual addiction run-amok.

No matter how often some people repeat the lie that someone who is male is not really male, it is still a lie. Genetics has proven that. We should not be developing policy based on lies and in contravention of science. We should not be catering to a few people's desire to indulge in perversity. That will eventually harm our society and our country.

History is replete with instances in which societies indulged in perversity, only to suffer consequences from that - eventually severe consequences. The Roman Empire is only one example. America is not the first society to dabble in perversity.

Furthermore, this proposal will harm the reputation of Fairfax County Public Schools. Very few parents buy into the lie that someone born male is really female.

It's time to stop catering to the worst elements of our society, the perversely, sexually addicted. Sexual addiction has caused innumerable problems in our society. Single-parent households caused by the father being driven by lust and not being ready and willing to be a parent are only one example. We should not be promoting more perversity.

Furthermore, this policy would create many practical problems. I do not want a teenage girl leered at by a boy claiming to be a girl so that he can get access to the girls' bathroom. Anyone who thinks this will not happen is deluded.

If you adopt this policy, you will be making history only in a negative sense. Future societies will look back on Fairfax County's decision as an example of a foolish decision that led to America's decline - assuming it is not reversed by higher authorities.

Even if you adopt this policy, are you prepared to reverse it when a new Administration takes office in less than two years? Further, I expect that if you adopt this policy, there will be intense pressure in Richmond to enact a law precluding school districts from adopting such a policy. There will be an outcry in Virginia !

Don't abuse the values of the vast majority of your constituents.

This transgender policy is foolish to any thoughtful person. I urge you to reject it.

Frank Fisher
McLean, VA
(father of two former students in the FCPS system)

 Email

From: dideum2@verizon.net
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: FCPS "Gender Identity" Proposed Changes

Sent: 5/7/2015 6:47:50 PM



This message was sent with High importance.

Ilryong Moon,

As a long-time resident of Fairfax County – and having two daughters finish their high school education at Lake Braddock Secondary School, I am very concerned about the direction FCPS seems to be taking regarding “gender identity” issues. We have one granddaughter entering LBSS as a 7th grader in FY 2015-2106.

The federal government has no legal authority to threaten our local school board regarding this inflammatory issue, which is driven by an extremely small group of advocates. They cannot legally withhold federal dollars just because a local school board does not bow to their every wish.

I do not believe anyone should be discriminated against in any circumstance. However, we desperately need to protect our children – especially in the elementary and junior-high years – from being exposed to issues that their tender ages may not be ready to digest. This is a matter that – if handled inappropriately – will be judged by a much higher authority than the Commonwealth of Virginia or federal government.

I am particularly concerned about how this will relate to restrooms that our children will be using. If this policy goes forward – and I’m concerned that it will because of the bullying the Fairfax County School Board is receiving from the current administration – at the very least, separate “family-type” restrooms need to be prepared to protect our children.

All that said, I urge you to vote AGAINST this policy change. Please do not make this “deal with the devil.”

Claudia Dideum



Burke, VA 22015

dideum2@verizon.net

 Email

From: Tim Stewart
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; elizabeth.schultz@fcps.edu ; Smith, Kathy L (School Board Member)
Subject: One consideration we hope you as School Board members would make prior to this evenings consideration on the gender identity issue

Sent: 5/7/2015 6:14:26 PM



While you sit there in your meeting - reading your texts and emails under the table while your colleagues talk - please consider this one thought:

Like many parents - we have always stressed to our children that they are not different/ better or worse nor are their peers different or better or worse than any other student. They are all simply citizens of BeechTree Elementary, of Glasgow Middle School and of J.E.B Stuart High School and so are the other students.

Unfortunately - pressure from special interest groups which profit by division through identity politics are now forcing you to spend valuable time considering policy that takes you away from your core mission which is to implement education policy - and divert attention to integrating identity politics into our student bodies

Rather than accomplishing integration by encouraging all students to be simply that - students - the reclassifying and then subclassifying and microclassifying student populations as a whole brings about incredible fragmentation to the population and dilutes the unity that teachers try so hard to achieve.

The bottom line is this intentional fragmentation of our student population takes our education communities in a very wrong direction and ultimate defeats many of your purposes in the socialization of our young people.

Rather than teaching them to come together in one community and be a J.E.B. Stuart student - special interest groups are forcing you to consider yet again labeling some students and relabel them over again - singling them out as very different in a much larger student population.

Please - just let them be students - not students forced to wear a label that we have placed on them because special interests in Washington DC are pressuring the Department of Education to implement identify politics in school districts across the country.

Obtained by Judicial Watch, Inc. Via FOIA

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 Email

From: [bart marcois](#) Sent: 5/7/2015 6:12:41 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#)
Subject: Oppose including transgender under Title IX



I understand that the School Board is discussing whether to adopt the Department of Education guidelines on transgender equality, to apply them to Fairfax County Public Schools. I am writing to oppose this action, and will vote for or against you on the basis of your decision.

Bart Marcois
North Springfield

--

Barton W. Marcois
bmarcois@gmail.com

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 Email

From: [Fimian, Keith](#) Sent: 5/7/2015 6:12:57 PM
To: [School Board](#); [McElveen, Ryan \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
Subject: Vote Not to Add "Gender Identity" to Policy 1450



This message was sent with High importance.

Ladies and Gentlemen of the Fairfax County Public School Board,

This evening you will vote on the proposed change to include ☐gender identity☐ in the FCPS nondiscrimination policy 1450. The Fairfax County public education system serves thousands of our families by providing a safe place wherein tomorrow's leaders are nurtured in academic pursuit and development of character. It is one of the single most important institutions to maintaining a free, productive, and stable society. The decision of this board will establish standards for future action and policy that will affect the quality of that most fundamental institution. Therefore, you *must* consider your responsibility to our children and the broader society and cast your vote according to your best judgments of reason and morality.

First we ought to identify the cause, goals, and likely outcomes of the course we are examining. As far as the public is aware, there was no event of discrimination observed in response to the ☐identified gender☐ of any student or teacher in our county to cause for such a movement. Thus the motivation for implementing this measure stands to be questioned. Currently, we have a cultural focus on mitigating the occurrence of bullying in our schools. This is a real concern as we know that bullying can create hurdles to our students' positive academic and personal development. We should certainly teach our children to treat *each* person according to their inherent dignity ☐ regardless of who they are, what they look like, what they think, or even what they do. It is precisely *because* we have a responsibility to protect the dignity of each individual that we *cannot* make the proposed addition to the standing nondiscrimination policy, especially when we think through the probable outcomes.

The discussion of gender identity is more profound than a little girl who prefers to play soccer over braiding hair, or a little boy who chooses to take ballet instead of trying out for the football team. We are talking about an individual who is biologically female, determined from the moment her first cell developed with two X Chromosomes, and yet feels an overwhelming persuasion of being male, or vice versa. According to medical psychiatric terms as outlined in the DSM-V (the current Diagnostic and Statistical Manual of Mental Disorders), this is referred to as *gender dysphoria*. Much akin to the disease anorexia nervosa, where a patient presents as dangerously thin but is convinced of being overweight, the person who suffers from gender dysphoria rejects the physical reality of their maleness or femaleness (a dichotomy determined by nature).

One would be wrong to deny the real pain felt by a person in this confusing condition. Action then should certainly be taken to prevent that individual from derision when their behavior seems strange or makes others uncomfortable. But it cannot be misunderstood that thought patterns of being female despite being male (or the reverse) are the result of mental disorder.

To not only *permit* an individual to persist according to the persuasion of their disease, but to *facilitate* them in doing so is to directly contradict their mental health, therefore acting in direct opposition to real compassion.

Many who oppose the proposed policy change cite that, by blurring the criteria for bathroom access, we effectively open the door to individuals with malicious intent, inviting them to abuse the new flexibility. To contradict this argument, many on the other side would claim that the likelihood of this abuse occurring is so minute that it does not merit consideration. However, as it is a pressing concern to so many parents and others, the onus remains on the board to *prove* that these concerns are unfounded before proceeding. We hate to imagine that anyone would take advantage of such a setting to violate a child, and we are surprised every time it occurs, but this only emphasizes the need to take every measure to guarantee that it never does. It is not just irresponsible, it is reckless to proceed in helping evil individuals gain access to our children.

Safety in our schools is a definitive priority, but in this situation, we are made to believe that by choosing to protect children from vulnerability to sexual predators, we sacrifice the interests of the minority of children whose psychological identities are misaligned with their biology. This is plainly untrue. Consider that, according to research conducted at Vanderbilt University and London's Portman Clinic, of the children who expressed transgender feelings, 70%-80% ☐ spontaneously lost those feelings.☐ Knowing that 1.) gender dysphoria, like anorexia nervosa, is a painful psychological disease, and 2.) in time many children will grow out of this dysphoria, why would we take measures that encourage them to remain in that condition? In the end, this provision stands to protect no one and to cause harm to many.

The foundations of this bill may be well intentioned, however, we cannot take action without first understanding what we are dealing in. This provision will not protect our children who suffer from gender dysphoria, as is the goal. Rather, it will only collaborate with and promote mental disorder in addition to exposing all students to unnecessary threats to their innocence. A better solution would involve increasing the availability of high quality counseling resources to our students who face distress, and help them understand and work through their confusion in pursuit of mental health. Furthermore, we ought to focus our curricula to emphasize personal virtue, creating truly compassionate classrooms where children feel safe and hopeful despite the difficulties they face.

Please count my vote as "nay" ☐ regarding the proposal to add ☐gender identity☐ to the FCPS Nondiscrimination Policy 1450.

Respectfully,

Keith Fimian

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Carolyn A. McCloskey](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote NO on expanding the Non-Discrimination Policy 1450 to include gender identity!

Sent: 5/7/2015 5:57:23 PM



Dear School Board Member Moon:

Please vote NO on expanding the Non-Discrimination Policy 1450 to include gender identity!

Protect our children and residents. Our current laws and policy do not need to be changed. The vast majority of students and people are served by the current policy. Do not yield to the push to change for only a few.

Money or promises of money will not make up for the problems associated with adding gender identity to Policy 1450.

Thanks,

Carolyn McCloskey

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Ardianne Skinner](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: DEd guidelines on transgender equality

Sent: 5/7/2015 5:56:45 PM



Dear Mr Moon,

I understand that the School Board is discussing whether to adopt the Department of Education guidelines on transgender equality, to apply them to Fairfax County Public Schools. I am writing to oppose this action, and will vote for or against you on the basis of your decision.

Thank you.

Ardi Skinner

--
A handwritten signature in blue ink on a light blue background. The signature appears to be 'Ardi'.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Wunderlin, Desiree
To: School Board Members
CC: Montano, Sonya
Subject:FW: Support for Gender identity protection -- SULLY

Sent:5/7

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

-----Original Message-----

From: Eric Anderson [mailto:eric.anderson@gmail.com]
Sent: Wednesday, May 06, 2015 11:51 AM
To: School Board
Subject: Support for Gender identity protection

Members of the Board,

I am writing to you today as a Fairfax County resident, from the Sully District, with [REDACTED]. I feel that their classmates and other students (as well as teachers) in the Fairfax ([REDACTED]) whose gender identity might not match with their genetic encoding deserve explicit protection against discrimination as well as reasonable accommodation that supports their gender identification. I note that protections of this kind are in place in California for over a year now, and in some parts of California for longer, and have not had that opponents of these steps to prevent discrimination would have you think are inevitable. For example, students to use the bathroom of their identified gender has not led to sexual assaults in restrooms. They are in restrooms, but the ones I have read about have been by cisgender men pushing their victims into bathrooms where women attacking those in the restrooms with them.

I grant you that this is not an easy issue with which to deal if you have not had personal experience with this community, and I do hope that the opponents of my point of view are basing their opposition on unease rather than malice. If it is the former, they may be educated; if the latter, they are simply wedded to unequal treatment that is different from them, and we have dealt with that in this country before.

In closing, I would note that providing a welcoming and supportive environment for students, regardless of whether they are cis- or transgender, will aid learning and teach all students to make discernments about people based on character, rather than which bathroom they use, or with which gender they identify. Please add gender identity to the school system's anti-discrimination policy.

Thank you,

Eric Anderson

--

--

Eric Anderson
eric.anderson@gmail.com

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [MARCIA STEWART](#) Sent: 5/7/2015 5:44:35 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [eliizabeth.schultz@fcps.edu](#) ; [kahty.l.smith@fcps.edu](#)
Subject: gender identity issue in front of school board



Dear School Board

I understand that the issue of adding "gender identity" will be in front of the school board this evening. I have received conflicting information on how this is being added and what it means for our schools and students. So my thoughts on the topic as I understand it.

I believe that we all should be treated fairly and as equally as possible. My concern in adding new definitions and exceptions and distinctions is that we then are giving new classifications extra or even special attention that is not needed. These can sometimes make the general school population uncomfortable or confused. These are mainly kids we are talking about. As an example, is using bathrooms to what ever gender the child feels he/she is when there are other children there.

As you look to this issue, please do not be persuaded by "what others are doing", but please make an informed decision based on the population as a whole. All of our children are special and deserve a basic, comfortable place to learn. Let's not complicate it by giving new special protections to a small majority. Please stop fragmenting our schools. The more we try to give classifications to others, the more our society seems to be coming apart.

We all deserved to be loved and taught, we don't need labels just learning.

Thank you,
Marcia Stewart



 Email

From: Ed and Gail Boardman
To: Derenak Kaufax, Tamara (School Board Member)
CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: Gender Identity

Sent: 5/7/2015 5:43:43 PM



Dear Tamara,

There are many things wrong with this proposal but in the interest of your time I will be brief.

This is evidently a “top down” effort at dismissing the 10th Amendment; a move that is becoming all too common. In social issues, such as this one in particular, the Virginia citizenry is far better suited and informed to decide such an extreme issue. That outside pressures may be brought to bear on local parental and family responsibilities and guidance is outrageous.

No one knows where this issue may lead. This then is more than sufficient reason to table it and include it in a future plebiscite if for some reason it must move forward. It requires so much more than approval by the FCPS Board; such approval would constitute abuse of power.

Our young people face an ever confusing and fast paced world. To overlay on their lives such an unfortunate mixing of our cultural norms is dangerous and wrong.

I urge you to voice these common sense concerns.

Sincerely,

Edward C. Boardman



Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Michael Durand Jr.
To: Moon, Ilryong (School Board Member)
Subject: Fairfax County School Board Vote (Gender Identity Issue) - Please Vote No!

Sent: 5/7/2015 5:35:32 PM



Dear Mr. Moon,

I just heard about an important issue and vote that is going before the Fairfax County School board this evening, and I wanted to send you a quick email as a concerned Fairfax County Citizen. [I urge you to vote against](#) expanding the Fairfax County School current non-discrimination policy to add gender identity as a special protection classification. I know that the US Department of Education is urging school boards around the country to consider adopting this type of protection classification, but I am very concerned about the unintended consequences of adopting such a policy.

I am not for discrimination in any form, but I don't think we have to set policies to cover every potential scenario and I think we need to think long and hard about the potential unintended consequences, and scenarios that could result if such a policy were implemented. Each year that goes by our society robs our children of their innocence earlier and earlier in their lives, and while the intentions of such policy adoptions may be with good intentions, we frequently suffer the long term effects and the unintended consequences that frequently result. I obviously don't need to enumerate the potential scenarios that can arise from such a policy action, but we need to look at the big picture for our children.

As a concerned Fairfax County Citizen I urge you to vote against expanding Fairfax County's current non-discrimination policy to add gender identity as a special protection classification. I have certainly carefully considered the opposing views on this particular issue, but I think its in the best interest of our children to not adopt this special classification. I hope that this message gets to you before tonight's vote and I hope you will give thoughtful consideration to the views I have expressed in this email.

Respectfully,

Richard M. Durand Jr.

Providence District Citizen



Falls Church, VA 22043

mikedurandjr@gmail.com

Obtained by Judicial Watch, Inc. Via FOIA

**Email**

From: [Kris Harris](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: VOTE NO on on Policy 1450 to Include "Gender Identity"

Sent: 5/7

Dear Ilryong,

I am letting you know that I do not agree with making the changes to FCPS Non-Discrimination Policy 1450 Identity" and am respectfully requesting you to vote "NO". This change has not been presented to the public and insures that the safety and privacy of the greater majority of children and employees of FCPS will be reprotected.

FCPS leads the way in establishing standards not only in our state but across the nation. Please allow me to consider all ramifications of this specific amendment to Policy 1450.

Thank you,
Kris Harris
Concerned Parent & Community Member

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sarah Shannon
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/7/15

May 7, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Sarah Shannon

[REDACTED]
Falls Church, VA 22042-4313

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Rachel Mosher-Williams
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/7/15

May 7, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. This is the right thing to do and not just because most Fairfax County parents and students believe in these freedoms.

Thank you,

Ms. Rachel Mosher-Williams

Annandale, VA 22003-1958

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: MSMWalsh@aol.com Sent: 5/7/2015 4:54:54 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#)
CC: cathy@cathyhudson.com
Subject: Gender Identity proposal



Permit me to voice my strong opposition to the way this proposal is being handled. It has not been brought up for public discussion or referendum, and seemingly is being rammed down parents' throats as a fait accompli.

It is unthinkable that an elected Board that is suppose to be the voice of their constituents, allow themselves to be strong armed by the current Obama administration, under the threat of withholding federal funds.

The issue of gender identity is an important issue to deal with, but it is also a somewhat new issue. The Board needs to weigh the pros and cons very heavily before passing something in to law, one that will effect a great majority of this county. Rushing to concur with the strong armed tactics is wrong.

And it could well determine how many of us vote in November.

Sincerely,

Maria T. Walsh
Hunters Woods
Reston

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: George J. Creed Sent: 5/1
To: Hynes, Patricia (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, T
Board Member)
Subject: Transgender Protections - Opposition

I learned in biology 101 that there are certain undeniable physical differences in the male and female and I learned much in my psychology college minor with regard to the human mind. As you prepare to vote this evening about the outcome for the majority of students most of whom identify as male or female and have biological bathrooms preferably in same sex situations. There is a small minority of children with sexual orientation thinking who may need to "feel good" about themselves. That is a situation left best to the parents.

The FCPS does not need to succumb to being an active partner without the issue being vetted by the community dialog. The community as a whole needs to assess the magnitude of the problem without it being forced down the system, parents with children in the schools, and ALL the children's throats.

Please do not vote to expand the current non-discrimination policy to include gender identity. Thank you

George J. Creed

Vienna, VA 22180

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Tami Barney
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member)
CC: Sue Dietrich
Subject: Re: FCPS Tonight's Vote on Gender Identity

Sent: 5/7/2015 4:43:04 PM



Dear Ms. McLaughlin (Braddock School District) and Mr. McElveen, Elryong and Velkoff (at-large members),

I have just been notified this afternoon that our Fairfax County School Board is being strong-armed by the U.S. Department of Education into accepting the current Administration's position on 'transgender rights', by threatening our School Board with the loss of federal funding.

And that tonight, May 7th, you as a board will vote on whether to expand your non-discrimination policy to include "gender identity" as a special protected classification.

Regardless of the claimed merits of the proposal, which the school board, and CERTAINLY the public have had no real opportunity to assess, and which many Fairfax County parents and taxpayers consider radical and extreme - the federal Government has no legal authority to threaten our school board in this way.

Please, please, please don't make a deal and bow to Washington's threats! I would rather my taxes go toward the expense of taking the US Government to court on this! This would set a precedence that is unfathomable to even consider.

I ask you each to search your consciences on this - and to vote based on your moral, legal judgement, rather than forcing our children to become agendized social experiments.

Sincerely,
Tami Barney
West Springfield District

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Reilly, Mandy Margaret](#)

To:

Subject: Gender Identity Amendment Non-Discrimination Policy

Sent: 5/7/2015 4:40:26 PM



I support the proposed addition of gender identity to the fcps non-discrimination policy, because all students should feel safe in school, including transgender students.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Rick Schwartz Sent: 5/7/2015 4:39:32 PM
To: Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Gender Identity



Please refrain from including gender identity discrimination categories. The unintended consequences will be difficult to deal with. The small amount of children who are truly gender questioning can be dealt with on a case by case basis. I live in the Sully District and [REDACTED]

Rick S.
rickschwartz711@aol.com

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Fayette C. Bryan-Schanamann](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity Agenda

Sent: 5/1

Please vote NO on policy 1450

Blessings,

Fayette Bryan-Schanamann

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Denise and Fredy Sent: 5/1
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLau (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Smith, Kathy L (School Board Member) ; Ree Board Member) ; Schultz, Elizabeth (School Board Member)
Subject: Transgender issue

As a parent of three school girls,

This is a horrible day that I need to explain to another adult why it is improper and immoral to allow the bathrooms and locker rooms between boys and girls. During a child's adolescence, a child experiences many changes as his/her body is changing. Our responsibility, as an adult, is to teach children between right and wrong. It is not enough for a child who's feeling insecure and self-conscious about their body to have others of the opposite sex in their private area with them. Let me break it down farther, boys have boy parts and girls have girl parts and they are together when those parts may show. Then there is the concern of a girl's menstruation, a private matter that is shared with boys much less other girls. For the minority who argues it is to support how the child feels, consider this: What if my child feels like a dog one day? Will you take her out for a walk and play fetch? If you think that is ridiculous, then why are you dismissing my child's feelings as being less than your child's? It is my responsibility as an adult to correct my child or support her feelings as a dog?

Besides children feeling insecure it is also likely that the sharing of private spaces would be taken advantage of by children and would result in the violation of other children. To me it is common sense to keep girls in the girls' room and boys in the boy's room - what happened to common sense? Do you remember being adolescent? Would you want your child in the bathroom and locker room with the opposite sex? Do you want your children to be exposed to this improper behavior? I am sure that the majority of people would agree with me but in the end you do not need to answer to the government but your maker.

Thanks and Blessings,
Denise Burgos

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Mark Guagliardo](#) Sent: 5/7/2015 4:19:08 PM
To: [McLaughlin, Megan \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)
Subject: Support "gender identity" inclusion



I am writing to express my support for the inclusion of gender identity in the School Board's non-discrimination policies. I hope you will support this change as well.

Thank you,

Mark Guagliardo (tolerant heterosexual for 58+ years)


Burke, VA 22015

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Karen Wirth
To: Evans, Sandy (School Board Member)
CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; School Board

Sent: 5/7/2015 4:17:05 PM



Subject: Your vote tonight on addition of gender identity to anti-discrimination

Dear Members of the FCPS School Board,

I wanted to share this beautiful story that was on the NBC Nightly news a week or so ago. <http://www.nbcnews.com/storyline/transgender-kids/family-transgender-girl-8-shares-her-journey-n346826> It was part of a series that was done on NBC nightly news sharing real families with real stories. Several very touching and supportive stories of transgender children and their brave and loving families, including this one. I wanted to share this particular one with you today as I think it will introduce you to you a real child and his real family with all the same hopes and dreams that we all share for our children. What resonated with me was the family in this piece makes a point to say how grateful they were for the support & acceptance they get from the school! How can you not be in awe of the strength and support these parents AND the school is offering this child and what YOU would do if you found yourself in their shoes? And would it not be a dream to have our schools filled with children that have that same love and support at home AND at school. I am asking you to ask yourselves shouldn't FCPS be so bold and so supportive of ALL of our children? Would you not expect the same for YOUR child if you were the parents in front of the camera telling this story!

I urge you to show understanding and compassion for ALL students and not allow discrimination against transgender children, or any child for that matter and vote "Yes" tonight.

Thank you,
Karen Wirth

Who along with employees or applicants, I expect will be protected regardless of their age

- race - color - sex - sexual orientation - **gender identity** - religion - national origin - marital status, or disability

 Email

From: Amanda T
To: School Board ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Opposition to Gender Identity as protected class in Policy 1450

Sent:5/7/2015 4:15:46 PM



To the Fairfax County School Board:

I am opposed to adding gender identity to the nondiscrimination policy (Policy 1450) for Fairfax County public schools. I am a homeowner in Fairfax County and the father of a [REDACTED] as well as a rising kindergartener and a 3-year old. My opposition is based on three issues:

- (1) lack of transparency regarding the event of this vote;
- (2) students would be able to set their own rules for which public areas they wish to utilize;
- (3) A "yes" vote will set up an atmosphere in which the majority of children will not feel secure about their privacy and safety in public facilities.

(1) **The lack of transparency regarding the event of this vote.** The school board has not been consistent in seeking public dialogue about the gender identity issue and the vote this week as it did with the proposed change in school start times and the change from half-day Mondays to full-day Mondays. Our citizens deserve a **thoroughly publicized public forum for discussing the serious ramifications of such a decision.**

(2) The second issue pertains to the potential ramifications of a "yes" vote. The public schools should not be in the business of **enabling a student to set their own rules for which public areas (bathrooms, locker rooms) they wish to utilize.** School-age students need adults to be strong, not acquiescent. Kids need adults to provide guidance, not the voices of lawyers, to lead them through their struggles with emotions and insecurities.

(3) A "yes" vote also disregards the privacy and safety of the children in the public school system who conform to the traditional gender categories. These children deserve to enter a bathroom and/or locker room without having to worry about whether they will encounter individuals who just last week, month, or year were using the bathroom of the opposite gender. **A "yes" vote will set up an atmosphere in which the majority of children will not feel secure about their privacy and safety in public facilities.**

If you have any questions, please call or email me.

Sincerely,

Ric Trimillos
Parent of a Student
[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jennifer Wong
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: "Gender Identity" and Non-Discrimination Policy 1450

Sent: 5/7/2015 4:03:28 PM



Dear Fairfax County Public School Board,

It has come to my attention today that you will be voting on Policy 1450 and that if it should pass, any children or adults who feel that their sexuality does not match their outer appearance can use an opposite gender bathroom or locker room. I am extremely disturbed by this - I do not want a sexual predator to be able to take advantage of this new measure and even be given the REMOTE possibility of an opportunity to sexually assault or abuse my children. I understand that there is a movement in this country to help people "feel" included but how can one really "prove" that he/she believes he is a different gender? The last thing I need is to have to worry about my child after I drop her off at school whether she is physically and emotionally safe from predators. Please do the right thing and do not protect potential predators with LAW. Even one victim would be one victim too many. How would you feel if that one victim was your child?

Sincerely, a very concerned parent,

Jennifer F. Wong

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Rose Nelson](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity Vote

Sent: 5/7/2015 4:00:33 PM



Good Afternoon,

Please vote no to expanding the Non-Discrimination Policy to include ☐ Gender Identity ☐ as a special protected group. This will impact all students and all school employees. This proposal has not been assessed to what the impact will be on all concerned. Vote ☐ no. ☐

Sincerely,
Rose Nelson


Vienna, VA 22181

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Williams, LaQuada \(BZJV\)](#)
To: [School Board](#)
CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [pat.haynes@fcps.edu](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: FCPS Policy 1450 change

Sent: 5/7/2015 3:55:37 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 [image001.png \(11Kb\)](#)

Good afternoon,

I would like to **VOTE NO** on Policy 1450 change. I am a concerned parent that does not understand the legal ramifications of such a policy. Any change should have the best interests of the children. My brother is not transgender but he is homosexual. I love my child and my brother. I just wanted to provide some insight so you understand that I ☐m not opposed to any group. The dilemma is the psychological ramifications for the children involved, the teachers involved, and the parents involved. There have been no longitudinal studies done. Clearly, this decision is not going to be an informed one.

LaQuada Williams
UCC Customer Service Team Lead
laquada.williams@uspto.gov
(703)756~1021



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 Email

From: Fm1vom2@aol.com
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: transgender

Sent: 5/7/2015 3:40:44 PM



Chairman and all school board members:

Vote NO on the very disturbing and potentially dangerous transgender use of public school bathrooms. Serious sex acts could occur playing havoc on innocent children and their families. The School Board members will be held accountable for placing minority views and or wants on the majority. Use Porto Potties where legitimate medical evidence shows a person is a transgender to avoid havoc.

Again vote NO on a very toxic proposal.

Frank Medico
Mt. Vernon

 Email

From: [Fields, Melissa](#)
To: [School Board Members](#) ; [School Board Office](#)
Subject:FW: inclusion of gender identity in anti-discrimination regulations

Sent:5/7/2015 3:33:15 PM



Delegate Kaye Kory has requested that I sent the letter below to the entire School Board.

Thank you,

Melissa K. Fields

Fairfax County School Board Office

Executive Administrative Assistant to:

Sandy Evans, Mason District

Elizabeth L. Schultz, Springfield District

Phone: 571-423-1069

Fax: 571- 423-1067

----- Forwarded message -----

From: **Kaye Kory** <kaye.kory@gmail.com>

Date: Thu, May 7, 2015 at 3:13 PM

Subject: inclusion of gender identity in anti-discrimination regulations

To: "Evans, Sandy (School Board Member)" <ssevans@fcps.edu>

Dear Sandy,

I congratulate the Fairfax County School Board for initiating a public conversation about the important issue of discrimination in general and the specific addition of gender-identity as a protected class to the existing FCPS anti-discrimination policies.

Prohibiting discrimination against FCPS employees and students on the basis of gender identity should already be an unwritten rule within the FCPS community. However I do realize the value of codifying unwritten rules.

Fortunately Attorney General Mark Herring has formally recognized the legal right of the FCPS Board to adopt anti-discrimination policies. Therefore, the only barriers to adopting this measure could be either partisan political ideology or fear of a negative voter backlash. I know that our School Board Members are leaders who are committed to democratic principles and will not bend to these arbitrary political winds.

I urge you to set an example of the principled leadership that your constituents count upon you to model and vote "Yes" tonight.

The FCPS Board has an opportunity to make an important difference.

Obtained by Judicial Watch, Inc. Via FOIA

I look to you to guarantee the equal treatment that all are accorded in law under both the Federal and Commonwealth Constitutions.

Do the right thing.

Sincerely,

Kaye Kory
Member
VA House of Delegates
38th District
[703 354 6024](tel:7033546024)
[804 698 1038](tel:8046981038)
DEKKORY@HOUSE.VIRGINIA.GOV

 Email

From: [Evans, Sandy \(School Board Member\)](#)
To: [School Board Members](#)
CC: [Fields, Melissa](#) ; [Garza, Karen](#) ; [Kaye Kory \(kaye.kory@gmail.com\)](#) ; [Foster, John](#) ; [Lockard, Steven](#)
Subject:FW: inclusion of gender identity in anti-discrimination regulations

Sent:5/7/2015 3:26:17 PM



Dear Colleagues, Del. Kory asked me to pass this on to you. Best, Sandy

From: Kaye Kory [mailto:kaye.kory@gmail.com]
Sent: Thursday, May 07, 2015 3:24 PM
To: Evans, Sandy (School Board Member)
Subject: Fwd: inclusion of gender identity in anti-discrimination regulations

Dear Fairfax County School Board Members:

I congratulate you all for initiating a public conversation about the important issue of discrimination in general and the specific addition of gender-identity as a protected class to the existing FCPS anti-discrimination policies.

Prohibiting discrimination against FCPS employees and students on the basis of gender identity should already be an unwritten rule within the FCPS community. However I do realize the value of codifying unwritten rules.

Fortunately Attorney General Mark Herring has formally recognized the legal right of the FCPS Board to adopt anti-discrimination policies. Therefore, the only barriers to adopting this measure could be either partisan political ideology or fear of a negative voter backlash. I know that our School Board Members are leaders who are committed to democratic principles and will not bend to these arbitrary political winds.

I urge you to set an example of the principled leadership that your constituents count upon you to model and vote "Yes" tonight.

The FCPS Board has an opportunity to make an important difference.
I look to you to guarantee the equal treatment that all are accorded in law under both the Federal and Commonwealth Constitutions.

Do the right thing.

Sincerely,

Kaye Kory
Member
VA House of Delegates
38th District
[703 354 6024](tel:7033546024)
[804 698 1038](tel:8046981038)
DELKKORY@HOUSE.VIRGINIA.GOV

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jerrold Foltz
To: Smith, Kathy L (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ;
Velkoff, Theodore (School Board Member)
Subject: FCPS Board to end discrimination on gender identity

Sent: 5/7/2015 3:17:31 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 FCPS Board to end discrimination on gender identity.doc (28Kb)

Dear Board Members -- my favorite ones!

Three cheers for Fairfax County and the Board of Ed.!

Thank you for proposed to end discrimination on the basis of gender identity.

It is a matter of life and death among our public school students. Among all the apparent factors leading to suicides, attempted suicides, and serious thoughts about suicides, the most frequent and compelling factors are perceived and real gender identity and sexual orientation. The victimization and stigmatizing of sexual minorities is rampant in our schools where over 90% of these students report being bullying.

The negative experiences in school compound with growing depression, a drop in grades and attendance, and ultimately hopelessness. They think there is no way out.

The secondary schools with the Gay-Straight Alliances are a good effort toward providing acceptance, affirmation and good communication.

I was privileged to be the founding pastor of Wellspring United Church of Christ in 1996 when the core members and our national church called me to organize an Open and Affirming congregation in the Centreville community. From the first day our congregation has welcomed people of all backgrounds, ethnicity, sexual orientation and sexual identity in to the full life of our church. More and more churches and groups in our community are adopting that vision for the future of our communities.

Jerry Foltz

(Rev. Dr. Jerrold L. Foltz)

Pastor Emeritus

Wellspring United Church of Christ

Centreville, Virginia

(703) 346-6184

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Sarah Barber](#) Sent: 5/7/2015 3:17:17 PM
To: [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)
Subject: Please vote yes to protecting the rights of transgender students



As a longtime Fairfax County resident and retired Fairfax County public school employee, I am deeply disturbed by the outcry of people who do not have any idea what being transgender means and are therefore afraid. These students are a very small vulnerable population that needs to be protected from bullying. Please do not allow the outcry of narrow minds to keep you from voting for what should be the rights of every person, transgender or otherwise. So much of the outcry seems to be about bathrooms. It seems to me that there could be separate private bathrooms for those who need them rather than have this be a big issue.

Please vote yes to protecting the rights of transgender people.

Sarah Barber

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Aysegul Acar-Dreyer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/7/15

May 7, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.
I am the mother of a JEB Stuart HS student

Thank you,

Ms. Aysegul Acar-Dreyer

[REDACTED]
Falls Church, VA 22041-1411

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Velkoff, Theodore (School Board Member)
To: Derenak Kaufax, Tamara (School Board Member)
CC: Evans, Sandy (School Board Member) ; Garza, Karen ; School Board Members ; Guilfoyle, Matt ; Torre, John
Subject:Re: Gender identity communications

Sent:5/7

From the Lessons Learned Department, be sure NOT to email each other during the meeting tonight.

Ted

Sent from my iPhone

> On May 7, 2015, at 2:07 PM, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu> wrote:
>
> Hi Sandy,
>
> Glad to hear you will be with us tonight! We are working on a statement that will go out from me once
the vote goes. Matt is fully aware of the details of this issue and we will highlight the facts on our v
forward with this policy issue.
>
> See you tonight!
> Tammy
>
> Tamara Derenak Kaufax
> Chair & Lee District Representative
> FCPS School Board
> 571-423-1083
>
> Joann Kinney
> Executive Administrative Assistant
> 571-423-1065
>
> Please be aware that correspondence with School Board members is subject to the Virginia Freedom of In
(FOIA). This means that your correspondence may be made public if (1) it deals with FCPS business and (2
it. Only a few topics are exempt from disclosure, such as information about identifiable students, and i
information about individual employees.
>
>> On May 7, 2015, at 12:03 PM, Evans, Sandy (School Board Member) <ssevans@fcps.edu> wrote:
>>
>> Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender id
significant misinformation going around on this issue. How will we address this? Thanks. Sandy

 Email

From: [Roland F Smith](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected)

Sent: 5/7/2015 3:05:54 PM

**To: Ilryong Moon ☐ School Board Member at Large - Fairfax County Public Schools**

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

The Issue:

There is no question that we should be compassionate and concerned for people who struggle with ☐ Gender Identity ☐. It must be a very difficult burden to bear. The issue at hand then, is how best to handle accommodating their situation.

I would argue that measures to effectively accommodate such individuals already exist and there is therefore, no need to change this policy. Further, I would argue there is great danger of harming the remaining population if the proposed change in policy is affected. Accordingly, I urge you to not approve this proposed change in Policy 1450, Nondiscrimination Policy.

Problems with the Proposed Revision:

The first problem is that this change would conflict with both the United States and Virginia Constitutions by expanding the area of protection from discrimination beyond those found in these constitutions.

But perhaps of even more concern are the ramifications of implementing such a revised policy. It could only be devastating to our culture here in Fairfax County and especially so to the school age children attending Fairfax County Public Schools.

This change will make it a violation of policy to prohibit any child from using the bathroom, locker room or shower, for the gender with which they ☐ self identify ☐. In other words, a boy who ☐ thinks ☐ he should be a girl could not be prevented from using the girls ☐ bathroom, locker room or shower at FC Public Schools. And if a girl - who is not struggling with gender identity - objected to that boy ☐s presence, they would have to wait for that boy to leave the bathroom, locker room or shower, before entering.

From a strictly practical viewpoint, the number of individuals who ☐ self-identify ☐ with the sex opposite to that with which they were born, is incredibly small in proportion. So such a change in policy would greatly disadvantage the overwhelming majority of children who do not struggle with ☐ Gender Identity ☐, in favor of this very tiny minority that does.

Furthermore, this operating policy will greatly challenge the ability of our children to maintain their personal privacy and modesty. It will also increase the likelihood of exposure between opposite sexes and in turn, encourage sexual activity earlier than might otherwise occur. Additionally, this operating policy will greatly increase the opportunity for mischief, misconduct and abuse, for reasons that go well beyond gender identity. And if this policy applies to any adult employees of the FCPS who might share a bathroom with school age children, the concerns are far greater.

I have only touched upon the basic issues here. The larger cultural and sociological implications are entirely destructive to our cultural fabric, as well, but space does not permit a full development of those issues here.

Obligation to Protect our Children:

We need to protect our next generation from threats and dangers, not increase their exposure to them.

There is no compelling reason to make this change. But there is a compelling reason not to change this policy.

A Better Choice:

There are adequate solutions already available to us for dealing with this issue. A couple of obvious examples include permitting these individuals to use designated ☐ staff bathrooms ☐ or unisex bathrooms where they are available. These are simple, straightforward common-sense solutions that are already available to us.

Therefore, this change in policy is not necessary, has great potential for harmful outcomes, and accordingly, should not be made.

Thank you for your thoughtful consideration.

Sincerely,

Roland Smith
Resident of Hunter Mill District, Fairfax County
(address available upon request)

 Email

From: Vicki
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: FCPS transgender policy, Vote NO!

Sent: 5/7/2015 3:00:04 PM



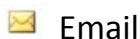
Dear School Board Members,

I am writing to you today as a Braddock resident, to please vote "No" on the expansion of the non-discrimination policy to include "gender identity" as a special protected classification. This type of policy forces our children to confront sex issues they are not ready to handle and to have their privacy invaded in the school bathroom. A policy that provides alternative facilities for a child struggling with sexual identity issues is more appropriate and protects the rights of **all** children. I

believe voting on a policy that has not been written, or read, is extremely dangerous. We have seen what that has done with our higher branches of government. As parents, we have taught our children to read what they are signing, and in this instance you have not. As much as I sympathize with these children, I believe creating better anti bullying education would be better. These children are being bullied, but by changing that environment, will change the need for such a policy. Rules do not change people; only people can change people, or in this case, educate our children. Again I urge you to vote **NO**.

Sincerely,

Victoria J. Reyna



Email

From: Amanda T
To: School Board
CC: Evans, Sandy (School Board Member) ; McElveen, Ryan (School Board Member) ; Strauss, Jane (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Moon, Ilryong (School Board Member) ; td.kaufax@fcps.edu ; Storck, Dan (School Board Member) ; Velkoff, Theodore (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: PLEASE STOP Gender identity vote!

Sent: 5/7/2015 2:56:28 PM



Dear Fairfax County School Board:

I regret that I will not be able to attend the May 7 regular meeting in which one of the action items includes updating Policy 1450 (Nondiscrimination) to include “gender identity”. **I wholeheartedly request that you reject the proposal.**

The implications of such a proposed change simply have not been explored by this Board. There is no material understanding of very real and germane issues, including a) budgetary matters around facility and operational issues regarding the implementation of such a policy, nor b) an account of how the safety and privacy - for students and employees alike - in all FCPS buildings and classrooms will be preserved. **Until proposed changes are explored by the Board, any proposal must be rejected or tabled until further research and policy proposals are in place and understanding of the implications or intent of such policy is understood and reviewed by all stakeholders (parents, students, faculty, and staff)**

I understand the term “gender identity” means that it is not in reference to one’s “sexual orientation”, but rather refers to an innate, deeply felt psychological identification as a man, woman or some other gender. If this is the interpretation of those making the proposal, I am very much opposed to it.

It appears that the proposal is coming from the Human Resources’ Office of Equity and Employee Relations. If I am gauging the motivation correctly, it is intended to make it easier to attract qualified staff to work for Fairfax County Schools. I can applaud the motivation, but strongly consider the application to be misguided. In fact, there are arguably other avenues through which to attract qualified staff (the superintendent's message recently highlighting some of her ideas).

Given that the potential for this provision to allow someone with “gender identity” issues to teach children -- who are at various stages of mental, physical, and social development -- a philosophy that seems less based on science and more on personal feeling is simply unacceptable.

Concerned parent of [REDACTED]

Amanda Trimillos
[REDACTED]

 Email

From: Nancy Almasi
To: Derenak Kaufax, Tamara (School Board Member)
CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: The Vote on Gender Identity in the Non-Discrimination Policy

Sent: 5/7/2015 2:57:33 PM



Dear Ms. Kaufax:

As a Fairfax County taxpayer and a concerned citizen, I respectfully urge you and the other members of the Fairfax County School Board to defer making a decision to include language about gender identity in the county's Non-Discrimination Policy.

Until the Fairfax County School Board is presented with the draft regulations on how this new policy will be implemented and the impact it will have, members will not be able to adequately assess how their vote will affect the school system. Nor will they likely be able to address the questions they will undoubtedly face from their constituents. It is my understanding these draft regulations will not be available until September 30.

A move that has already proven to be very divisive is not something the School Board should undertake without careful consideration as well as thorough input from Fairfax County residents. Regardless of one's position on gender identity issues or the appropriateness of the federal government's approach in enforcing these regulations, the consequences of making a hasty decision far outweigh the risks of losing federal funding.

Should this policy go into effect in Fairfax County public schools, there will be practical matters to consider such as how to make appropriate structural changes to school facilities that ensure the safety, privacy and well-being of all students and faculty. This not only impacts normal building operations, but will have an impact on the budget itself. This is a particularly sensitive issue given the school district's concerns about the county's budget shortfall and its effect on the schools. For example, It's not good policy to complain about stagnant teacher salaries while contracting with an outside consultant to work with students and school employees on how to best adjust to using a gender-neutral restroom.

The psychological ramifications on students in addition to concerns about safety and privacy must also be handled with care and sensitivity. All students must have the opportunity learn in an environment in which they feel safe and comfortable. It will take time and effort to strike a balance that satisfies the needs of all students. Employees will need additional training, new rules will need to be drafted and the community itself will have to adjust to a new way of thinking. That sort of change has never been, nor will ever be, achieved quickly.

I need not remind you that this is also an election year, and the publicity this issue has brought could negatively impact the public perception of the Fairfax County School Board's performance if it is not handled well and in a way that includes the voters.

I respectfully urge the School Board to delay making a decision until all the necessary research is completed.

Nancy Almasi
Alexandria, VA
lavistadrive@msn.com

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: bbswach@aol.com

Sent: 5/7/2015 2:55:38 PM



To: [Moon, Ilryong \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)

Subject: Transgender Rights

Members:

I urge you in the strongest terms to reject adding "gender discrimination" to the county's official list. Changes in facilities alone makes this objectionable and unrealistic.

Best regards,
Bob Wachter
Alexandria, Va.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Barbara Furey
To: McElveen, Ryan (School Board Member)
CC: Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Kathy.I.Smith@fcps.edu
Subject:FCPS gender Identity vote

Sent:5/7/2015 2:53:27 PM



Dear Mr. Ryan,

I have great compassion for children who struggle with gender identity issues, but was alarmed to learn that you are supporting a major change to the Fairfax County Schools which will affect your students and their families.

Fairfax County Schools are able to support students struggling with gender identity without this new and disturbing rule.. Please try to use our taxpayer funding to improve the education of our students, not to interfere with the role of the families you serve.

I am sure that you know that this policy is an experiment with the well-being of your students, and your voters will take note of your leadership on this issue.

Kind regards,
Barbara Furey

 Email

From: [Jbporch](#) Sent: 5/7/2015 2:52:46 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#)
Subject: Non-Discrimination Policy 1450 to include "Gender Identity"



This message was sent with High importance.

Dear Mr. McElveen, Mr. Moon, Mr. Velkoff and Ms. Schultz,

I have read about the policy change vote scheduled for tonight regarding transgender rights. I am not aware of an urgency in our County to make this change and to do it so quickly and almost secretly. Is it politics and/or federal money that drive these policy changes?

I hope that you will seriously weigh this issue and all it represents before it is hastily decided upon. Please keep in mind the trust that has been placed in your hand regarding all students, staff and parents in this community.

I have great concern regarding ☐ by declaration ☐ that would give a student the right to share restrooms and locker rooms of the opposite sex. I am not sure the School Board has reviewed the consequences this action could present especially in Junior and Senior High Schools and what responsibilities the School Board itself would then shoulder.

I kindly ask you to reconsider passing this Gender Identity Policy until further review of consequences and rights of ALL students and all concerned are thoughtfully considered.

Sincerely,

Jan Porch

 Email

From: Dawn Schiller
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Vote NO on transgender policy

Sent:5/7/2015 2:48:39 PM



This message was sent with High importance.

Dear School Board,

I ask you to vote NO on tonight's vote on the proposed transgender policy that FCPS is considering. That this is even being considered is ridiculous. It's no wonder our taxpayer dollars are being wasted in the County. It's also no wonder some of these kids are gender confused - our leadership in the community is confused!

For the miniscule population in which this confusion exists, I have a simple solution - let them use the nurse or teachers' bathroom. To subject the rest of the student body to such aberrant behavior is just wrong, particularly at such an early age. It is an example of a liberal agenda that is working to normalize abnormal behavior, and unfortunately the public school system is all too quick to embrace it.

I am all for an equal, non discriminatory environment for all children. This policy would discriminate against the vast majority of children that just want to use the bathroom and wash their hands without being subjected to a bizarre social and political experiment.

I ask that you all vote NO to this proposal and get back to the job of doing the people's work.

Sincerely,

Dawn Behrens

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jeff Lucier

Sent: 5/7/2015 2:50:09 PM

To: Smith, Kathy L (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ;
Velkoff, Theodore (School Board Member)

Subject: Support for Gender Identity

As a citizen of Fairfax County and middle school teacher, I fully support the proposed addition of Gender Identity to the school system's non-discrimination policy. This is not a radical or extreme thing to do. It is the right thing to do for children. Please vote in favor of this change and keep Fairfax County a leader of rational thinking in the state of Virginia.

Thank you.

Jeff Lucier
Centreville, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Chris O'Donnell
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Gender Identity Vote

Sent: 5/7/2015 2:47:03 PM



Dear School Board

I have been hearing a lot this week about the "Gender Identity Vote" tomorrow. Personally I could care less if someone is gay or transgender. That's **their** business... **not** the Schools, **not** the Government the individual's. Yesterday I received an email from FCPS about the over **\$100 million** budget **deficit** you people have run up and this is what you are wasting your time with??? Really? Quit trying to divert attention away from the real issues facing the school system and do your job! I have lived in this county all of my life and our school system used to be a model for other jurisdictions to follow, not so much anymore.

Bottom line, do the job you were elected to do. Fix the budget and educate our children. Leave the politics out of our schools! If religion isn't allowed anymore politics shouldn't be either. Abstain from voting on this tomorrow and let the court system deal with it. This isn't your job!! Fix the budget.

Thank you for your service to our County,
Chris O'Donnell
Centreville, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: John and Mary Rephlo
To: McLaughlin, Megan (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; School Board
CC: Dave Albo ; Cook, John ; Herrity, Pat
Subject: Vote No on the Non-Discrimination Policy 1450 to include "Gender Identity" in use of Fairfax County School bathrooms and locker rooms

Sent: 5/7/2015 2:38:02 PM



To the Braddock School District member Megan McLaughlin and Members at Large of the Fairfax County School Board and other school board members,

"I AM OFFENDED" that the you the members of the school board are even considering this policy change.

"I AM OFFENDED" that you would put our children (Pre-School to 12th grade) in the position to have to be exposed to this sort situation where they would have to deal with someone in the school bathrooms or locker rooms who have sexual organs that are the opposite of the individuals the bathroom is intended to serve, and then being allowed to undress in front of children of the opposite sex.

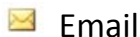
"I AM OFFENDED" that you think that you believe that you can IGNORE MY RIGHTS" and the "RIGHTS of the MAJORITY" who do not want our children or grandchildren to be exposed to this sort of insane logic and violation of our children's privacy. Perhaps it time for us to hire lawyers to sue the Fairfax County Schools and Board for "Violating our Rights".

If you vote for the implementation of this policy, I will ensure that I will do everything in my power and to inform every Fairfax County citizen that I come in contact with to see that you are removed from office at the earliest opportunity.

Sincerely,
John Rephlo

Springfield VA 221152
Fairfax County Braddock District

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Genevieve
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity Policy

Sent: 5/7/2015 2:37:33 PM



Dear Mr. Moon,

I am writing to urge you to include Gender Identity as part of the Fairfax County School non-discrimination policy. I have ██████ that went through the Fairfax school system from elementary through graduation (both with IB diplomas). ██████ received an EXCELLENT education through our school system and were well prepared for college (both attended Virginia State schools). My eldest went to William and Mary, graduated with honors and then went directly to law school (graduated from William and Mary law school and passed the Virginia bar the first time it was taken). During ██████ time in collage she spent every spring break working to re-build an orphanage in Honduras that was destroyed by a hurricane. ██████ did not join ██████ fellow students in Ft. Lauderdale, but preferred to do something meaningful with ██████ time. ██████ is kind, considerate, brilliant, and very religious. ██████ is also transgender.

██████ was 25 before ██████ came out to us (and ██████ friends), but told us ██████ had known since ██████ was about 12 that ██████ had been born "wrong" (██████ words). I asked why it had taken 13 years for ██████ to take this step and ██████ response was "I have been in school my whole life- none of the schools I attended would have accepted people like me". While I confess the news struck me pretty hard at first, I realized that ██████ gender identity issue explained a lot of the concerns I had for ██████ as ██████ was growing up. Always distant from her peers, never really fitting in or being comfortable. Sometimes just trying too hard, I think... ██████ learned to hide who ██████ really was and played a role for over half ██████ life but the inability to truly be who ██████ knew ██████ was on the inside was clearly, in retrospect, a constant source of conflict for ██████

I blame myself for not seeing it earlier ██████ does not, however, blame me at all). I think of all those years that ██████ could have been happy in ██████ own skin and I just want to cry. While adding gender identity to the policy won't turn the clock back and help ██████, it may help so many others who, like ██████, are afraid to express who they really are.

Fairfax County has one of the finest school systems in the country. Please add "one of the more tolerant" to those accolades.

Thank you so much-
Genevieve Walker
Clifton, VA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Doug Doughty
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Vote NO on gender identity as special class

Sent:5/7/2015 2:22:59 PM



I am a Fairfax voter and I am opposed to adding gender identity as a special protected classification.

Doug Doughty

[REDACTED]
Fairfax, VA 22030

Obtained by Judicial Watch, Inc. Via FOIA



Email

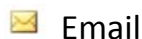
From: [Cindy Doughty](#)
To: [Cindy Doughty](#)
Subject: Vote NO on including "gender identity" as a special protected classification

Sent: 5/7/2015 2:19:47 PM



Vote NO on including "gender identity" as a special protected classification in the non-discrimination policy. I am a Fairfax voter that is against having [REDACTED] go to a school that has "gender identity" as a special protected class.

Cindy Doughty
Fairfax Va



Email

From: Sue Dietrich
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member)
CC: King H. Dietrich ; Muriel Washburn ; Tami Barney ; Wanda Brown ; Jeffery Brown
Subject: FCPS Tonight's Vote on Gender Identity

Sent: 5/7/2015 2:08:56 PM



Dear Ms. McLaughlin (Braddock School District) and Mr. McElveen, Elryong and Velkoff (at-large members),

I have just been notified this morning that our **Fairfax County School Board is being strong-armed by the U.S. Department of Education** into **accepting the current Administration's position on 'transgender rights'**, by threatening our School Board with the loss of federal funding.

And that **tonight, May 7th, you as a board will vote** on whether to expand your non-discrimination policy to **include "gender identity" as a special protected classification.**

Regardless of the claimed merits of the proposal, which the school board, and **CERTAINLY the public have had no real opportunity to assess, and which many Fairfax County parents and taxpayers consider radical and extreme - the federal Government has no legal authority to threaten our school board in this way.**

Please, please, **please don't make a deal and bow to Washington's threats!** I would rather my taxes go toward the expense of taking the US Government to court on this! This would set a precedence that is unfathomable to even consider.

I ask you each to **search your consciences** on this - and to **vote based on your moral, legal judgement, rather than forcing our children to become agendized social experiments.**

Sincerely,
Sue Dietrich
Braddock District

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jessica Woolwine
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/7/15

May 7, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jessica Woolwine
[REDACTED]
Leesburg, VA 20176-6874

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Yvonne Horner](#) Sent: 5/7/2015 2:12:22 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)
Subject: I urge you to Vote No to the Gender Identity Policy Change



Dear School Board:

Protecting a vulnerable section of the school population from bullying and harassment is commendable, but you have an obligation to also protect the rights of all parents and students, and not promote the rights of one group at the expense of the privacy and values of others.

Drafting a Policy to protect the privacy rights of students and employees, using input from parents and the public, would be preferential to opening a Pandora's box of issues by approving this limitless expansion of the non-discrimination policy.

I urge you to vote No to this expansion of Policy 1450.

Yvonne Horner

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Derenak Kaufax, Tamara (School Board Member)

Sent: 5/7/15

To: Evans, Sandy (School Board Member)

CC: Garza, Karen ; Derenak Kaufax, Tamara (School Board Member) ; School Board Members ; Guilfoyle, Matt ; Torre, John

Subject: Re: Gender identity communications

Hi Sandy,

Glad to hear you will be with us tonight! We are working on a statement that will go out from me once we vote goes. Matt is fully aware of the details of this issue and we will highlight the facts on our website forward with this policy issue.

See you tonight!

Tammy

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone has a legitimate need to know. A few topics are exempt from disclosure, such as information about identifiable students, and personnel : individual employees.

> On May 7, 2015, at 12:03 PM, Evans, Sandy (School Board Member) <ssevans@fcps.edu> wrote:
>

> Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? Is there significant misinformation going around on this issue. How will we address this? Thanks. Sandy

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Rizwan Rahman
To: Moon, Ilryong (School Board Member)
Subject: Transgender issue

Sent: 5/7/2015 2:03:26 PM



Ilryong Moon:

As a parent of [REDACTED] county school system, I am very concerned and disturbed about the prospect of allowing biological male students into girls bathroom or locker rooms or vice versa.

Please don't allow this to happen to our children!

The current FCPS nondiscrimination policy already prohibits discrimination based on sex.

Rizwan Rahman
[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Albert Strong](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote on "transgender rights," is too much too soon, we need to know more

Sent: 5/7/2015 1:57:56 PM



Please do not vote in favor of this radical change until we have more time to consider all the ramifications.

Thank you.

Albert Strong

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Mast, Richard L](#)
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: Liberty Counsel - Analysis Opposing Fairfax Addition of Gender Identity

Sent: 5/7/2015 1:54:52 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

[Ltr - to Fairfax re Gender Identity.pdf \(146Kb\)](#)

Dear Superintendent Garza and Members of the Board:

Please find attached analysis in opposition to the proposed addition of "Gender Identity" to Policy 1450.

Richard L. Mast, Jr., Esq.*

Litigation Counsel

Liberty Counsel

PO Box 11108

Lynchburg, VA 24506

800-671-1776 phone

434-592-7700 fax

Offices in CA, DC, FL, VA

www.LC.org • Richard@LC.org

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**Email**

From: Mai
To: Moon, Ilryong (School Board Member)
Subject: Gender identity

Sent: 5/1

Are you kidding
this comes out of nowhere
and you think you have the right to vote on it
I am totally against this even if I have a family or family member involved in this
I am totally against it for not having been given the choice to speak out one way or the other and it's in
my throat. I am against it and so better you since I live in your district.
I also do not believe there is enough research on this for anyone including you to be making a decision on

mai
Sent from iPhone

Sent:5/7

 Email

From: David Myers
To: Moon, Ilryong (School Board Member)
Subject: Gender identity vote

Sent: 5/7/2015 1:27:56 PM



Dear Mr. Moon,

As a resident of Fairfax County and parent of children attending Fairfax County Schools, I strongly urge you to vote against expanding the county's policy to include "gender identity" as a special protected classification. The practical implementation of policies to accommodate such a class will border on the absurd, causing psychological damage and confusion to a far larger number of students than if the status quo were retained. Please vote against including "gender identity" as a protected class in Fairfax County Schools.

Respectfully,
David Myers

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: CARR JEANNE
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity

Sent: 5/1

Dear Mr Llryong Moon

I am unable to attend the meeting tonight so I am imploring you to vote against the Gender neutrality Policy that the United States Government would make a threat of defunding the Fairfax County Schools if they do

Our children have not reached full maturity to be exposed to gender identity issues. They are not able to have a discussion. It is unfair for Parents to be required to acquiesce to this policy. Also the fact that parents are permitted to remove their children from the school is another assault on their parental rights.

Please do not let this policy be implemented.

Jeanne M Carr

Springfield, VA 22151

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Robert McFarland](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity vote

Sent: 5/1

Please do not vote to expand your Non-Discrimination Policy 1450 to include "gender identity" (transgender) protected classification. The School Board seems intent on pushing through this questionable and concerning policy without informing taxpayers and parents of the implications of this policy for Fairfax County students (Preschool through high school) as well as teachers and staff.

This is not a good idea for Fairfax. As one of your constituents in the county, I ask you to please vote no.

Robert McFarland

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Karen Hendon
To: Moon, Ilryong (School Board Member)
Subject: Fwd: expanding the language of Policy 1450 to include 'gender identity'?

Sent: 5/1

Illyong,
>
> I am writing to implore you to not vote for this policy change.
>
> Equally as disturbing, is the fact that the school board chose not to bring this to the attention of public for discussion.
>
> Again, I ask you to reconsider and vote no for expanding the language of Policy 1450 to include "Gender
>
> Thank you,
> Karen H Pitchford
>
>
>
>

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Steven Goodnight](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Agenda

Sent: 5/7/2015 1:09:40 PM



Please vote against the Transgender Agenda. You'll suffer the consequences at the Vallot Box.

Thanks, Steve/Rose Goodnight

 Email

From: Nikki
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; pat.haynes@fcps.edu ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Gender Identity Vote- From a Minority Perspective

Sent: 5/7/2015 12:58:58 PM



Dear School Board Member,

Our family is wholly against the changes to the 1450 non-discrimination policy concerning gender identity that you are voting on tomorrow. Our vote is unequivocally NO!

My husband and I are the [REDACTED] Fairfax County School system. I cannot in anyway imagine or approve a change that would create an environment that would make our children, or the majority of the students, feel confused, embarrassed, or violate their right to privacy.

Our [REDACTED] [REDACTED] [REDACTED]. They need a familiar, safe, and private atmosphere in which to grow. They need clearly defined boundaries between the sexes, not optional or open restrooms. They need teachers who are consistent and predictable during their formable years. Is their rights to go through the natural, physical changes of adolescents in a familiar, and private setting to be disregarded for the emotional preference of other children?

And what about our rights as parents to introduce our children to such a weighty topic as Gender Identity?

This VOTE has nothing to do with satisfying any child's educational needs. All parents have to help their children adapt to their social environment. All parents have to personally help their children find ways to fit in without the kind of special accommodations that are being recommended for transgender students.

A policy change of this nature is based on preferential treatment for a minority group, and does not need to be addressed more than it already has under the no-bullying policy. From a personal standpoint, we are an African American family raising three African American children in a predominately white community and school system. Yet we have never requested that our school's curriculum or environment be changed to make our children feel emotionally comfortable with their surroundings.

We believe that this change would have ramifications on our students, community, and beyond that have yet to be considered.

The School Board's focus should be academics and helping students prepare for the future.

Obtained by Judicial Watch, Inc. Via FOIA

Respectfully,

Antwong and Nikki Berkley

Sent from Windows Mail

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Sean Lewett
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: "gender identity" food for thought

Sent: 5/7/2015 12:42:51 PM



Hello,

My wife and I live in the City of Fairfax, and we have [REDACTED] I urge you (FCPS) to strongly oppose the transgender rights bill being passed down from our current Obama administration.

Our kids are being exposed to unnecessary issues more than ever before. I remember when I was young, I was a walker and my parents had not even a slight question about whether or not to send me out each morning by myself on the nearly mile walk to my school. Today, I would not let my kids out of my site until they are old enough to take on an adult. Point being? There is a sexual evil progressing among us that threatens the very basics of life. You cannot have life, we cannot exist without protecting and defending this most basic and intrinsic part of life.

Please reconsider your thoughts, opinions, biases, political persuasion, etc on this issue at hand.

The waters are becoming polluted. Our culture is so 'careful' now of offending someone that we can't even see clearly to see what's best for our kids. All kids no matter what age, are searching for purpose in this life. We all are!! I am so very grateful to live in this country, where there are so many options available to us. However, not all things are 'healthy' or 'good for us' or even 'right' for us though. Now we are exposing our kids options about their gender identity,,, in school? We are corrupting the most natural basis of life for them,,, in school? Now our kids have to consider in school, to make a decision on what their sexual orientation is? Unbelievable!

Putting this gender identity issue in the schools is muddying the waters in a big way at the expense of our children and making a decision against the grain for MANY parents.. Don't pollute the waters anymore by adding to more of what a child already has to deal with while growing up. It is one more issue, one more unnecessary decision among many that they will have to make. And the topic should only be made at home, by parents and children, since it is very personal and a sexual one for goodness sake! And worst of all, it threatens the very essence, the very basic nature of their being in life.

Do what is best for our kids, not what is best for a political agenda.

Thanks,
Sean Lewett

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [Foster, John](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#)
CC: [Garza, Karen](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [School Board Members](#) ; [Lockard, Steven](#)
Subject: Re: Gender identity/Closed Session needed?

Sent: 5/7/15

Hi John & Tammy,

[REDACTED]

[REDACTED]

[REDACTED]

Many thanks,
Megan

Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone has asked that your message be kept confidential. Only a few topics are exempt from the disclosure of information about identifiable students, and personnel information about individual employees.

On May 7, 2015, at 12:03 PM, "Evans, Sandy (School Board Member)" <ssevans@fcps.edu> wrote:

> Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? Is there significant misinformation going around on this issue. How will we address this? Thanks. Sandy

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Cash, William J.](#) Sent: 5/7/2015 12:11:40 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)
Subject: Transgender



FCPS School Board Members at Large,

Current FCPS Nondiscrimination Policy **already prohibits discrimination based on sex**. *The Board does not need to add categories allowing biologically male students to use girl bathrooms/locker rooms, or vice versa, under the guise of bully prevention. Please vote NO on this issue.*

William Cash,

Annandale, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: M Bean
To: McElveen, Ryan (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member)
Subject: Please vote NO on adding gender identity to policy 1450

Sent: 5/7/2015 12:03:22 PM



I have a [REDACTED]. I have major concerns about the proposal to revise Policy 1450 to include "gender identity" as a protected class. I ask that you vote "no" on this proposed revision. Please consider the following:

1) I want the same thing as you: to make the school as safe and comfortable as possible for all students. The current language in Policy 1450 provides for this. There is no need to go revising the language at the risk of making the schools insecure for students. Revising the language will tie each individual school's hands from making decisions that provide a safe, undistracted, educational environment for its students.

2) FCPS has no plans in place to protect my children when they are on school grounds from having to share bathrooms and locker rooms with those of the opposite sex when we have raised them from the beginning to remain modest with those of the opposite sex.

3) You are asked to represent your constituents. That is the whole reason you were voted into office. If an elected school board member uses their position to vote as they see fit, without engaging in discussion with their constituents, that is a major disappointment to FCPS families.

I encourage you to focus on the issues that are putting the reputation of our schools in jeopardy such as budget shortfalls and less competitive teacher salaries. I would love to spend time working to improve these things in our schools than worrying about ad hoc policies that the Board is trying to impose at the risk of creating an unsafe environment for our children. Furthermore, as I understand it, the school board does not have the budget to go around and modify each school to meet each and every particular desire of each and every child.

Like you, I am passionate about the success of our Fairfax County schools. We all have a lot invested in them. I do respect your dedication to our schools and hope that, for the safety and success of our schools, you choose to vote "no" on the proposed revisions to Policy 1450.

Thank you.

Mai Bean

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Evans, Sandy \(School Board Member\)](#)
To: [Garza, Karen](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#)
CC: [School Board Members](#) ; [Guilfoyle, Matt](#) ; [Torre, John](#)
Subject: Gender identity communications

Sent: 5/7/

Hello, Karen and Tammy, Do we have a communications strategy in place for tonight's vote on gender identity? Significant misinformation is going around on this issue. How will we address this? Thanks. Sandy

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: KPJ Sent: 5/7/15
To: McElveen, Ryan (School Board Member)
CC: Strauss, Jane (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; kathy.L.smith@fcps.edu
Subject: School board vote/transgender issues in FCPS

Good morning Members of the School Board,

I'm writing as a citizen of the Dranesville district with an interest in the vote this evening regarding in the public school system in Fairfax County.
I urge the board to postpone a vote so that this issue can be studied, discussed within the community, and of its ramifications.

As a parent and member of the community, I have compassion for every minority issue within this great society. I do not want to see such a profound change take place in our school system without adequate investigation and as proper contact and communication with the all members in the community who will be affected by such a

I feel that the community at-large was not well informed, or informed at all, of this upcoming vote until

As our elected officials, please recognize this as a profound change that affects the all students and not just a few. I again urge you not to pass this resolution until the community has been made a part of the

Sincerely,
Kristen Jebraili

Sent from my iPhone

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Shelly Randel
To: Moon, Ilryong (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Vote on Gender Identity

Sent:5/7/2015 11:52:50 AM



I write today for several reasons. The first is to express my opposition on changing policy 1450. The change is not warranted. The current policy includes the terms "sex" and "sexual orientation." Both broad legal terms.

The second reason I write today is not only in opposition to the policy change, but more importantly to the process--or lack of process in carrying out this change. I find it highly ironic that I have not received one--not one--email or notification from FCPS regarding this policy change. I received several emails throughout the process on the on-going sleep deprivation study. Last year, I was asked to participate in a survey to elicit my opinion on the new start times. Then, this year my inbox was inundated with countless emails on the various proposed start times. What happened here? Your behavior in dealing with an issue of this magnitude and for which the public very obviously cares, is completely arbitrary and capricious.

Most troubling, is the irresponsibility in passing a policy change that is so blatantly lacking an implementation plan. Hiring consultants on the back end of your decision is again arbitrary and inconsistent with previous policies that you have implemented in the past. Why the deviation here?

The claim that your mandate is coming from USDE is unfounded and a total abdication of your responsibilities to the tax payers and especially to the students of Fairfax County. Should the Feds decide to institute an investigation, so be it. But, no court of law has ruled on whether the current administration's new interpretation of Title IX is even valid. The last time I checked it was illegal and unconstitutional for the Federal government to coerce states to take various actions.

Finally, I write to remind you that it is an election year and I will be voting.

Regards,

Shelly Randel

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Julia Xue](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: NO on "Gender Identity" as a special protected group.

Sent: 5/7/2015 11:28:21 AM



As a concerned parent of a Fairfax County Public School student [REDACTED], I am writing to request that you vote NO on May 7th to the change in Policy 1450. Please do NOT expand the Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

I am concerned such a policy change would have negative effects on mutual respect between students as well as respect between students and teachers. This action will likely increase bullying and create additional concern over student and employee safety. We need to respect the privacy of all students and not single out a small group no matter how well intended you might be.

All students have a right to a distraction-free, education-centered environment and parents have a right to participate in policy changes that may affect that environment. Again, I sincerely request that you vote NO on any changes to Non-Discrimination Policy 1450. Thank you very much.

Respectfully,

Julia Xue

[REDACTED] Vienna, VA 22181

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jack & Joey Wojciech
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity

Sent: 5/7/2015 11:22:43 AM



Dear Ilryong,

We sincerely hope and pray that you fully understand the horrible results that are guaranteed to occur to county students and their families if the radical LGBT agenda is incorporated into the Fairfax Country School System. As grandparents to several Fairfax County Public School children, please don't bow to the god of political correctness when the God of creation condemns practicing homosexuality and similar acts of sexual perversion such as cross dressing. **Save our public school children by voting "No" to the policy change being considered.** You will not only be honoring God and your parents and grandparents, God will bless you and your family.

Respectfully Yours,

Jack & Joey Wojciech



Vienna, Va. 22182



P.S. Being on the right side of history means nothing if you are on the wrong side of God's will which is God's Word!

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Brenda Hammill
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity vote

Sent: 5/7/2015 11:18:55 AM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.



WAKE_UP_FAIRFAX_final.pdf (503Kb)

Dear Mr. Moon

I am writing to request that you vote **NO** on the policy change for Non-Discrimination Policy 1450 that would include *Gender Identity*. I do not believe that such a change is in the best interest of the students and faculty in our schools. As a parent of two FCPS graduates, and as a registered voter and taxpayer, I urge you to vote **NO**.

Respectfully,
Brenda Hammill

Sent from my iPad

 Email

From: TedNanz@aol.com
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Bathrooms, Locker Rooms & Shower

Sent: 5/7/2015 11:17:14 AM



My name is Ted Nanz. I have resided in Fairfax County for 28 years raising two grown sons, am now raising [REDACTED]; and over a span of 20 years served as President or General Manager of four different high tech companies in Fairfax County employing close to 1,000 residents and voters.

Your proposing of transgender bathrooms, locker rooms, showers raises serious ethical problems and with [REDACTED] is greatly troubling. Please do not vote for such a problem-fraught issue which may placate less than 1% of your constituents and offend more than 99% of your constituents. Please do not open the door to such an ethical abyss.

Furthermore in the current situation of budget shortfalls spending any money on transgender facilities would be both financially and ethically irresponsible.

Ted Nanz

tednanz@aol.com

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: JOSEPH CABUSH
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/7/15

May 7, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Working daily with transgender students in FCPS, I have found that there is still ongoing discrimination and I would love to see FCPS take a leadership role in reducing the high risk of suicide among this population.

Thank you,

Mr. JOSEPH CABUSH

[REDACTED]
Fairfax, VA 22030-3246

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Hugo, Paula](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote NO to "gender identity" changes to Policy 1450

Sent: 5/7/2015 11:08:39 AM



Dear Fairfax County School Board Member Moon,

I write to you as a [taxpayer & voting citizen of Fairfax County](#). I respectfully **request that you as an At-Large Fairfax County School Board Member vote NO to the "gender identity" changes to Policy 1450**. Policy 1450 is perfect just the way it is and needs no changes. Thank you.

Sincerely, Paula Hugo

This message processed by IronPort.

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Deborah Trefzger](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: New Transgender Policy

Sent: 5/7/15

Dear School Board Member,

As a FC voter, I am outraged that the School Board is considering bowing to the federal government's interpretation of transgender rights without even giving parents the time to research, voice their opinions, or do impact studies on the transgender policy. Please at least postpone the decision until October! We elected you to make decisions that protect and provide for all of our children, not just certain classes that the federal government seems to favor. Surely you would not overturn centuries-old policies in a single day! Please listen to the parents and grandparents of Fairfax County!

Deborah Trefzger

Sent from my iPhone

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: linda.masterson.realtor@cox.net Sent: 5/7/2015 1:10 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; ted.verlkoff@fcps.edu ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [S. \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; Kathy.I.Smith@fcps.edu
Subject: "Gender Identity"

DO NOT CONSIDER THIS POLICY.

IF YOU DO, YOU WILL SEE NEGATIVE RESULTS AT THE BALLOT BOX!!

With respect and concern for our children, I am respectfully,

Linda Masterson, Mother and Grandmother and a concerned citizen who wants to remain true to traditional values.
--

Linda Masterson, MBA

Realtor

Realty 2000 L.C.

[REDACTED]
Reston, VA 20190
[REDACTED]

Fax: 703-562-0849

Licensed in Virginia

 Email

From: Christopher Risetto
To: Strauss, Jane (School Board Member)
CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Kathy.I.Smith@fcps.edu
Subject: Re: Vote "NO" To Expand Non-Discrimination Policy to Include Gender Identity as a Special Protected Classification

Sent: 5/7/2015 11:02:04 AM



Dear Ms. Strauss, we reside within the Dranesville District. We understand that today, the Fairfax County School Board will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

We strongly ask that you vote "No" on any such measure.

Fairfax County schools should resist being caught up in the developing partisan issue of "gender" politics. Most often, far more than seeking simple fairness is involved in demanding that some type of special classification be made for children purportedly within a group needing specific legal protections.

There are many other reasons to vote, "No," including *at least* the following:

1. **No opportunity for Board to Study the Issue:** Simply put, this important step needs study and analysis, none of which has been accomplished, to date, to our understanding. *Why rush?*
2. **Obama Administration Demands:** We have not seen the precise wording of any Administration demands, linking Education Department funding to the passage of such a policy. But any such "demands" raise important legal questions that must be fully analyzed. Is there authority for what the Education Department now demands? Is such a policy being demanded everywhere? Does this demand pre-empt local and State requirements? Many of these issues must be reviewed before any responsible decision can be made.
3. **Unfunded Mandates:** Another issue concerns the cost of conforming to any Obama Administration demands. Has special funding been provided to Fairfax County for this purpose? Certain federal laws may be triggered by such a demand, and these should be studied.
4. **Why Politicize Fairfax County Schools:** Frankly speaking, this type of demand does not mean anything to the proper functioning of local schools. Instead, Fairfax County, due to its size and prominence, is likely being used as a stalking horse for purposes of seeking to achieve political advantage by being forced to adopt this policy. *Why let this happen?*
5. **Need to Consult State, Federal, and Local Leaders:** This issue has a direct bearing to many other sexual ethics and morality type issues which are presently under debate. Why let the County Schools add immediate weight to one side or another in these debates? One can imagine one political party, or another, saying something like, "See, the Fairfax County School Board believes that this [gender identity] policy is so important that they created a protected class"; that sort of thing.
6. **Religious Liberty:** Related to the above, and yet separately protected, constitutionally, is the likely connection between this issue and other related issues which touch on deeply held religious beliefs. Again, this must be closely studied to be certain that the County School Board is not infringing on religious beliefs and practices.

We hope that this is helpful.

We ask that you vote, **NO**.

Sincerely,

Christopher L., and Rachel E., Risetto

Dranesville District Residents

On Thu, May 7, 2015 at 9:28 AM, Christopher Risetto <christopher.risetto@gmail.com> wrote:

Dear XXX, the undersigned understand that today, the Fairfax County School Board will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

We strongly ask that you vote "No" on any such measure.

Fairfax County schools should resist being caught up in the developing partisan issue of "gender" politics. Most often, far more than seeking simple fairness is involved in demanding that some type of special classification be made for children purportedly within a group needing specific legal protections.

There are many other reasons to vote, "No," including at least the following"

1. No opportunity for Board to Study the Issue: Simply put, this important step needs study and analysis, none of which has been accomplished, to date, to our understanding. Why rush?
2. Obama Administration Demands: We have not seen the precise wording of any Administration demands, linking Education Department funding to the passage of such a policy. But any such "demands" raise important legal questions that must be fully analyzed. Is there authority for what the Education Department now demands? Is such a policy being demanded everywhere? Does this demand pre-empt local and State requirements? Many of these issues must be reviewed before any responsible decision can be made.
3. Unfunded Mandates: Another issue concerns the cost of conforming to any Obama Administration demands. Has special funding been provided to Fairfax County for this purpose? Certain federal laws may be triggered by such a demand, and these should be studied.
4. Why Politicize Fairfax County Schools: Frankly speaking, this type of demand does not mean anything to the proper functioning of local schools. Instead, Fairfax County, due to its size and prominence, is likely being used as a stalking horse for purposes of seeking to achieve political advantage by being forced to adopt this policy. Why let this happen?
5. Need to Consult State, Federal, and Local Leaders: This issue has a direct bearing to many other sexual ethics and morality type issues which are presently under debate. Why let the County Schools add immediate weight to one side or another in these debates? One can imagine one political party, or another, saying something like, "See, the Fairfax County School Board believes that this [gender identity] policy is so important that they created a protected class"; that sort of thing.
6. Religious Liberty: Related to the above, and yet separately protected, constitutionally, is the likely connection between this issue and other related issues which touch on deeply held religious beliefs. Again, this must be closely studied to be certain that the County School Board is not infringing on religious beliefs and practices.

We hope that this is helpful.

We ask that you vote, NO.

Sincerely,

Christopher L., and Rachel E., Risetto

 Email

From: Steve
To: Moon, Ilryong (School Board Member)
Subject: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected)

Sent: 5/7/2015 10:49:24 AM



Hi, Please vote NO for us. thx

Subj: Please Disapprove Proposed Revision to Policy 1450, Nondiscrimination Policy (proposal to include 'Gender Identity' as protected)

To: The Fairfax County Public Schools - School Board

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

The Issue:

Referencing the subject matter currently under consideration by the School Board, this letter is to urge you to disapprove the proposed revision.

There is no question that we should be compassionate and concerned for people who struggle with "Gender Identity". It must be a very difficult burden to bear. The issue at hand then, is how best to handle accommodating their situation.

I would argue that measures to effectively accommodate such individuals already exist and there is therefore, no need to change this policy. Further, I would argue there is great danger of harming the remaining population if the proposed change in policy is affected. Accordingly, I urge you to not approve this proposed change in Policy 1450, Nondiscrimination Policy.

Problems with the Proposed Revision:

The first problem is that this change would conflict with both the United States and Virginia Constitutions by expanding the area of protection from discrimination beyond those found in these constitutions.

But perhaps of even more concern are the ramifications of implementing such a revised policy. It could only be devastating to our culture here in Fairfax County and especially so to the school age children attending Fairfax County Public Schools.

This change will make it a violation of policy to prohibit any child from using the bathroom, locker room or shower, for the gender with which they 'self identify'. In other words, a boy who 'thinks' he should be a girl could not be prevented from using the girls' bathroom, locker room or shower at FC Public Schools. And if a girl - who is not struggling with gender identity - objected to that boy's presence, they would have to wait for that boy to leave the bathroom, locker room or shower, before entering.

From a strictly practical viewpoint, the number of individuals who 'self-identify' with the sex opposite to that with which they were born, is incredibly small in proportion. So such a change in policy would greatly disadvantage the overwhelming majority of children who do not struggle with "Gender Identity", in favor of this very tiny minority that does.

Furthermore, this operating policy will greatly challenge the ability of our children to maintain their personal privacy and modesty. It will also increase the likelihood of exposure between opposite sexes and in turn, encourage sexual activity earlier than might otherwise occur. Additionally, this operating policy will greatly increase the opportunity for mischief, misconduct and abuse, for reasons that go well beyond gender identity. And if this policy applies to any adult employees of the FCPS who might share a bathroom with school age children, the concerns are far greater.

I have only touched upon the basic issues here. The larger cultural and sociological implications are entirely destructive to our cultural fabric, as well, but space does not permit a full development of those issues here.

Obligation to Protect our Children:

We need to protect our next generation from threats and dangers, not increase their exposure to them.

There is no compelling reason to make this change. But there is a compelling reason not to change this policy.

A Better Choice:

There are adequate solutions already available to us for dealing with this issue. A couple of obvious examples include permitting these individuals to use designated "staff bathrooms" or unisex bathrooms where they are available. These are simple, straightforward common-sense solutions that are already available to us.

Therefore, this change in policy is not necessary, has great potential for harmful outcomes, and accordingly, should not be made.

Thank you for your thoughtful consideration.

Sincerely,

Steve Niu and Jessie Niu
Resident of Dranesville District, Fairfax County
(address available upon request)

--

Steve GB (God bless)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Chris Dominick
To: Moon, Ilryong (School Board Member)
Subject: Fwd: Please vote "NO" on the proposed changes regarding "gender identity" to policy 1450

Sent: 5/7/2015 10:46:08 AM



Dear Fairfax County School Board member,

I implore you to vote against adding "gender identity" as a special protected group. The potential harms that can result from this type of change are potentially broad and significant. The slippery slope of resultant policy changes is longer and more steep than is being acknowledged. Children and adults who feel their inner sexuality does not match their actual one getting to choose which rest room or locker room suits them will be here before you know it. Mark my words. It takes little wit or imagination to envision how uncomfortable and harmful this would be to those who are in those locations where they belong or how those without any identity issues would take advantage of this policy for their own nefarious ends. Your first responsibility as board members is the safety of those children you are charged with shepherding. The voters of your district are watching to see if you do your duty.

People for whom this is proposed policy change is for need our love, assistance and help. This is not the way to provide any of those things.

Quite frankly this should be an easy call. I hope you do the right thing and vote "no".

It's a good life.

Chris

--

Chris Dominick
Fairfax, VA 22030

--

Chris Dominick
RE/MAX Gateway
[REDACTED]
Chantilly, VA 20151

[REDACTED]
Fax: (703) 263-2510

Website: www.DominickSellsHomes.com



Check out my Facebook Page! Click "Like" if you enjoy the content and want to stay updated on my posts!

 Email

From: Andrew Learn
To: School Board ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Please vote NO on Policy 1450 change for gender identity

Sent: 5/7/2015 10:38:44 AM



School Board members,

I write you as a parent with a junior who attends FCPS, two children who have graduated FCPS, and a Kindergartener who I am reluctant to put into FCPS.

I urge you, in the strongest possible terms, to vote NO on the Policy 1450 change for gender identity. I object to this policy for many reasons, not the least of which are privacy and safety concerns, the lack of public and parental consultation, the implications for application to any and every activity including athletics, the fact that it applies to faculty and staff, the fact that such issues could be addressed with more restrictive measures that don't impose on the entire student body, and in general the use of children and public schools for progressive experimentation in redefining moral, cultural, and behavioral standards.

If you pass this over the strong objections of parents, I will work in every way possible to remove you from office and stop the implementation of this policy.

VOTE NO PLEASE!

Sincerely,
Andrew Learn
Burke, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [barksdales](#) Sent: 5/7/2015 10:38:19 AM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)



Subject: VOTE NO on transgender policy

Dear School Board,,

I strongly urge you to vote NO on the upcoming vote on the experimental transgender policy that FCPS is considering. Why is the County considering something so outside of the norms to accommodate a *very* small percentage of the population? To be "politically correct?" My fourth grade daughter is already much more "body conscious" and into privacy when she goes into the Girls bathrooms. I can't imagine her discomfort, along with many others, if she had to share a bathroom with boys.

For students in the sixth grade and up--If you institute this policy I guarantee FCPS will make the news after there are numerous incidences involving sex, videos, assault and bullying and more. It will be the SCHOOL BOARD to blame. Your liability. Your reputation. Your conscience. Lawsuits galore that we taxpayers and parents don't need.

VOTE NO to this experiment.

Sincerely,
Caroline Barksdale

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Melissa McGrath](#) Sent: 5/7/2015 10:37:38 AM 
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)

Subject: Please delay your vote on the gender equality issue until it is better explained to county parents

Please hire the consultant and examine the ramifications and enforcement policies BEFORE voting to change the language of our anti-discriminatory policies. Is this even an issue to be addressed or is it already a protected status???

Melissa McGrath



Obtained by Judicial Watch, Inc. Via FOIA



Email

From: jhlewis@sbsii.com

Sent: 5/7/2015 10:30:35 AM

To: [School Board](#)CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)

Subject: Vote No on Policy 1450 "Gender Identity"

As a 20 year citizen and tax payer of Fairfax county with a 2 year old son, I am totally against expanding this Policy.

Jason H. Lewis

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Lorin Boswell](#)
To: [Storck, Dan \(School Board Member\)](#)
CC: [Ryan.McElveen@fcps.ed](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)
Subject: Vote on Gender Identity as a protected classification

Sent: 5/7/2015 10:11:46 AM



Mr. Storck, Mr. McElveen, Mr. Moon, Mr. Velkoff:

As a parent of a [REDACTED], [REDACTED] who have progressed up through Fairfax County, I urge you all to simply **vote NO** to the policy of adding gender identity as a protected classification in FCPS.

I believe this is radical position in our schools that will ultimately open the doors to having the genders mix in restrooms where privacy is paramount, especially during the years of development and puberty.

That said, I will be taking note of how each of you vote on Thursday evening and will cast my vote in November based upon how well I believe you represent and protect my sons from this radical position.

Sincerely,
Lorin Boswell

--

Lorin and Jim Boswell



theboswellsquad@gmail.com

 Email

From: R Sanchez
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; megan.mcluaghlin@fcps.edu ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; daniel.stork@fcps.edu ; Smith, Kathy L (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member)
Subject: FCPS Vote on "Gender Identity"

Sent: 5/7/2015 9:58:08 AM



I am a lifelong Fairfax County resident and businessman. My family is FCPS-educated. The School Board and the public have had no real opportunity to assess what I and many Fairfax County parents and taxpayers consider a radical and extreme proposal upon which you will vote tonight. I urge you to resist the strong-arming, anti-democratic abuse of power by the U.S. Department of Education and vote **NO to expanding my FCPS's non-discrimination policy to include gender identity as a protected group/classification.**

The federal government has no legal authority to threaten my local school board in this fashion. They know that an overwhelmingly Democrat School Board will be tempted, even eager, to make a deal and bow to Washington's will, rather than run the risk and expense of either taking the United States government to court, or losing millions in federal funds.

I and those within my sphere of influence will oppose any and all elected individuals who cave to this radical social agenda.

Respectfully,

Rene Sanchez

 Email

From: MaryAnn Lastova
 To: McElveen, Ryan (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member)
 CC: Barbara Comstock ; Barbara Comstock ; Foust, John W.
 Subject: Please vote "No" on the Policy 1450 revision to Gender Identity

Sent: 5/7/2015 9:48:26 AM



Hi,

Title VII of the Civil Rights Act opens with this language:

An Act

To enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, **to authorize the attorney General to institute suits to protect constitutional rights in public facilities and public education**, to extend the Commission on Civil Rights, to prevent discrimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other purposes. [Emphasis Added.]

That seems to be saying that with respect to public education the Act "author[izes] the Attorney General to institute suits to protect constitutional rights." That is not sweeping language saying that public schools can create law or need to include "gender identity" as a protected class.

Later, the Act does speak to protected classes in the context of employment:

UNLAWFUL EMPLOYMENT PRACTICES

SEC. 2000e-2. [Section 703]

(a) Employer practices

It shall be an unlawful employment practice for an employer -

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's **race, color, religion, sex, or national origin**; or

(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's **race, color, religion, sex, or national origin**.

[Emphasis Added.]

And while gender identity is not included as a protected category in this Act's language, a federal district court (not an appellate court and not the Supreme Court) found that Diane Schroer was discriminated against because of gender identity in the context of employment. I am left wondering under what authority

the school board feels it can create a new protected class, gender identity, in the context of education of children. We are not talking about Title VII employment or Title VII **adults**, nor a suit initiated by the Attorney General. What about the privacy and rights of the majority of **children**? Where is the balancing of that? I can't find Virginia laws on gender identity, much less protection of gender identity in the workplace, let alone in our public schools.

As a constituent I am asking you to vote "No" on the proposed revision to Policy 1450. Students choosing to dress in opposite gender clothes and identify themselves as the opposite sex are not a protected class under federal anti-discrimination law. The school board is arguably acting outside its authority by adding these students to "protected" status. Furthermore, the safety of our children should be a primary concern and outweighs any potential benefit from this revision. We have a duty to protect children. Please vote against this revision.

Sincerely,
MaryAnn Lastova

 Email

From: [Sedmak, Beth K \(IS\)](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender protected class

Sent: 5/7/2015 9:46:15 AM



Mr Moon,

It has come to my attention, rather late in the game, that there is a Fairfax County School Board meeting tonight and one of the topics on the agenda is to consider/vote on whether transgender should be added as a □protected□ class.

First, as a parent of students in Fairfax County, I am extremely upset that it wasn't made fully known that this was being discussed or even considered. I get all kinds of emails about the school budget □ warning us of dire cuts . . . but nothing about this □ deafening silence!!

The public schools, K-12, is not the place to work out social issues such as these. Our children are exposed to enough stress and anxiety without adding another level □ of wondering if someone from the opposite sex is going to enter their bathroom or locker room □ and undress in front of them. They shouldn't have to wonder if the teacher standing in front of them is a man dressed in women's clothing or vice versa. School is hard enough and the pressures are ever increasing.

Where is common sense? Not only does this add anxiety to our kids □ it also opens them up to physical harm. Do not doubt for a moment that someone would not use this new □freedom□ to prey on our children. What would prevent a man/boy from going into a girl's bathroom/locker room □ to physical assault a girl or to just look upon them . . .

If there is any confusion that needs to be clarified, then rename the bathrooms/locker rooms: Penis Bathroom and Vagina Bathroom □ based on one's sexual body part, everyone would know which one to use! If there really is a universal issue □ applying common sense □ would solve it.

Our society is catering to a few minority situations . . . if there are some who are truly confused about their sexual identity then make special allowances for them □ allow them to use a staff bathroom, or a family bathroom at schools □ they exist in all public schools I have been to. But DO NOT put the whole student body at risk.

Bring common sense back to the discussion.

Sincerely,
Beth Sedmak
Falls Church, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Daliah Korsun-O'Malley](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity Policy Vote

Sent: 5/7/2015 9:36:17 AM



I urge you to NOT expand FCPS non-discrimination policy to include "gender identity" as a special protected classification. The school board and the public have not had significant time to assess what this would mean - non-gender specific bathrooms? Co-ed sports teams? Why pass a policy before the regulations are even written? In addition, the teachers in FCPS are already successfully handling children with gender identity issues and there is no reason to make a sweeping policy change that will affect the 99% of students that don't even have any reason to focus on this issue. There have been no lawsuits or even complaints about how gender identity is currently handled. Changing the policy will result in a significant firestorm that will require significant resources of time and \$, which could be better spent educational resources. Furthermore, the US Dept. of Education has no legal authority to remove federal funding if you don't pass this new policy. FCPS needs to spend its resources wisely educating our children for the future and not get bogged down in gender identity politics. I urge you to vote "no."

Sincerely,
Daliah Korsun-O'Malley
Mom and Fairfax Resident

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: VTHEDGEROW@aol.com

Sent: 5/7/2015 9:07:48 AM



To: [Strauss, Jane \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#)

Subject: Voting tonight on gender identity policy

We ask that you do **not** support the vote for gender identity policy change that will be proposed tonight. To vote for a policy when the actual wording is not definite is not a good action to take.

Gary & Ann Baise

[REDACTED]

Falls Church, VA 22043-1626

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Bill Conley](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject:FW: Gender Identity Vote - Vote NO

Sent:5/7/2015 8:59:02 AM



Dear Mr. Moon,


As a constituent I strongly request you to resist the Obama administration strong arm tactic of threatening FCPS with loss of Fed funds. Do not cave to this weak minded threat.

It would be most helpful if the board focused it FULL attention on educating children vice collecting data. Data are not humans and reported data has not understanding of learning and teaching. Rein in your principles to standardized operating procedures to stop the continuing degradation of FCPS.

W. Conley

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Smith, Kathy L \(School Board Member\)](#) Sent: 5/7/2015 8:56:06 AM 
To: [Garza, Karen](#) ; [Foster, John](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ;
[Hynes, Patricia \(School Board Member\)](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ;
[Moon, Ilryong \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ;
[Velkoff, Theodore \(School Board Member\)](#)
CC: [Goddard, Pam](#)
BCC: [Laura Floyd](#) ; bentrib@gmail.com
Subject: Fwd: FCPS Vote on "Gender Identity"

FYI

Kathy L. Smith
Sully District Representative
Fairfax County School Board

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Subject: FCPS Vote on "Gender Identity"



Fairfax Republicans:

As Chairman of the FCRC for the past year, I have followed the example of my recent predecessors, and avoided commenting on public policy questions.

Our Republican officeholders are in a difficult position as they try to uphold conservative principles while meeting the needs and desires of thousands of constituents in a heavily Democratic county, who know little and care less about those principles. I have preferred to concentrate on improving our operational capabilities, rather than run the risk of creating additional challenges for our fellow Republicans.

Today, however, I am making an exception, because the U.S. Department of Education is trying to strong-arm our School Board into accepting the Obama Administration's radical position on "transgender rights," by threatening the School Board with the loss of federal funding.

Tomorrow, May 7th, 2015, the Fairfax County School Board will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

Regardless of the claimed merits of the proposal - which the School Board and the public have had no real opportunity to assess, and which many Fairfax County parents and taxpayers consider radical and extreme -- the federal government has no legal authority to threaten our local school board in this fashion. The Obama Administration is engaging in "lawfare:" They know that an overwhelmingly Democrat School Board will be tempted, even eager, to make a deal and bow to Washington's will, rather than run the risk and expense of either taking the United States government to court, or losing millions in federal funds.

We must resist this anti-democratic abuse of power.

I urge you to personally email your School Board member and especially the three School Board members at large. Bear in mind that it is really the Democrats (all but Patty Reed and Elizabeth Schultz) who need to hear from you - they are pushing this policy and they need to understand that they are at risk at the ballot box in November. Here are their email addresses:

At Large - Ryan McElveen - ryan.mcelveen@fcps.edu
At Large - Ilryong Moon - ilryong.moon@fcps.edu
At Large - Ted Velkoff - ted.velkoff@fcps.edu
Braddock District - Megan McLaughlin - megan.mclaughlin@fcps.edu
Dranesville District - Jane Strauss - jane.strauss@fcps.edu
Hunter Mill District - Pat Hynes - pat.hynes@fcps.edu
Lee District - Tamara Derenak-Kaufax - tdkaufax@fcps.edu
Mason District - Sandy Evans - ssevans@fcps.edu
Mount Vernon District - Dan Storck - daniel.storck@fcps.edu
Providence District - Patty Reed - patty.reed@fcps.edu
Springfield District - Elizabeth Schultz - elizabeth.schultz@fcps.edu
Sully District - Kathy Smith - kathy.l.smith@fcps.edu

I also urge you to attend the FCPS Board Meeting on Thursday, May 7th at 7pm, at Luther Jackson Middle School, 2030 Gallows Road, Falls Church. Plan to arrive by 6 PM, if possible.

Most sincerely,

Matt Ames
Chairman
Fairfax County Republican Committee

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 Email

From: [Lewin, Alida](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject:gender identity issue

Sent:5/7/2015 8:46:18 AM



Mr. Moon:

As a mother, and a grandmother, of children who have been through the Fairfax County school system, please vote “NO” at the board meeting today. It is foolish to pass something before it has been studied, before it has been written, before anyone has any idea of what the realistic impact might be.

And Fairfax County residents will not vote for fools in November.

Sincerely,
Alida Lewin

This e-mail message is intended only for individual(s) to whom it is addressed and may contain information that is privileged, confidential, proprietary, or otherwise exempt from disclosure under applicable law. If you believe you have received this message in error, please advise the sender by return e-mail and delete it from your mailbox. Thank you.

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 Email

From: Lisa Lyons Wright
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: Please vote NO tonight on policy change to add "transgender identity" to non discrimination policy

Sent: 5/7/2015 8:26:45 AM



Dear Mssrs. McElveen, Moon and Velkoff,

In your capacity on my behalf and my two children in FCPS as at-large members of the Fairfax County School Board, I urge you to vote NO on the proposed policy change to add "transgender identity" to the non-discrimination policy.

This is a precipitous policy change to a nonexistent problem in Fairfax County public schools compared to many other serious and higher priority problems including teen suicide, gangs, drug use, sex trafficking, bullying, and texting while driving. There has been little or no, a laughably insufficient public debate and a woeful lack of grass roots support for the proposed change of "transgender identity."

Please vote no.

Sincerely,

Lisa Wright

Centreville, VA 20120

 Email

From: otto@webmail.us Sent: 5/7/2015 8:19:08 AM
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; Schultz, Elizabeth (School Board Member)
Subject: FCPS Vote on "Gender Identity"



Dear school board members,

We are writing to express our opposition to the proposal to add "gender identity" to the school curriculum. Today, May 7th, 2015, you as a member of the Fairfax County School Board, will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

It is my understanding that the U.S. Department of Education is trying to strong-arm our School Board into accepting the Obama Administration's radical position on "transgender rights," by threatening the School Board with the loss of federal funding. Please do not yield to this threat. The federal government has no legal authority to threaten our local school board in this fashion

In my opinion, transgender rights have no place in our school system. The School Board and the public have had no real opportunity to assess, this proposal, and many Fairfax County parents and taxpayers consider it radical and extreme. Stand on principle and at least have a full debate on the efficacy of this proposed policy.

Sincerely,
Gerry Grummt
Otto Grummt

 Email

From: Catherine Friend
To: Derenak Kaufax, Tamara (School Board Member)
CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: Fw: FCPS Vote on "Gender Identity"

Sent: 5/7/2015 7:39:03 AM



Dear Ms. Kaufax,

I do NOT support this measure and hope that you will vote against it. I think that having "gender" as an existing protected category is sufficient and I simply do not want my 12 year old subjected to sharing a restroom with a transgender student.

If you intend to provide separate bathrooms for this population it will be one more needless expense at the this time that the school district is supposedly concerned about a massive budget shortfall. I cannot see that this will encourage Supervisors to give more money to FCPS.

Please be courageous enough to vote against this .

Catherine Friend

Hayfield



Fairfax Republicans:

As Chairman of the FCRC for the past year, I have followed the example of my recent predecessors, and avoided commenting on public policy questions.

Our Republican officeholders are in a difficult position as they try to uphold conservative principles while meeting the needs and desires of thousands of constituents in a heavily Democratic county, who know little and care less about those principles. I have preferred to concentrate on improving our operational capabilities, rather than run the risk of creating additional challenges for our fellow Republicans.

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Tomorrow, May 7th, 2015, the Fairfax County School Board will vote on whether to expand its non-discrimination policy to include "gender identity" as a special protected classification.

Regardless of the claimed merits of the proposal - which the School Board and the public have had no real opportunity to assess, and which many Fairfax County parents and taxpayers consider radical and extreme -- the federal government has no legal authority to threaten our local school board in this fashion. The Obama Administration is engaging in "lawfare." They know that an overwhelmingly Democrat School Board will be tempted, even eager, to make a deal and bow to Washington's will, rather than run the risk and expense of either taking the United States government to court, or losing millions in federal funds.

We must resist this anti-democratic abuse of power.

I urge you to personally email your School Board member and especially the three School Board members at large. Bear in mind that it is really the Democrats (all but Patty Reed and Elizabeth Schultz) who need to hear from you - they are pushing this policy and they need to understand that they are at risk at the ballot box in November. Here are their email addresses:

At Large - Ryan McElveen -

At Large - Ilryong Moon - ilryong.moon@fcps.edu

At Large - Ted Velkoff - ted.velkoff@fcps.edu

Braddock District - Megan McLaughlin - megan.mclaughlin@fcps.edu

Dranesville District - Jane Strauss - jane.strauss@fcps.edu

Hunter Mill District - Pat Hynes - pat.hynes@fcps.edu

Lee District - Tamara Derenak-Kaufax - tdkaufax@fcps.edu

Mason District - Sandy Evans - ssevans@fcps.edu

Mount Vernon District - Dan Storck - daniel.storck@fcps.edu

Providence District - Patty Reed - patty.reed@fcps.edu

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Springfield District - Elizabeth Schultz - elizabeth.schultz@fcps.edu
Sully District - Kathy Smith - kathy.l.smith@fcps.edu

I also urge you to attend the FCPS Board Meeting on Thursday, May 7th at 7pm, at Luther Jackson Middle School, 2030 Gallows Road, Falls Church. Plan to arrive by 6 PM, if possible.

Most sincerely,

Matt Ames
Chairman
Fairfax County Republican Committee

Forward this email



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Email

From: [Marsha Frost](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Do not include gender identity in our no discrimination policy

Sent: 5/7

Kids are already confused. What are you thinking?

Marsha and Larry Frost
Springfield Va

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Eldon and Mary Mack](#)
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: NO on Transgender Restroom Policy

Sent: 5/7/2015 7:38:22 AM



Dear Members of the School Board,

Please vote NO on the transgender restroom policy being proposed this evening. The Obama administration is trying to bully school boards into pushing its agenda for transgender "rights" by threatening the loss of federal funding. Please do not cave in and vote for this just because the county will lose money. Threatening loss of funding unless the school board votes a certain way is extortion and the School Board should not put up with it. The federal government has no legal authority to threaten the school board this way. This is blatant abuse of power and must be resisted, regardless of the merits of the decision at hand.

Regarding the merits of opening restrooms to the biological opposite sex, this question is far from settled in the community and forcing people to accept biologically opposite sex children and adults in the restroom is still considered radical and extreme, and a serious violation of privacy. Fairfax County residents do not want this shoved down their throat.

Mary Mack
Fairfax County Resident

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Chuck & Janet Woods](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Education

Sent: 5/7/2015 7:34:41 AM



Vote NO!!

The primary result of this initiative will be to confuse children.

Chuck Woods
Springfield, VA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Gray Molly Sent: 5/7
To: Velkoff, Theodore (School Board Member) ; Moon, Ilryong (School Board Member) ; McElveen, Ryan (School Board Member)
CC: Schultz, Elizabeth (School Board Member)
Subject: Vote today re; transgender

I am in agreement with Elizabeth Schultz regarding the issue to which I understand you must vote on today; identifying transgender in our anti-discrimination policy is not necessary and may even become problematic in the best interest of students, staff and tax payers. If constructing an additional bathroom in every school or clinic and designate it solely for use by transgender individuals becomes a legal requirement as a result of this legislation, I am not in favor.

Sincerely, Molly Gray, [REDACTED]
West Springfield

Obtained by Judicial Watch, Inc. Via FOIA

**Email**

From: [Amity Kim](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity

Sent: 5/7

Mr. Moon,
Thank you for your service to our school system and your time, dedication, and care to ensure FCPS is a place where students can learn and grow.
I urge you to consider what "gender identity" means as a protected group for FCPS employees and students. What are the repercussions of this policy change? How will this be implemented at FCPS?
Although it may appear as a basic policy addition the outcome needs to be considered on the day to day in the classroom. The implications of this policy.
While treating anyone with disrespect or denying them an education is unacceptable, this policy has far reaching consequences that could affect the entire FCPS community.
It is not a small decision or one to be made to align with political agendas.
Thank you again for your service and commitment.
Amity Kim

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 Email

From: Simon Marketing Group
To: McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: NO TO TRANSGENDERS AT OUR SCHOOLS

Sent: 5/7/2015 6:49:14 AM



Now there's words in that subject line I never in my life time even imagined writing in an email. How sad we have reached this point in our country where I have to lobby my school board to not allow transgender identity as an allowable thing in OUR schools. Honestly, the hell are you people even thinking here? These are SCHOOLS! WITH CHILDREN! You can't stop with your gay homosexual politics for even innocent little kids? For what, the half dozen so-called transgender people who truly need counseling, not shared bathrooms? THINK PEOPLE!!! THINK!!! I've watched over the years our schools get worse through your forced multi-lingual programs, illegal non-English speaking attendance increases, and even gangs move into low income areas as feeder routes for what were decent schools at one time. But this, this is beyond the pale... Stop the insanity and stop turning our schools into a social experiment.

Tom Simon
Lorton, VA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Jim Carlson](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender identity

Sent: 5/7

Please vote no to gender identity as a special protected classification.

Thank you,
James I Carlson, Jr.

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Janet Carlson
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity

Sent: 5/7

Please vote NO to Gender Identity as a special protected classification.

Thank You.

Janet Carlson

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [James Kottkamp](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: No Vote Tonight on Gender Identity

Sent: 5/7/2015 5:58:08 AM



I urge you to vote against expanding the Fairfax County School Board non-discrimination policy to include "gender identity" as a special protected classification.

V/r,

James Kottkamp



Alexandria VA 22306

 Email

From: Stella Green
To: Moon, Ilryong (School Board Member)
Subject: Please VOTE NO on adding "gender identity" to FCPS policy

Sent: 5/7/2015 12:55:48 AM



Dear Ilryong Moon,

I urge you to vote NO on the proposed policy on "gender identity" for FCPS. It does nothing to protect transgender students. Rather, it **uses** transgender students to promote the idea that everybody's sex exists only in their minds, not in physical reality. This is a very disorienting idea to foist upon all children. It's destabilizing for them socially and psychologically, and especially for transgender students.

Stella Green

[REDACTED]

Annandale, VA 22003

 Email

From: [Gilbert Martinez](#) Sent: 5/6/2015 11:29:19 PM
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: FCPS Policy 1450



Dear School Board Members,

As a parent of [REDACTED] I write to request that you vote no on the proposal change in policy 1450 so that a new proposal with specific language can be submitted. While I definitely believe that certain people have valid needs for protections due to certain biological and psychiatric traits, I feel that the proposed language is much too broad.

What exactly does ☐gender identity☐ mean? There appears to be no certainty as to the ☐identities☐ that need protection. While more established civil rights organizations may use the term transgender, it appears that the proposed term may be intended to cover the more expansive definition such as that used by Wesleyan University☐s ☐ transgender, queer, questioning, and intersex (LGBTQQI☐)☐ community.

Finally, on a personal note, I find the term ☐queer☐ objectionable. This term, though, is clearly one of the accepted identities associated with the term ☐gender identities☐. As someone who was called ☐queer☐ at different times and places, because I was perceived to be gay, or with gay family or friends, I find the term hurtful. I can understand how an individual may have decided to use the term to advocate for a political cause in a counter intuitive way, but I feel that this term has no place in FCPS. Yet, by including the proposed language, the board will be protecting someone who wants to be identified as such the protection to offend those of us that are hurt by this term.

Sincerely,

Gilbert Martinez

 Email

From: Rob Whisenant
To: School Board ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Sent: 5/6/2015 11:27:59 PM
Subject: opposition to Gender Identity as protected class in Policy 1450



To the Fairfax County School Board:

I am opposed to adding gender identity to the nondiscrimination policy (Policy 1450) for Fairfax County public schools. I am a homeowner in Fairfax County and the father of a [REDACTED] the school system as well as a rising kindergartener and a 3-year old. My opposition is based on three issues:

- (1) lack of transparency regarding the event of this vote;
- (2) students would be able to set their own rules for which public areas they wish to utilize;
- (3) A "yes" vote will set up an atmosphere in which the majority of children will not feel secure about their privacy and safety in public facilities.

(1) **The lack of transparency regarding the event of this vote.** The school board has not been consistent in seeking public dialogue about the gender identity issue and the vote this week as it did with the proposed change in school start times and the change from half-day Mondays to full-day Mondays. Our citizens deserve a thoroughly publicized public forum for discussing the serious ramifications of such a decision.

(2) The second issue pertains to the potential ramifications of a "yes" vote. The public schools should not be in the business of **enabling a student to set their own rules for which public areas (bathrooms, locker rooms) they wish to utilize.** School-age students need adults to be strong, not acquiescent. Kids need adults to provide guidance, not the voices of lawyers, to lead them through their struggles with emotions and insecurities.

(3) A "yes" vote also disregards the privacy and safety of the children in the public school system who conform to the traditional gender categories. These children deserve to enter a bathroom and/or locker room without having to worry about whether they will encounter individuals who just last week, month, or year were using the bathroom of the opposite gender. **A "yes" vote will set up an atmosphere in which the majority of children will not feel secure about their privacy and safety in public facilities.**

Sincerely,

Rob Whisenant
Springfield, VA
[REDACTED]

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 Email

From: Ari
To: Moon, Ilryong (School Board Member)
Subject: "Gender Identity" Vote

Sent: 5/6/2015 11:26:52 PM



Mr. Moon,

I rarely e-mail or send letters to government officials, but this is an issue which I believe is important enough and close enough to home that I have no choice but to resort to this.

On May 7th, I am aware there will be voting regarding an inclusion of gender identity within Fairfax County Public School's discrimination rules. As a voter in this district, I am urging you strongly to not allow this to go through.

It sets a dangerous precedent to respond to the federal government's radical requests so enthusiastically. It is not "transphobic" or "homophobic" or whatever sensationalist terminology you want to use, to refuse to allow this type of conversation in an atmosphere where kids are still young and impressionable. Many parents, and older kids alike, do not wish to have this conversation or do not believe in some of the ideologies pushed by proponents of such a statute.

All children deserve basic respect and a safe learning environment, but this is not a means to achieve that. This is a one-sided, sensationalist viewpoint being shoved down the throats of taxpayers and government officials. It does not belong in our schools. The school environment is for safe, uninterrupted, unbiased learning, not radical ideologies and experimentation.

I urge you strongly to vote against this.

-A concerned voter

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jason and Anne Sent: 5/6,
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLau
(School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schult
(School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Vote NO to expanding the non-discrimination policy to include gender identity

May 6, 2015

Dear Fairfax County School Board,

I am a parent of [REDACTED] the Fairfax County school system and I am writing you today to request a vote NO on expanding the non-discrimination policy to include gender identity. I believe that this policy, if implemented, will endanger our students in a number of different ways and is clearly not in the best interest of the majority of the school system. Furthermore, I believe it would be wrong to implement this policy without allowing Fairfax County parents to have a vote in this matter.

As a parent, experienced with children of all ages, and having worked in healthcare, I believe that children with gender-identity difficulties are really in need of appropriate counseling services and support to address the causes of this mental illness. It is time for our society to stop "celebrating" mental illness and start focusing on how children deserve the very best that we can give them and implementing such a policy creates more confusion for the most vulnerable.

Please, as a parent, I ask you to cast your vote against this reckless policy and show that you are not afraid to vote for the best interest of the children.

Sincerely,
Anne-Marie Grim

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Bridget Duru](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Bridget Duru


McLean, VA 22102-1203

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: David Weintraub
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)

Sent: 5/6/2015 1:17:20 PM



Subject: Add gender identity to FCPS non-discrimination policy

School Board Members,

Since my delegate - who has an abundance of misinformation but no constituents in your jurisdiction - has found it appropriate to address you on this matter, so do I.

When you make this decision, you will be making the choice to either listen to educated community members with knowledge and expertise in what it means to be transgender, and who can help you educate others, or to those who are motivated by fear and ignorance (or worse, their desire to exploit the fear and ignorance of others to advance their own political careers).

You have heard and read many deliberate falsehoods about transgender and gender variant people over the past several weeks, and been exposed to some vicious, ugly and dehumanizing language. That language is nothing new to anyone who has navigated the transition made necessary by being assigned the wrong gender at birth, a medical reality that is more common than most people realize. What you have heard from some of our less informed citizens should make it clear to you why there is such a high rate of suicide among our trans youth: the knowledge that there are adults in the world who consider them less than human, do not value their lives, and teach their own children to bully.

It is unconscionable for any adult to treat any child this way, but many of those now demanding that you treat trans children and youth as dangerous monsters are genuinely misinformed, and if they understood the truth they would change their behavior. Education is needed. It is your charge to exercise leadership in this regard, and to make your decision based on evidence, not uninformed fear. There are many in the community with medical expertise, religious perspectives, and personal experience ready to stand behind you and help you do that educational work. Please let us assist you.

I unequivocally support adding gender identity to the FCPS non-discrimination policy, and I ask you to do the right thing for ALL FCPS children.

Sincerely,

David Weintraub
Founder, Equality Loudoun
Vice-President, NAACP Loudoun Branch
Vice-President, St. James United Church of Christ Council

 Email

From: Chris Bledsoe
To: Moon, Ilryong (School Board Member)
Subject: Support for transgender protection

Sent: 5/6/2015 12:52:55 PM



Dear Mr. Moon:

I unequivocally support adding gender identity to the FCPS non-discrimination policy, and I ask you to do the right thing for ALL Fairfax County Public School children.

As you consider this policy, you will be choosing between facts presented by educated community members with knowledge and expertise in what it means to be transgender, who can help you educate others; and fear-mongering, ignorant xenophobes who seek to exploit the fear and ignorance of others to advance their own agendas and political careers.

Based on public reports, these opponents have tried to spread many deliberate falsehoods about transgender and gender variant people filled with vicious, ugly and dehumanizing language. As in numerous battles in America's history such as issues of racism, interracial marriage, gay rights, and slavery, those arguments have a familiar tone. The unmitigated hate speech from these factions - often presented in the context of religious arguments - should make it all too obvious why there is such a high rate of suicide among trans youth.

Imagine how horrible it must be to know that there are adults in the world - in their own community - who see no value in their young lives. These people see nothing wrong when a trans child is bullied and mistreated. This is how, for centuries, many of our ancestors justified the treatment of slaves, women, and minorities by considering them sub-human. The issue of bullying and abuse is still not uncommon even if less obvious than in the past, but it is something that I know you must have on your mind every day as you oversee Fairfax schools and provide a safe environment where ALL children have the opportunity to be safe and learn to their full potential.

While I will never understand how anyone can abuse any person, much less a child, in this way, these radicals would have you believe trans children should be considered threats to other children and the population as a whole. They cannot get beyond their own prejudice to understand the very real challenges these children face every day, all day long. They are people just like you and me. They simply want to live normal lives, and they deserve our support and protection.

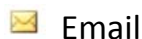
As a School Board member of one of the largest school districts in the country, I implore you to show true leadership, turn aside the fear and hatred of those that want to demonize trans children, and make the decision that protects these children as you would any other. Please use medical science and facts to determine your course, and not narrow, fanatic ideology.

Sincerely yours,

Chris Bledsoe
Purcellville, VA
tcbledsoe@yahoo.com

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: JimBarbara Hepler
To: Smith, Kathy L (School Board Member) ; Moon, Ilryong (School Board Member)
Subject:FW: Transgender issue before the School Board

Sent:5/6/2015 12:13:47 PM

**Deacon Jim Hepler****Chantilly, Virginia****Mark 1:17 "Jesus said to them, Come with me and I will make you fishers of men"**

From: heplerbj@msn.com
To: fairfaxcountyschoolboard@fcps.edu; superintendentgarza@fcps.edu; steven.lockard@fcps.edu
CC: heplerbj@msn.com
Subject: Transgender issue before the School Board
Date: Wed, 6 May 2015 12:10:01 -0400

I am writing to express my concern over your considering a change in SR&R rules with regards to bathroom use and people who identify as members of the opposite sex. There is no need whatsoever for you to even be taking this up. Over the last few years you have gone to great lengths to solicit parent input with regards to school budgets, School Start Times and so on. I get email newsblasts from the school system constantly-except for this issue. It is also quite telling that you only slotted 10 slots for Parents to speak on this issue.

There is no need for this change in school policy. What you will be doing is opening up a real "can of worms" on a variety of fronts. If faculty members self identify will they be allowed access to the restroom of their choice? Frequently teachers are forced to use students restrooms-you are putting your own teachers at great risk for allegations of misconduct-how will you be able to defend it. I do not want my children having to be concerned over who is coming into an area that is supposed to be private. It is amazing to me that this is a Hot-button issue with all the other issues the school system is facing.

I have 3 children-1 is now in college, the other [REDACTED]. I have watched over the last several years as the school system has begun to decline. As it stands now you are forcing students to attend school with Criminals. At my [REDACTED] High School they have had a number of thefts, and students have been apprehended smoking Marijuana in the school. On a few occasions some have been expelled, but also told they can return next year. You are creating a dangerous environment for the rest of the students. I would prefer you focus on fixing our school system, rather than trying to be pictured as "Progressive and Stylish".

Again, I am against your altering the SR&R/School Systems policy on this matter. Thank you for your time and attention on this matter

Deacon Jim Hepler**Chantilly, Virginia****Mark 1:17 "Jesus said to them, Come with me and I will make you fishers of men"**

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Laurie Lubsen
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Laurie Lubsen


Herndon, VA 20171-2926

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Amy
To: Moon, Ilryong (School Board Member)
Subject: Gender identity

Sent: 5/6/

I unequivocally support Fairfax county schools in adding gender identity to their anti discrimination policy. Thank you for taking a step in the right direction in assuring equality for all your students and staff.

As a parent of a transgender child I can only hope that other schools will be brave enough to follow your decision based on facts and education, not fear, speculation or politics.

Thank you,
Amy Adams

Sent from my iPhone
Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Lakeila Meadows](#)
To: [School Board](#)
CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: Fairfax County Public Schools' Policy on Gender Identity

Sent: 5/6/2015 10:38:16 AM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.



[Ltr to Fairfax County Schools with attachment.pdf \(153Kb\)](#)

Dear Members of the Fairfax County School Board:

Please find attached letter from Jeremy Tedesco regarding the School Board's consideration of a gender identity policy that could allow students to use restrooms and locker rooms dedicated to the opposite sex.

If you have any questions, please do not hesitate to contact him at 1-800-835-5233.

Thank you.



Lakeila Meadows
Paralegal
770-339-0774 (Office)
770-339-6744 (Fax)
lmeadows@alliancedefendingfreedom.org
www.alliancedefendingfreedom.org

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Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: lily
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: please vote NO to the transgender policy

Sent: 5/6/2015 10:24:36 AM



good morning:

As a concerned parent of a Fairfax County Public School student in the [REDACTED], I am writing to request that you vote NO on May 7th to the change in Policy 1450. Please do NOT expand the Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. I am concerned such a policy change would have negative effects on mutual respect between students as well as respect between students and teachers. This action will likely increase bullying and create additional concern over student and employee safety. We need to respect the privacy of all students and not single out a small group no matter how well intended you might be. All students have a right to a distraction-free, education-centered environment and parents have a right to participate in policy changes that may affect that environment. Again, I sincerely request that you vote NO on any changes to Non-Discrimination Policy 1450.

Thank you very much.

Respectfully,

Lily Lu

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [School Board Office](#)
Subject:FW: definition of gender identity issue -- UNABLE TO DETERMINE

Sent:5/6

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.



[definition of gender identity issue](#)

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

 Email

From: Edward White
To: Evans, Sandy (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ;
Velkoff, Theodore (School Board Member)
Subject: Gender Identity Non-Discrimination Policy Vote

Sent: 5/6/2015 11:01:07 PM



School Board Members,

I understand from various sources that the Board will vote tomorrow evening on whether to amend the School system's non-discrimination policy to include "gender-identity," as an addition specially protected classification. I urge you to vote against this proposal. First, this issue has not been adequately publicized, discussed and debated by the community to warrant a vote to change the anti-discrimination policy at this time. For that reason alone, the Board should either vote no on the proposal, or table the amendment until the public has had sufficient time to apprise itself of the question and consider the pros and cons.


Second, the issue of gender-identity is sufficiently distinct from immutable characteristics such as race and sex that is not self-evident that the same rules should apply in the same way to gender-identity. Consequently, there needs to be full and robust discussion of the scope of the supposed problem, and the appropriateness of this response - a discussion which it seems to me self-evident has not occurred in this County. Indeed, in today's legal climate, there is more than sufficient reason to expect that the inclusion of "gender-identity" in the School system's non-discrimination policy could lead to some very odd, counter-intuitive (and perhaps unintended) consequences.

All people should be treated with dignity and respect, and I have little doubt that the employees of the Fairfax County Public School system strive every day to live up to that goal. Nevertheless, treating people with respect and dignity is clearly distinct from enshrining "gender-identity" as a specially protected class in School System policy, without adequate consideration of the consequences, and a thorough examination of the implications of treating subjective perceptions of self-identity as if they were the equivalent of immutable characteristics traditionally covered by non-discrimination policies.

Consequently, I urge you to vote against amending the School Board's anti-discrimination policy to include "gender-identity", or at a minimum to table the amendment pending a robust public debate about the issue.

Sincerely,

Edward S. White


Alexandria, VA 22312

 Email

From: Karen Grady
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Vote NO Gender Identity

Sent:5/6/2015 10:51:09 PM



Please vote NO on the Gender Identity Agenda before the board. The effect this will have on our school and community are far beyond what has been discussed. The push to get this added to the wording seems quick and hidden from view.

The current policy seems to cover all situations and forms of discriminators so why are we adding to it and creating problems?

With the new Gender Identity added teachers and students will have access to locker rooms, restrooms and possibly teams of the opposite gender. If a girl identifies as a boy and wants to play soccer, does she/he now play on the boys team? what about basketball? track? football? and so on? Is this allowed by the state or national level? How will the other students feel having this person/persons in the locker room or restroom? How will the school deal with teachers, coaches and parents who identify with a different gender and are travelling with the class or the team? As a parent, I am not comfortable with this. VOTE NO

The idea of Gender Identity sounds so simple, just add it, but the board has not done due diligence to discover the implications of this vote: the cost, the value, the changes, the long term effects and if there is truly a need. VOTE NO

If the VA General Assembly is the only body with authority to establish or change public policy to define classes for forbidden discrimination under Virginia law, why is the school board trying to define a new class? How are you able to do this? VOTE NO

Our school district does not want or need Gender Identity to be part of any policy at this time. Please VOTE NO at the board meeting May 7th.

Thank you,
Karen and John Grady



Tomorrow could be the Someday you've been praying for!

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: David McNiff
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6,

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. David McNiff
[REDACTED]
Burke, VA 22015-3612

 Email

From: [robert whearty](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Identity Proposal

Sent: 5/6/2015 10:36:19 PM



Ilryong,

I am writing to you to express my dismay and disgust over the proposed transgender/gender identity in Fairfax public schools. No doubt there is federal pressure and likely threats of cutting off funding (another in a growing list of reasons to call for a Convention of States) but from where does this come? Are we to normalize any and all sexual deviancy? The Supreme Court is on the cusp of declaring "gay marriage" (a biological absurdity) a constitutional right and now this? It is one thing if there is a diagnosed case (as there are) of truly transgender people, but to allow anyone to choose their ☐gender☐ is contrary to nature and common sense. If the school board passes this you can expect a mass departure from public schools as more parents chose to home school or send their children to private schools. I am watching this vote carefully (as are many parents) and can assure you that if you vote in the affirmative I will actively work to defeat you at the next election.

Sincerely,

Bob Whearty

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Maleen](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: NO to gender identity

Sent: 5/6,

While all children should be treated with respect and dignity, this caters to the very few and puts most children in a very uncomfortable situation. Locker rooms, bathrooms, even lodging for team/group event fair to probably 99.9% of who you serve. When you allow small factions to control the majority you are starting a spiral of special accommodations.

Thank you, Maleen Nielsen

Sent from my iPhone

 Email

From: [Ralph and Olivia Jenney](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: May 7th vote on expanding non-discrimination policies to transgender rights

Sent: 5/6/2015 10:23:55 PM



At issue is the juncture of the public's right to maintain federal education funds critical to the support of high value education in Fairfax County Schools and the US Department of Education's threat with a loss of federal funding if our non-discrimination policy fails to include transgender rights.

Because Fairfax citizens, particularly parents and taxpayers, have had no real opportunity to consider this issue and because the federal government is threatening with no legal authority our local school board in this fashion, I urge you to seek counsel and expose this blackmail.

Whatever transgender "rights" obtain in the school system, the egregious threats from a federal entity upon our locally elected and charged school board affects the civil rights of all Fairfax County citizens.

Olivia Jenney

[REDACTED]

McLean, Virginia 22102

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: CBanksVA@aol.com

Sent: 5/6/2015 10:18:23 PM



To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)

Subject: Please vote NO on the gender identity issue

To all Fairfax County School Board Members,

PLEASE vote NO on the gender identity issue.

We must stop this attack on our decent society and our children.

This county is one of the most important and influential in the country. This example will help facilitate the outrageous liberal agenda to "fundamentally change America." A yes vote will require electing all new board members next time to return America to what it has always been and should be.

Charles L. Banks

Barbara J. Banks

Hunter Mill District

Fairfax residents for 23 years and  .

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: D. Chad Johnson Sent: 5/6/2015 10:17:26 PM
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: FCPS vote on "gender identity"



To the members of the Fairfax County Public School Board:

I write to you this evening as a concerned parent of a child who [REDACTED] in Fairfax County. My reason for corresponding is the proposal to include "gender identity" in the FCPS nondiscrimination policy, which I only became aware of this evening.

My understanding is that under the new provision, transgender students and faculty would be considered a protected class, which means, for example, that male students who identify as female could use female bathrooms, or vice versa; moreover, parents would not be able to opt their children out of classes taught by transgender teachers.

I find it disheartening that the school board has not done a better job of discussing this proposed change. While my wife is typically more involved than me in terms of interacting with our child's school, I try hard to stay abreast of FCPS news by reading and reviewing the regular e-mails sent to parents of FCPS students. I have previously been made aware of issues regarding school start times, school calendars, and other important topics. Yet, this issue - as far as I am aware - has gone largely under the radar. I fear that perhaps the school board is attempting to sneak through a liberal policy amendment without fully collaborating with concerned parents and others in the FCPS community.

Even more disturbing to me, however, is the implication that the Board may be tempted, or worse yet, even eager, to implement this liberal policy at the behest of the federal government and the Department of Education, rather than run the risk and expense of either taking the federal government to court, or losing millions in federal funding. There is simply no legal authority for the current administration to strong arm FCPS into implementing such a radical policy, at the very least not without proper and adequate notice and a thorough discussion of the issue and its effects across the board.

I understand that parents will have the opportunity to speak at a FCPS school board meeting held tomorrow, Thursday, May 7, at 6:30 p.m. at Luther Jackson Middle School in Falls Church. Regrettably, my work schedule and location prohibits me from attending the meeting tomorrow evening. I hope that my words will be considered at your meeting, however, and I implore you to refrain from voting or otherwise taking action on the proposed policy change until there can be a proper and reasonable opportunity to assess the implications of the proposed policy. I am quite sure that there are many FCPS parents who, like myself, consider the proposed change radical, extreme, and against public policy. I understand that parents were given an opportunity to speak at a prior meeting held in April. Yet, clearly more discussion is needed. A three minute speaking slot at a school board meeting does not equate to meaningful conversation on this, or any other issue with broad-ranging effects and differing points of view.

Thank you for your consideration. I look forward to hearing more about the outcome of tomorrow's school board meeting and hope that you will delay any implementation of the proposed policy change.

Regards,

D. Chad Johnson

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Paul D Blumstein
To: Evans, Sandy (School Board Member)
CC: Velkoff, Theodore (School Board Member) ; Moon, Ilryong (School Board Member) ; McElveen, Ryan (School Board Member)
Subject: Do NOT include Gender Identity as a Protected Class

Sent: 5/6,

Sandy Evans & the At-Large Members,

That expansion of protected classes is both sick and disgusting. It will allow males to invade female restrooms they claim to be transgender.

The unintended consequences of such a bill is far reaching. Count on every voter knowing how you voted or disaster that awaits.

Ask yourself now: If a rape occurs, do you want your name attached to it as someone who facilitated it? (yourself after that?)

Please do the right thing and do NOT let the Federal government bully you,

Paul Blumstein

[REDACTED]
Annandale, VA 22003

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Christy Russo
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6,

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Christy Russo


Ocala, FL 34470-5355

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Isabella Cosme

Sent: 5/6/2015 10:09:42 PM



To: School Board

CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)

Subject: Fairfax County School Board's Gender Identity Agenda

Fairfax County School Board Members,

This note serves to respectfully request that you VOTE NO on May 7 to change Policy 1450.

What on earth has this world come to? How can humans change the "nature" of humanity. Does a human being have the right to make a law changing the definition of how we were born? Is this the "right" thing to do? It is very sad and very much a psychological problem when a person wants to go to extreme measure to change their physical body to be the opposite sex. Please read this sentence again. No matter how hard they try, they are still a man or a woman, male or female, no matter how hard they try.

Forcing our children to enter a restroom where there could be a person of the opposite "biological" sex in there as well, is wrong. Have we lost the meaning of what is "right" and what is "wrong"? What if sick minded people try to take advantage of this situation???? Will bullying increase? Isn't the ill will in our schools already bad enough? What about the increase of suicide? Children are so unhappy, why??? Because their world is being turned upside down, no rules, no boundaries. Students are so heavy laden with dealing with no morals, values and principles, AND NOW we want to add this twist to their world???

WE WERE CREATED "MALE" OR "FEMALE". Even animals are referred to as Male or Female. How can anyone see the logic in trying to pretend to be the opposite sex. They have a psychological problem and need help. But, some humans, the Supreme Court, have declared that humans have the right to pretend to be the opposite sex. Even if a law says they can, they will always be pretending and never truly be the opposite sex. They can't be. They were born either "male" or "female".

Please do not force our children to have to deal with yet another anomaly in their lives, when they should be focusing on learning, respecting their teachers and their fellow students.

Our hearts go out to those struggling with their sexual identity, because it will be an eternal struggle pretending to be something they are not. In essence, you are trying to facilitate something that is wrong. You will be endangering our children if you pass this change.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [John Furman](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Rights

Sent: 5/6/2015 10:02:24 PM



As a resident of Fairfax Station I want you to know that I am utterly opposed to adding language protecting so-called ☐transgender rights☐ to our Fairfax Schools non-discrimination policy. This wholly unnecessary policy puts children at risk and serves to sexually confuse them at an early age about phony ☐rights☐ for an invisibly tiny minority. The implementation of these policies in other school districts has been a disaster and I will not support Fairfax County running down the same path.

This is a non-issue forced on legitimate school populations by a very tiny vocal minority supported by the Obama Administration. I will work tirelessly to defeat any public official in Fairfax County who supports this misguided and damaging policy. I will not stand by while the population of normal children is subjected to the implementation of a policy that will force them to share bathrooms and shower facilities with persons who claim to be of similar sex when they are not.

Act now to vote against this destructive and foolish policy. You may be assured that I will be watching to see how you vote.

V/R John Furman

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Peter Roth
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:gender identity

Sent:5/6/2015 9:59:01 PM



It has come to my attention that you will be voting tomorrow, May 7, on accepting the Obama Administrations position on "transgender rights".

I urge you to vote against "gender identity" as a special protected classification.

Thank you for your consideration.

--

Peter N Roth

[REDACTED]
Fairfax, VA 22033

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Hugh Iwanicki
To: Moon, Ilryong (School Board Member)

Sent: 5/6/2015 9:56:34 PM



Subject: Please vote NO to expand the Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 WAKEUPFAIRFAX-final.pdf (413Kb)

Dear School Board Member Moon,

I urge you to vote no on the expansion of policy 1450 for the reasons below and attached.

Kind regards,

Hugh Iwanicki
Annandale, VA

• **BECAUSE THE BOARD IS PUSHING THROUGH THIS "GENDER IDENTITY" AGENDA WITHOUT TELLING YOU THE IMPLICATIONS OF THIS ACTION.**

- They have not informed parents or staff of the change or it's implications, nor have they sought input from them.
- The school system plans to hire a consultant to set the regulations determining accommodations AFTER the vote. Still with no consultation with parents. By then the damage will be done.
- The board has not spoken about the very real budgetary matters associated with facility renovations.
- The board has not addressed the true privacy and safety concerns that abound for students as well as staff.
- The board has not discussed employment issues regarding the handling of a transgender teacher who decides to dress as the opposite sex.

• **ONCE THE POLICY IS PASSED TRANSGENDER STUDENTS, AND EMPLOYEES WILL BE A PROTECTED CLASS WITH FAR REACHING OUTCOMES.** A simple internet search on Gender identity policies in public schools brings a plethora of links from all over the country. Here are some issues raised in just one school district:

- In Nov. 2011 Massachusetts passed a state law prohibiting transgender discrimination. Boston school district followed suit in 2013.
- Transgender students alone are responsible for determining their own gender identity which they and the school can hide from the parents, undermining the parent's role in rearing their child.
- If John decides he identifies more as Jane, the school must begin calling him Jane and use the female pronouns. Students must do this as well or face disciplinary action for refusing to comply.
- Transgender students may use private bathrooms but cannot be denied access to their gender preferred bathroom or locker room because of other students' discomfort. In fact, **counselors will be available to address their discomfort and foster understanding of gender identity to create a school culture that respects and values all students.** <http://www.bostonglobe.com/metro/2013/02/17/transgender/FHmjIUISZo0LCMy02xF97M/story.html>
-

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Amanda Hill](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

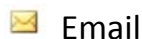
Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students and teachers deserve safe, supportive schools that are free from discrimination, bullying, and harassment. As a transgender student, I can't honestly say that I feel safe at school, and furthermore, as someone who wants to be a teacher in the future, I feel that I will come to feel even less safe and will be even less open about being who I am. I beg you to create a space where students and educators don't have to feel the same way.

Thank you,

Miss Amanda Hill


Falls Church, VA 22044-1125



Email

From: Cara Cline-thomas

Sent: 5/6/2015 9:40:58 PM



To: School Board

CC: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; Strauss, Jane (School Board Member)

Subject: Do not amend Policy 1450, Nondiscrimination to include gender identity

Dear Ladies and Gentlemen of the Fairfax County School Board,

I respectfully request you do not amend Policy 1450, Nondiscrimination to include gender identity. This matter is complex and deserves further community discussion. Further,

Any policy that will or may have a direct impact on students should be available for thorough and intensive discussion and debate among your constituency group, including parents

No policy that will or may have a direct impact on students should be implemented without parental ability to opt-out

This policy may have unintended consequences that negatively affect the well-being of students, teachers and staff and could ultimately be considered negligent in its method of implementation.

I hope you will allow for further community involvement in updating this policy and the ramifications of its implementation. Thank you for your consideration.

Sincerely,

Cara Cline-Thomas

McLean School District

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [REDACTED], Amy
To: Moon, Ilryong (School Board Member)
Subject: From parent of FCPS transgender teen/FCPS teacher

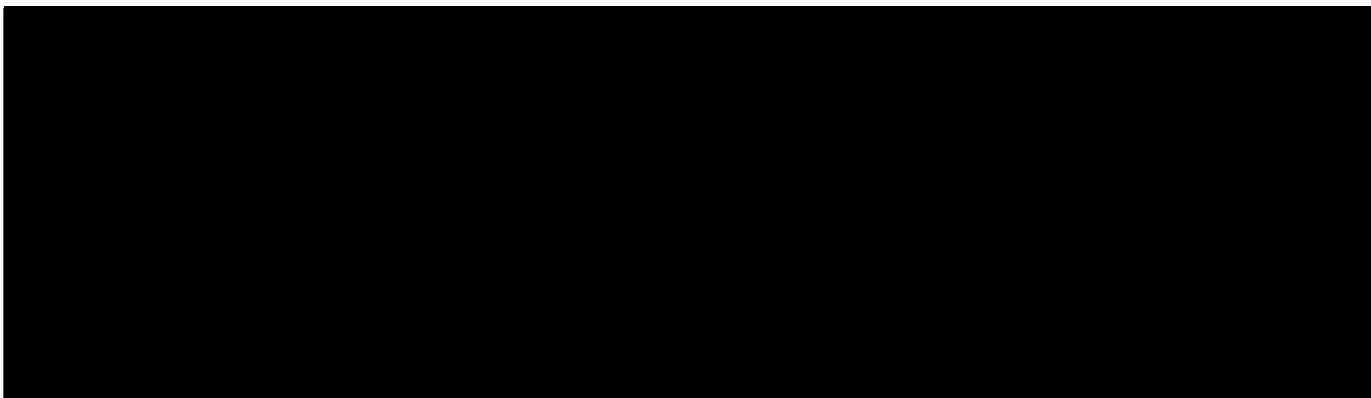
Sent: 5/6/2015 9:34:38 PM



This message was sent with High importance.

Dear Mr. Moon,

My name is Amy [REDACTED] and I am a parent [REDACTED] and am also a teacher at Stone Middle School. I am not speaking tomorrow night because I was concerned about privacy and negative reactions toward my son and myself. I would prefer to keep my letter to you as confidential as possible, but I do want to share our story with you in the hope that it may help you with tomorrow night's vote on adding gender identity to the non-discrimination policy.



I feel like I have my child back. [REDACTED] is the exact same person he was before but so much happier. [REDACTED] is taking AP and honors classes this year and is earning A's and B's. Things are going well for [REDACTED] but we need to make sure all students share his experience. For many students, school is a place where they can escape challenges at home. Sadly, some parents of gender non-conforming children reject their children. FCPS schools need to be a "safe space" where all students can be who they are so they can achieve both academically and socially.

Now is the right time to move forward and add gender identity and gender expression to the FCPS non-discrimination policy. I urge you to vote in favor of this change. Delaying the vote to study this issue further will only set us back. I believe more kids will begin to come out because this issue is getting national attention. We need to be ready to help our students if and when they choose to come out and express themselves authentically. As a teacher here, I know that FCPS has plenty of staff who already have experience with making accommodations based on gender identity, and students who can help us understand their needs. Changes don't have to happen overnight, but we can't move forward if this doesn't pass. Furthermore, if you vote yes, it will reinforce the message we teach everyday in our schools - that all students should be free from discrimination and harassment so they can feel valued and achieve their full potential as students and future members of society.

I appreciate your taking the time to read this message, and I ask you to please contact me if you have any questions now or in the future.

Sincerely,
Amy [REDACTED]

Amy [REDACTED]
8th Grade Science Dept. Chair

Obtained by Judicial Watch, Inc. Via FOIA

Stone Middle School

A solid black rectangular redaction box covering the text below "Stone Middle School".

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Carol Ann
To: Moon, Ilryong (School Board Member) ; McElveen, Ryan (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLau (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schult (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Vote NO on bad POLICY regarding transgender

Sent:5/1

The school board is not the appropriate place to address the classes of discrimination. Vote NO and add the legislature.

Thank you,

Carol Ann Miller
Chantilly, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Valerie Cymes
To: Moon, Ilryong (School Board Member)
Subject: Transgender Policy Vote

Sent: 5/6/2015 9:15:28 PM



Dear Ilryong Moon,

As a resident of the Braddock District and as a [REDACTED] who will be attending high school next fall, I am deeply concerned about the vote which will take place on whether to expand the Non-Discrimination Policy within public schools. Frankly, I am shocked that I just learned about this vote and that parents and other concerned citizens were not made aware sooner. The current FCPS Nondiscrimination Policy **already prohibits discrimination based on sex**. Thus, the Board does not need to add categories allowing biologically male students to use girl bathrooms/locker rooms, or vice versa, under the guise of bully prevention.

I am asking you to please vote NO on the expansion of the Non-Discrimination Policy, which I believe is sufficient.

I plan on attending the meeting tomorrow night and will likely have several concerned parents with me.

Thank you.

Valerie Cymes

[REDACTED]
Fairfax, VA 22030

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Deanna Carlson Stacy
To: Moon, Ilryong (School Board Member)
Subject: FCPS Non-Discrimination Policy 1450 and Expansion to Gender Identity - I'm a FCPS Parent and I'm Please asking You to Delay the Vote

Sent: 5/6/2015 9:10:11 PM



Dear FCPS Board Member Moon,

I am a FCPS parent with two young children, [REDACTED] I found out in a very random way about FCPS' Agenda item for tomorrow night to vote on expanding the non-discrimination policy to include Gender Identity. I have listened to the audio from the last board meeting and you voiced your support for this issue. The Board members are certainly entitled to their personal opinion but as our At Large Board Member, there isn't been any outreach with parents or the public on this issue. You haven't asked us for our voice and you represent us. This complaint isn't specific to only you. I have seen little FCPS Board member outreach to parents around this issue. If you say I haven't listened, that isn't true. I am on all the communications and I found out from a Maryland mom while in MD this week.

Here's my issue:

The FCPS Board has made little to no effort to engage parents or advise the public about this proposed vote and potential implications of this decision. Under VA Law, school boards are required to "ensure that policies are developed giving consideration to the views of teachers, parents, and other concerned citizens" and addressing the standards of student conduct and attendance and enforcement procedures designed to provide "that public education be conducted in an atmosphere free of disruption and threat to persons or property and supportive of individual rights" (§ 22.1-253.13:7). **We need to make sure this happens and then this can be voted on. But this can't happen by tomorrow.**

The FCPS Board does not have the authority to make this change. As I understand VA law, under the Dillon rule, only the General Assembly has the authority to add classes for legal protection. The School Board cites the March 4, 2015 opinion of Attorney General Mark Herring that local governments, or their instrumentalities, may unilaterally add "sexual orientation" and "gender identity" to the current classes of "protected" individuals eligible for benefits or protections usually reserved for individuals because of their sex, race or religion even in the absence of express statutory authority from the General Assembly required under Virginia's Dillon rule. The Dillon rule says that no locality has any authority not granted to them by the General Assembly. Additionally, there are at least seven Attorney Generals from 1982 through 2010, who in eight opinions, all conclude that the General Assembly is the only legally constituted body to establish public policy and to define classes of forbidden discrimination applicable to the Commonwealth and its subdivisions. I am also contacting my delegate as I am not convinced that this is a FCPS issue. **There is much precedent on school boards and their authority. One opinion doesn't sound convincing to me.**

WHAT I AM ASKING IS PLEASE DELAY THIS VOTE TOMORROW. It isn't fair to parents, the public, teachers, or our students to quickly pass something without our voice. Having a few voices speak at a school board meeting, too, doesn't count as our voice. We haven't even been told about this issue and FCPS has documented no plan for implementation beyond hiring a consultant.

I'm happy to help with outreach. But, I am asking you to delay the vote tomorrow. This isn't fair. Hardly anyone knows about this and FCPS doesn't have a plan on how this will be implemented. **This all needs to be addressed and then the vote can happen. Please delay the vote.**

Thank you.

Warm regards,

Deanna Carlson Stacy, MSW [REDACTED]
Alexandria, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kathystop@aol.com
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote NO on change to add "gender identity" to non-discrimination policy

Sent: 5/6/2015 6:57:41 PM



Dear Ilryong Moon,

I strongly urge you to vote NO on the proposal to add "gender Identity" to the FCPS non-discrimination policy. This change seems to be a rushed one. The ramifications of this proposal have not been thought out and aired within the entire community of FCPS, which includes all parents and community members at large. It is only within the last few weeks that some have become aware of this plan, many are not. That said, my objection goes way beyond process.

My reading from the medical community is that young children who feel a gender identity conflict often grow out of it by their teen years. How terrible for those children to be formally identified in their school community as "different" when they may ultimately come to a resolution that is not the case.

Counseling for them should be private and professional and not interfered with by educators who are trying to conduct social engineering in our schools. In particular, our young student population should not be forced to confront an issue that is truly beyond their years, which will inevitably happen when the gates are opened for regulations to be written that will affect all children in our schools. At the middle and high school level and that of faculty, other real concerns abound.

There is also a real question as to whether Virginia law even allows a local body to make this change, as evidenced by longstanding application and the concern raised in a bipartisan fashion by seven former attorneys general of Virginia.

Please vote NO on this proposed change.

Sincerely,
Kathy Stohr
Centreville, VA

 Email

From: Jocelyn White
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:Fw: transgender issue, vote NO!

Sent:5/6/2015 4:42:05 PM



On Wednesday, May 6, 2015 4:26 PM, Jocelyn White <kevinandjocelyn09@yahoo.com> wrote:

Dear Fairfax County Schoolboard,

I am very distressed that you would even consider this sort of solution for this sort of problem. Gender is something anatomically dictated from birth - no person can choose it. Psychiatric help, counseling or spiritual guidance would be more suitable for the individual struggling with this issue. The long term implications of protecting and thus promoting, this sort of behavior, will be extremely harmful in the long term, for more people than you can imagine, including the student that claims to be having issues. For far too long, our society has promoted 'neuter' type clothing, mannish styles for girls, and gained great fun and laughs at the expense of 'feminizing' our men. Our legal system, through the aggressive actions of various 'feminist' organizations, has so successfully stripped men of their manhood, created easy divorce, and propped up one-parent homes through government programs...its no wonder some young people are confused!

Schools are for academic work, not social experimentation.
Stick to the basics, focus on math, reading and writing skills,
and a lot of these other issues will fade!

Vote NO on this transgender policy!

Jocelyn White Hinegardner



Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [White, Jonathan W.](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Bathroom Vote

Sent: 5/6/2015 4:23:13 PM



Dear Mr. Moon

Please add my concern to other voters in the Mount Vernon District that boys and girls in the Fairfax County School System will no longer be comfortable using bathrooms at school without fear that sexually confused members of the opposite sex may feel free to observe them relieving themselves or tending to matters of personal hygiene.

Caring adults should know better than to allow biological boys into the girl's bathroom, or vice versa.

Jonathan W. White, BS, RIT-R

Instructor, Diagnostic Imaging

NVCC Medical Education Campus

[REDACTED]
Springfield, VA 22150-1913

[REDACTED]
jwhite@nvcc.edu

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [John and Carie Losinski](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: AGAINST!!!--Non-Discrimination Policy 1450 to include "Gender Identity"

Sent: 5/6/2015 4:22:04 PM



I am completely against this Fairfax County policy to pass. I cannot believe how under the radar this has been. The security and safety issues which no one is thinking of which will put this county into serious rightful law suits. Our children should not be treated this way. Jus parents have a voice and we want it to be heard! We are against this policy change for Non-Discrimination Policy 1450 to include "*Gender Identity*" as a special protected group. You are seeking to help out a .00001% of the population and risking the majority for them. This is outrageous!

Sincerely,

Carie Losinski

Sent from my iPad

 Email

From: Scott & Evonnie Smith
To: Moon, Ilryong (School Board Member)
Subject: Words "shall" vs. "may" in regards to term limit for chairman, and words "gender identity"

Sent: 5/6/2015 3:30:46 PM



Dear Mr. Moon,

I attended the April 23 board meeting and heard the board members spend a lot of time discussing the ramifications of using the word "shall" vs "may" in terms of putting a term limit on the position of chairman. You, the board as a whole, recognized what your intention was, but knew the words chosen would possibly not have the effect you desired.

I am afraid you are overlooking even greater effects that word usage will have if you put in the words "gender identity" into policy 1450. Your intention sounds noble to not discriminate against any student with a gender identity not matching his/her biological identity. I have a daughter with a 504 plan that has allowed her accommodations to have an educational environment suitable to her needs. So I can sympathize with wanting to give every student a good, safe educational environment. However, by including the words "gender identity" into 1450 without thinking through the ramifications that follow, that is not right! How exactly will those students with a different gender identity be accommodated when it comes to bathrooms, and physical education locker rooms? How will biological females and biological males not be discriminated against if they are expected to share the same bathroom as a biological opposite child? This has already happened in other locations: http://www.fredericksburg.com/news/local/stafford/transgender-student-in-stafford-school-sparks-debate/article_821ab53e-1ea4-5cbd-b5d7-96ec5529261b.html

Accommodations can be given to students of different gender identities without having to add the words "gender identity" into Policy 1450.

Right now Fairfax County Public Schools are not ready with a plan to accommodate both the privacy needs of a female student and a boy identifying himself as a girl wanting to use the girls bathroom. Our biological girls should not be put at risk of a biological male student or adult coming in and using the girls' bathroom. (Currently I am told to use the girls' bathroom at the school where I volunteer. So if I was a biological male with the gender identity of a female, I could go into the girls' bathroom.)

In addition, I am seeing that Policy 1450 does not just touch on students, but adults being hired as well. This has great impact on young minds. Please consider the health and safety of our children and families.

In conclusion, just as you spent time thinking through the ramifications on "shall" vs. "may", please spend more time thinking through the ramifications of adding "gender identity". Please hire a consultant first, talk more openly with the public, come up with accommodations that are mutually agreeable, and then vote! A plan is needed for accommodations before you vote!

On May 7, please vote "no" to adding "gender identity" to Policy 1450.

Thank you.

Sincerely,
Evonnie Smith

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Lockard, Steven](#)
To: [School Board Members](#)
Subject: Gender Identity Memorandum

Sent: 5/6/2015 3:29:57 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.



[M - SB - Gender Identity 5-6-2015.pdf \(1843Kb\)](#)

The attached is sent on behalf of Dr. Lockard.

Lora Cornell
Executive Administrative Assistant
to the Deputy Superintendent
Fairfax County Public Schools
8115 Gatehouse Road
Falls Church, VA 22042
571-423-1020

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Teresa Pennington
To: McElveen, Ryan (School Board Member) ; Turpin, Melanie ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Montano, Sonya ; Hynes, Patricia (School Board Member) ; Hook, Mary Ellen ; Derenak Kaufax, Tamara (School Board Member) ; Kinney, Joann V. ; Evans, Sandy (School Board Member) ; Fields, Melissa ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Partlow, Kathy ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Transgender Restrooms

Sent: 5/6/2015 2:42:33 PM



Dear School Board Member,

I am writing about the discussion and vote tomorrow night to allow transgender individuals to use restrooms of the opposite gender. I can't believe we are having this discussion and that our children are in the cross-hairs of social engineering based on others sexual preferences. We send our children to school to learn to read, write, speak, figure, and think well. Why are we having a discussion about transgender sexuality. Most parents don't even discuss this lifestyle with their children until they are older and are mature. Putting children in harm's way to pander to a minority of people who have sexual preferences different from those considered the norm for years should not even be discussed at a school board meeting, much less considered.

Please do not allow transgenders to use restrooms of the opposite sex. Protect our children from those identifying as transgender. I am trying to be delicate here to not offend, but that lifestyle was considered deviant when I was in school. If there are transgender students being discriminated against, build more bathrooms and designate one for transgenders. The rights of a few transgender individuals should not override the rights of the majority who identify with their birth gender and do not want to be exposed to the opposite sex while using the bathroom.

Please use common sense and concern to protect our children from this bizarre request by a small minority. Please.

Thank you for considering,
Teresa Pennington

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Elvia Gonzalez](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Elvia Gonzalez


Alexandria, VA 22310-2824

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Judith Hines
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Judith Hines


Reston, VA 20190-3822

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Chris Fowler
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Chris Fowler

[REDACTED]
Springfield, VA 22151-1702

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Judy Conn
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Judy Conn


Reston, VA 20190-4526

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: kathleen wilson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/6/15

May 6, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Kathleen Wilson


Falls Church, VA 22043-1130

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jessica Say
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Jessica Say
[REDACTED]
Chantilly, VA 20151-3264

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jhumur Chaudhuri
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Mrs. Jhumur Chaudhuri
[REDACTED]
Oakton, VA 22124-2519

 Email

From: [gwen cody](#)
To: [gwen cody](#)
Subject: Fw: Reading, Writing, Arithmetic and transgender bathrooms

Please take ACTION and let School Board know your feelings.
Gwen

On Tuesday, May 5, 2015 1:03 PM, STRIVE for America <lesstaxing@gmail.com> wrote:

Why would the FCPS Board establish policy which will force vulnerable
opposite sex interactions in restrooms or locker rooms?

[View this email in your I](#)

If you have not yet e-mailed the School Board regarding the proposal to add "Gender Identity" to the non-discrimination policy please do so at once at fairfaxcountyschoolboard@fcps.edu

school board tallies all emails so you will be counted as a yea or nay. Thank those who have already e-mailed.

One more thing you must do. COME TO THE SCHOOL BOARD MEETING ON THURSDAY 10/22 @ 7 PM at LUTHER JACKSON MS, 300 GALLOWS ROAD, FALLS CHURCH. (Arrive early to get a seat!)

WHY YOU MUST COME:

- **BECAUSE THE BOARD IS PUSHING THROUGH THIS "GENDER IDENTITY" AGENDA WITH SERIOUS IMPLICATIONS OF THIS ACTION.**
 - They have not informed parents or staff of the change or its implications, nor have they.
 - The school system plans to hire a consultant to set the regulations determining a vote. Still with no consultation with parents. By then the damage will be done.
 - The board has not spoken about the very real budgetary matters associated with this.
 - The board has not addressed the true privacy and safety concerns that abound for our students.
 - The board has not discussed employment issues regarding the handling of a transgender student who wants to dress as the opposite sex.

- **ONCE THE POLICY IS PASSED TRANSGENDER STUDENTS, AND EMPLOYEES WILL BE A F FAR REACHING OUTCOMES.** A simple internet search on Gender identity policies in pul of links from all over the country. Here are some issues raised in just one school distric
 - In Nov. 2011 Massachusetts passed a state law prohibiting transgender discriminat followed suit in 2013.
 - Transgender students alone are responsible for determining their own gender idei school can hide from the parents, undermining the parent's role in rearing their cl
 - If John decides he identifies more as Jane, the school must begin calling him Jane pronouns. Students must do this as well or face disciplinary action for refusing to
 - Transgender students may use private bathrooms but cannot be denied access to bathroom or locker room because of other students' discomfort. In fact, **counselo** address their discomfort and foster understanding of gender identity to create respects and values all students. <http://www.bostonglobe.com/metro/2013/02/17/transgender/FHmjIUISZ>

At-Large: Ryan McElveen
Ryan.McElveen@fcps.edu 571-423

At-Large: Ilryong Moon
ilryong.Moon@fcps.edu 571-423

At-Large: Ted Velkoff
Ted.Velkoff@fcps.edu 571-423

Braddock District: Megan McLau

Megan.McLaughlin@fcps.edu 571-426-1088

**Dranesville District: Jane Strauss
Jane.Strauss@fcps.edu 571-426-1088**

**Hunter Mill District: Pat Hynes
Pat.Hynes@fcps.edu 571-426-1088**

**Lee District: Tamara Derenak-Kaufax
TDKaufax@fcps.edu 571-426-1088**

**Mason District: Sandy Evans
SSEvans@fcps.edu 571-426-1088**

**Mount Vernon District: Dan Storck
Daniel.Storck@fcps.edu 571-426-1088**

Providence District: Patty Reed
Patty.Reed@fcps.edu 571-4

Springfield District: Elizabeth Sci
Elizabeth.Schultz@fcps.edu 571

Sully District: Kathy Smith
Kathy.L.Smith@fcps.edu 571.

**THIS IS AN ELECTION YEAR AND MOST OF
THESE SCHOOL BOARD MEMBERS ARE
RUNNING FOR RE-ELECTION. Mrs. S
Mr. Stork are running for Board of
Supervisors.**

YOUR PRESENCE IS NEEDED. COME

AND STAY TILL AFTER THE VOTE.

Gerald R. Geddes

Let's S.T.R.I.V.E. for America Strategic Tax Reform Incentivizing Employment

If you were on school board would you focus on academics or social engineering?

Twenty-one Fairfax County schools failed to receive full accreditation from the state this year.

More than 10 percent of the county's 192 schools did not meet required benchmarks on state standardized tests, earning the brand "accredited with warning."

Two years ago, all Fairfax schools earned full accreditation. But more rigorous Standards of Learning exams introduced in recent years have taken their toll. Last year, 12 schools were accredited with warning.

Fairfax County joined nearly half of the state's school divisions in experiencing a drop in its reading scores. Of the state's 132 school districts, 64 saw overall reading scores drop.

Fairfax County saw its overall pass rate on SOL reading exams drop from 94 percent in 2011-12 school year, prior to the debut of the new test, to 82 percent in the 2012-13 school year. In the most recent results, the pass rate dropped slightly, to 81 percent.

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We send campaign updates, food for thought, and opportunities to take action to people who opted in a website, through our mailings, at one of our events, through one of our volunteers, or by phone.

Obtained by Judicial Watch, Inc. Via FOIA

Our mailing address is:

Strive for America
9697 Main St. Suite C
Fairfax, VA 22031

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[unsubscribe from this list](#) [update subscription preferences](#)

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Matt La Chance](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Matt La Chance


Alexandria, VA 22315-3962

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Gerrald Gantt](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

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Thank you,

Mr. Gerrald Gantt
[REDACTED]
Fairfax, VA 22030-5372

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Rolf Taylor](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mr. Rolf Taylor

[REDACTED]
Annandale, VA 22003-2053

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kaelan Brown
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. Kaelan Brown

Arlington, VA 22204-4332

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Augustus Vranizan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Mr. Augustus Vranizan
[REDACTED]
Sterling, VA 20165-5180

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Carol Wallwork
To: Smith, Kathy L (School Board Member)
Subject: Gender Identity vote May 7 - Please vote against this policy change

Sent: 5/5/2015 8:20:26 PM



Dear Kathy Smith and other Fairfax County Public School Board members

This letter is in regard to the school board's upcoming vote on Thursday regarding Gender Identity Policy. I've attached two articles I urge you to read, for they advise great caution and sensitivity in regards to sex change procedures.

The first article is written by a former psychiatrist in chief at Johns Hopkins University (JHU). JHU discontinued gender reassignment surgery in the 1970s because treatment too often did not heal the underlying psychiatric condition, and long term outcomes were too often tragic.

The second article is by Walt Heyer, who underwent sex change surgery to become a woman, then later had surgery to reverse his sex back to that of a man.

I believe it is too risky to have a transgender policy in the FCPS, for it would necessitate explaining complex psychiatric conditions to young, impressionable, sometimes vulnerable children. In addition, for the FCPS to accommodate this disorder can be interpreted as an endorsement of controversial treatments that psychiatrists at major universities no longer endorse because of escalating suicide rates.

For these reasons I urge you all to please vote against the Gender Identity accommodation policy in Fairfax County Public Schools.

Most sincerely,
Mrs. Carol Wallwork
Centreville, VA

<http://www.wsj.com/articles/paul-mchugh-transgender-surgery-isnt-the-solution-1402615120>

<http://www.thepublicdiscourse.com/2015/04/14905/>

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Sophie Fowler](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Sophie Fowler


Reston, VA 20191-2302

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Rob Seidner
To: Moon, Ilryong (School Board Member)
Subject: gender identity non-discrimination proposal

Sent: 5/5/2015 7:49:35 PM



As a parent who moved to Fairfax last year, I will admit I was concerned about some of the historic state-wide discriminatory policies and rhetoric. My wife and I chose Fairfax to raise [REDACTED] because we sincerely believed that at least Northern Virginia was becoming a more inclusive place. The Fairfax School Board's consideration of the gender identity non-discrimination proposal is a tremendous leap forward. We lose too many students to suicide and this step can save actual lives while hurting no one. I support the proposal and hope you do too.

Sincerely,
Rob Seidner
[REDACTED]
Alexandria

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Anne Brossy
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mrs. Anne Brossy

[REDACTED]
Burke, VA 22015-1827

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Strauss, Jane \(School Board Member\)](#)

Sent: 5/5/2015 5:44:14 PM



To: [Foster, John](#)

CC: [School Board Members](#) ; [Garza, Karen](#) ; [Lockard, Steven](#) ; [Donohue, Christine W.](#) ; [Goddard, Pam](#)

Subject: Re: Gender Identity Memo

This is important information. Thank you so much!

Jamie

Sent from my iPhone

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

<M- JEF to SBMs -- Gender Identity 5-5-15.pdf>

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Gerald Geddes](#) Sent: 5/5/2015 5:16:04 PM
To: [School Board](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#)
Subject: I urge you to vote against adding "gender identity" to policy 1450



I urge you to vote against adding ☐gender identity☐ to policy 1450

I live in the Braddock district.

I expect that fcps is going to move down the rankings again.

Stop taking your eye off the ball.

Twenty-one Fairfax County schools failed to receive full accreditation from the state this year.

More than 10 percent of the county's 192 schools did not meet required benchmarks on state standardized tests, earning the brand ☐accredited with warning.☐


Two years ago, all Fairfax schools earned full accreditation. But more rigorous Standards of Learning exams introduced in recent years have taken their toll. Last year, 12 schools were accredited with warning.

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Fairfax County saw its overall pass rate on SOL reading exams drop from 94 percent in 2011-12 school year, prior to the debut of the new test, to 82 percent in the 2012-13 school year. In the most recent results, the pass rate dropped slightly, to 81 percent.

Gerald R. Geddes
Certified Public Accountant

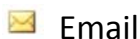

Fairfax, VA 22031


Fax: 703-764-0830

Email: lesstaxing@gmail.com

Website: www.lesstaxingva.com

Obtained by Judicial Watch, Inc. Via FOIA



From: Evans Evan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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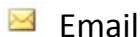
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Evans Evan

[REDACTED]
Sterling, VA 20164-1341

Obtained by Judicial Watch, Inc. Via FOIA



From: [Stephanie Bomar](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Dr. Stephanie Bomar


Centreville, VA 20121-3033

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Andy Casper](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Transgender Policy

Sent: 5/5/2015 3:11:07 PM



Dear Mr. Moon,

Thank you for your service to the families of Fairfax County.

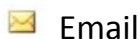
In the past week, it has been brought to my attention of a proposed change to the non-discrimination policy 1450 and an upcoming vote that would change the language of the policy to include those struggling with gender identity.

My plea with you as a [REDACTED] for you to vote NO to this proposed change. I do not want a child's gender confusion to bring confusion into my home. It is absolutely ludicrous for a child with different physical anatomy to be allowed to enter the bathroom of the opposite sex under ANY circumstances. Please be reasonable here and do not allow this policy change. If a person is struggling with gender identity, the only option I would be open to, as a parent, is a single occupancy restroom for their use.

I appreciate your time and attention to this matter. Please protect the majority of our students who are not struggling with this issue. Let's not enable confusion to the best of our ability.

Andy Casper
Lorton, VA

Obtained by Judicial Watch, Inc. Via FOIA



From: Sarah Jebian
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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The statistics are sobering. The rates of homelessness, abuse, depression and suicide among transgender youth are significantly higher than for any other marginalized group. We have a long way to go before these children feel safe, welcome and understood in our homes, churches and schools. I urge you to take this important step forward.

Thank you,

Mrs. Sarah Jebian
[REDACTED]
Oakton, VA 22124-2306

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Hernaldo J Castaneda](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

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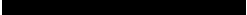
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Thank you,

Mr. Hernaldo J Castaneda


Falls Church, VA 22042-7427

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: MIGUEL LARA
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. MIGUEL LARA

[REDACTED]
Falls Church, VA 22046-7364

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Rosalie Dncan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Dr. Rosalie Dncan


Alexandria, VA 22310-4334

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Melissa Marote](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

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Thank you,

Dr. Melissa Marote


Canoga Park, CA 91303-1035

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Duncan Cooper](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

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Thank you,

Mr. Duncan Cooper


Falls Church, VA 22043-1009

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Duncan Cooper](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

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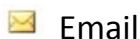
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Thank you,

Mr. Duncan Cooper


Falls Church, VA 22043-1009

Obtained by Judicial Watch, Inc. Via FOIA



From: [Mark Zimmerman](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. And we know from experience that unless specifically protected, any group's status can be called into question. Let's not let that happen again!

Thank you,

Mr. Mark Zimmerman

Great Falls, VA 22066-2400

 Email

From: [Rostand Edwards](#) Sent: 5/5/2015 1:06:37 PM
To: [McElveen, Ryan \(School Board Member\)](#); [Moon, Ilryong \(School Board Member\)](#); [Velkoff, Theodore \(School Board Member\)](#); [McLaughlin, Megan \(School Board Member\)](#); [Strauss, Jane \(School Board Member\)](#); [Hynes, Patricia \(School Board Member\)](#); [Derenak Kaufax, Tamara \(School Board Member\)](#); [Evans, Sandy \(School Board Member\)](#); [Storck, Dan \(School Board Member\)](#); [Reed, Patty \(School Board Member\)](#); [Schultz, Elizabeth \(School Board Member\)](#); [Smith, Kathy L \(School Board Member\)](#)
CC: [Kinney, Joann V.](#); [Partlow, Kathy](#); [Turpin, Melanie](#); [Montano, Sonya](#); [Fields, Melissa](#)
Subject: Supporting Non Discrimination for Gender Identity in FCPS



Greetings to each board member on the FCPS Board, and your executive administrative assistants:

I am a 60+ year resident of Fairfax County, live in Kings Park West, personally went through 12 years of FCPS, and have [REDACTED]. I am also a professional architect, married 41 years, and am a co-facilitator for a support group helping parents of transgender children. I cannot speak FOR them but I do know their hearts and this is what I think they would say

I fully support the addition of Gender Identity to the non-discrimination policy of the school system. I recently gave an interview on NBC News4 in support. I urge you to vote for this much needed protection.

My thoughts:

- 1 No child should feel threatened for who they are. However, being different is the very thing that their peers use as an excuse to threaten and bully. Unless we as adults take a stand and say it is wrong to discriminate against someone who is different, our children will not learn.
- 2 We who know transgender children can forgive ignorance on the issue of gender identity. Our public schools are education institutions, so being willing to learn is the path however, we do not forgive willful misinformation, hate speech or fear mongering. These gender nonconforming children are our children and must not be targets for bigotry and posturing.
- 3 When Bullying and harassment go unchecked, the consequences can be tragic. Teen suicide from loss of esteem, safety or hope for the future are the horrific result of sanctioned discrimination.
- 4 In the real world, people are different. It is a grave disservice to our children if we do not teach them this as preparation for that real world.
One's personal identity is not teachable. Respect is.
- 5 Every fear of what might happen to our children magnifies our imagination to very dark places. The alternative to fear is education. We must educate our children to respect those who are different from themselves.
- 6 No behavior that causes harm should be tolerated. Our problem is we cannot agree when harm is a real possibility or a figment of imagination born out of ignorance. Transgender children are not a threat and never have been. Allowing taunts, bullying, threats and harassment are the real threats.
- 7 The mental illness charge is unfounded. Psychologists have now determined the mental stress that is caused by hiding, fear of harm and humiliation from others is the key problem. Who is at fault? Not the child, but those creating the environment of fear.

Obtained by Judicial Watch, Inc. Via FOIA

If the Board knew of an activity that has **proven** national and historic track record of harm to students, including physical injury and even death, parents would clamor for it to be stopped.

That activity is varsity football.

Is it harmful and puts our children at risk of real injury or even a potential for death? Statistically, it does. Why does this activity continue? We know why□

However, bullying and harassment is known to be extremely harmful to our students. It must be stopped. Hopefully, as it is not a varsity sport, we may have a better chance□

Roxanne Edwards, AIA LEED AP
Architect



McNeill Baker Design Associates
1401 Chain Bridge Road
McLean, VA 22101
Main 703.992,9707

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Pat Ravenelle](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote NO on Gender Identity Policy 1450

Sent: 5/5/2015 1:03:51 PM



Vote NO on Gender Identity Policy 1450

Thanks

Pat Ravenelle

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Richard Owens
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Richard Owens

[REDACTED]
Annandale, VA 22003-4058

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Emily Hartman
To: Moon, Ilryong (School Board Member)
Subject: vote on transgender terminology

Sent: 5/5/15

Dear Mr. Moon,

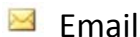
I am writing in reference to the addition of transgender terminology to FCPS discrimination policies. I am concerned that this seems to be a decision being made without sufficient input from stakeholders and no consideration towards the implications that could arise. As a parent of children in the Sully district and Dranesville district, I am surprised that I heard about this through the media and not from FCPS. With Garza and your current school board, I believe that FCPS has become more transparent and more will ask for input from stakeholders - a very positive change. A quick decision on this could certainly und

Second, I strongly oppose this policy. Current nondiscrimination policies are sufficient and always have been. Adding transgender terminology will only cause problems and will have far reaching implications - in bathroom use, school athletics, locker rooms, with chaperones, student activities and so many other things. As you make your decisions, please make them in light of the children. Discrimination is not ok and never has been in FCPS. Neither is a policy that mandates we allow a boy (or male adult who identifies as female) in bathroom with our young daughters - as just one example. I hope that each of you might be willing to either vote against the very least, be willing to delay a vote on it until the implications are more fully researched and con

Thank you for taking the time to read this - and thank you for your support of our students and child County.

Sincerely,
Emily Hartman

Obtained by Judicial Watch, Inc. Via FOIA



From: Lisa Riddle
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

This is not about personal beliefs, it is about education. Students cannot learn if they are being bullied and harassed. We need to ensure that all students feel safe enough at our schools to learn.

Thank you,

Ms. Lisa Riddle

[REDACTED]
Fairfax, VA 22031-1272

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Nicolette Dibble
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Nicolette Dibble

[REDACTED]
Great Falls, VA 22066-2623

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Allison Merfeld
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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Thank you,

Ms. Allison Merfeld


Alexandria, VA 22310-2607

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jessica Whisenant
To: School Board ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Gender Identity Vote

Sent: 5/5/2015 11:35:24 AM



To The Fairfax County School Board:

I would like to voice my dismay regarding three issues associated with the upcoming vote on adding gender identity to the nondiscrimination policy for Fairfax county public schools. I am a homeowner in Fairfax county and the mother of [REDACTED] school system as well as [REDACTED]. The three issues are as follows:

(1) **The lack of transparency regarding the event of this vote.** The school board did a thorough job of informing Fairfax county residents with children enrolled in the school system about previous school board issues such as the change in school start times and the change from half-day Mondays to full-day Mondays. This momentous issue, by contrast, has not resulted in any attempts from the school board to communicate the fact that this vote is occurring this week. As a result, there has been **no public forum for discussing the serious ramifications of such a decision**, should the board vote on Thursday to include this "gender identity" language.

(2) The second issue pertains to the potential ramifications of a "yes" vote. The public schools should not be in the business of **enabling a student to set their own rules for which public areas (bathrooms, locker rooms) they wish to utilize**. Please remember that these are children for whom the line between gender confusion and attention seeking is too fine to be drawn with confidence in the school-age years. Emotions, insecurities, and hormones already run at a high level in the school halls of our young; they are not emotionally or intellectually ready to make a decision regarding their gender that will affect them profoundly for the rest of their lives. It should be enough to cite the high rates of teen pregnancy to remind you that middle and high school students largely are incapable of being trusted to make major decisions that permanently will alter their lives.

Our society does not allow children to join the military or vote until they are 18 years old. Yet in this case the **majority of the school board wishes to set up a climate in which a child struggling with issues of gender identity is forced to make a groundbreaking and very visible choice regarding their gender** that will affect their relationships with teachers and peers, and will lead to emotional and intellectual trauma. Let us come along side them, seek to understand their struggles, and show them love and respect. But let us not codify their insecurities in school board policy.

(3) Also tied to the ramifications of a "yes" vote is the issue of the privacy and safety of the children in the public school system who conform to the traditional gender categories. These children deserve to enter a bathroom and/or locker room without having to worry about whether they will encounter individuals who just last week, month, or year were using the bathroom of the opposite gender. **A "yes" vote will set up an atmosphere in which the majority of children will not feel secure about their privacy and safety in public facilities.**

Thank you for your time.

Respectfully,

Jessica Whisenant, Ph.D.
[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Elinor Curry
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Elinor Curry
[REDACTED]
Springfield, VA 22153-3554

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Trish Hustvedt](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

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Thank you,

Ms. Trish Hustvedt

Chantilly, VA 20151-1305

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Trish Hustvedt](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

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Chantilly, VA 20151-1305

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Sherry Alexander](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

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Thank you,

Ms. Sherry Alexander
[REDACTED]
Springfield, VA 22153-3708

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Elizabeth McDonough](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

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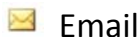
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Elizabeth McDonough


Alexandria, VA 22303-1333

Obtained by Judicial Watch, Inc. Via FOIA



From: Conley Lowrance
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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It is archaic and beyond belief that a school system as well regarded as Fairfax County Public Schools has yet to recognize the humanity of its most targeted students, faculty, and staff. It is time for FCPS to look towards the future of human rights and legal policy rather than cling to anachronistic procedures.

Thank you,

Mr. Conley Lowrance
[REDACTED]
New York, NY 10021-3970

Obtained by Judicial Watch, Inc. Via FOIA

**Email**

From: Elizabeth Gibson
To: Moon, Ilryong (School Board Member)
Subject: Gender Identity Protections on FCPS

Sent: 5/5/15

Dear Mr Moon

Thank you for your hard work ensuring that Fairfax County Schools help us raise educated and well adjusted women, prepared to create a better future for us all! I am the parent of two graduates of Lake Braddock and am proud of their successes and all that FCPS has done to help prepare them for college and prepare strong women who actively engaged to making this world a better place

I am writing to urge you to SUPPORT protections for gender identity for students, staff and teachers. No one has to forego legal rights and protections due to their gender identity. Those who have affirmed a gender different than that assigned at birth suffer grievous harms on an all-to-regular basis. No child should be harassed or ostracized because of their gender identity. On the contrary, it is our collective duty to nurture this very vulnerable population. As US citizens and Fairfax County residents, they deserve our

I urge you to support protection of Gender Identity!

With my warmest regards,

Elizabeth A. Gibson, Col, USAF (Ret)

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jason Endicott
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Jason Endicott


Alexandria, VA 22309-2107

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Julie Fergusson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Julie Fergusson

[REDACTED]
Falls Church, VA 22043-3021

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Amanda Albin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Amanda Albin

[REDACTED]
Annandale, VA 22003-4408

 Email

From: [Moon, Ilryong \(School Board Member\)](#)
To: [Kinney, Joann V.](#)
Subject: RE: transgender

Sent: 5/5/2015 9:40:40 AM



Thanks.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

From: Kinney, Joann V.
Sent: Tuesday, May 05, 2015 9:39 AM
To: Moon, Ilryong (School Board Member)
Subject: RE: transgender

Perfect!

Joann V. Kinney
Executive Administrative Assistant to
Tamara Derenak Kaufax, Chairman and Lee District Member
Ilryong Moon, At-Large Member
Fairfax County School Board Office
571.423.1065 (voice) 571.423.1067 (fax)

From: Moon, Ilryong (School Board Member)
Sent: Tuesday, May 05, 2015 9:38 AM
To: Kinney, Joann V.
Subject: RE: transgender

My presentation is not until the evening. I can wait till late afternoon.

Sincerely,

Obtained by Judicial Watch, Inc. Via FOIA

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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From: Kinney, Joann V.
Sent: Tuesday, May 05, 2015 9:34 AM
To: Moon, Ilryong (School Board Member)
Subject: transgender

Just as an FYI: This morning I moved 192 emails from your InBox to the non-discrimination file. Your InBox was really quite dramatic.

What is our plan for getting the hand-out packets to you? Is after work okay- 4:45 ish? I really don't know what time you are presenting. I can drive over earlier if you need them sooner.

Joann V. Kinney
Executive Administrative Assistant to
Tamara Derenak Kaufax, Chairman and Lee District Member
Ilryong Moon, At-Large Member
Fairfax County School Board Office
571.423.1065 (voice) 571.423.1067 (fax)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Kinney, Joann V.](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: RE: transgender

Sent: 5/5/2015 9:39:48 AM



Perfect!

Joann V. Kinney

Executive Administrative Assistant to

Tamara Derenak Kaufax, Chairman and Lee District Member

Ilryong Moon, At-Large Member

Fairfax County School Board Office

571.423.1065 (voice) 571.423.1067 (fax)

From: Moon, Ilryong (School Board Member)

Sent: Tuesday, May 05, 2015 9:38 AM

To: Kinney, Joann V.

Subject: RE: transgender

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Ilryong Moon

Member At Large

Fairfax County School Board

Joann V. Kinney, Executive Administrative Assistant

571.423.1065 (voice); 571.423.1067 (fax)

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Obtained by Judicial Watch, Inc. Via FOIA

Joann V. Kinney

Executive Administrative Assistant to

Tamara Derenak Kaufax, Chairman and Lee District Member

Ilryong Moon, At-Large Member

Fairfax County School Board Office

571.423.1065 (voice) 571.423.1067 (fax)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Moon, Ilryong \(School Board Member\)](#)
To: [Kinney, Joann V.](#)
Subject: RE: transgender

Sent: 5/5/2015 9:37:46 AM



My presentation is not until the evening. I can wait till late afternoon.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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Executive Administrative Assistant to
Tamara Derenak Kaufax, Chairman and Lee District Member
Ilryong Moon, At-Large Member
Fairfax County School Board Office
571.423.1065 (voice) 571.423.1067 (fax)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Kinney, Joann V.](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: transgender

Sent: 5/5/2015 9:34:35 AM



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Executive Administrative Assistant to

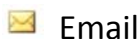
Tamara Derenak Kaufax, Chairman and Lee District Member

Ilryong Moon, At-Large Member

Fairfax County School Board Office

571.423.1065 (voice) 571.423.1067 (fax)

Obtained by Judicial Watch, Inc. Via FOIA



From: [Gina Richard](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Gina Richard
[REDACTED]
Centreville, VA 20120-1140

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kristin Pradko
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mrs. Kristin Pradko


Alexandria, VA 22315-5280

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Timothy Klipp
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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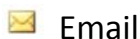
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Timothy Klipp


Alexandria, VA 22309-1424

Obtained by Judicial Watch, Inc. Via FOIA



From: [Gina Richard](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Ms. Gina Richard
[REDACTED]
Centreville, VA 20120-1140

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Patricia Ann Liske
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mrs. Patricia Ann Liske
[REDACTED]
Falls Church, VA 22043-1929

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Mark Evans](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Thank you for the work you have already done to make Fairfax County Public Schools safe for all students and teachers. I ask that you continue this by making the aforementioned changes.

Thank you,

Mr. Mark Evans


Alexandria, VA 22307-6802

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Anne Duncan-Maietta](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,


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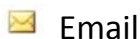
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Anne Duncan-Maietta

Centreville, VA 20120-1802

Obtained by Judicial Watch, Inc. Via FOIA



From: [Beth Cole](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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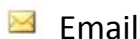
As a FCPS parent I feel that all students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Dr. Beth Cole


Mc Lean, VA 22101-5437

Obtained by Judicial Watch, Inc. Via FOIA



From: Vera Horton
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Vera Horton

[REDACTED]
Alexandria, VA 22315-5295

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Barry Greenhill
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mr. Barry Greenhill
[REDACTED]
Reston, VA 20191-3913

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Jacky Longwell](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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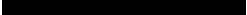
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jacky Longwell


Falls Church, VA 22042-1342

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Amy Rothstein
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mrs. Amy Rothstein


McLean, VA 22101-5423

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Cheryl Baird
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Cheryl Baird


Vienna, VA 22180-6510

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Tia Rose
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Tia Rose


Springfield, VA 22153-3539

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Amy Gonzalez
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Amy Gonzalez

[REDACTED]
Fairfax, VA 22031-1935

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Denise Shafer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Denise Shafer


McLean, VA 22101-4817

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Janet Dwire
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Janet Dwire

[REDACTED]
Alexandria, VA 22315-3835

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Jennifer Riddle](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Thank you,

Miss Jennifer Riddle


Oakton, VA 22124-1929

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Paul Macomber
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Mr. Paul Macomber


Oak Hill, VA 20171-2144

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Adam Sackett
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Mr. Adam Sackett

[REDACTED]
Washington, DC 20002-4805

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Helen C. Kyle](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

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Thank you,

Ms. Helen C. Kyle


Fairfax, VA 22032-1370

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Ilham Trabelsi](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/1

May 5, 2015

Ilryong Moon

Dear Moon,

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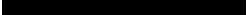
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Thank you,

Ms. Ilham Trabelsi


Falls Church, VA 22044-2640

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Kayleigh Buenaga](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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I'm going to use the words of Andrea Lafferty, who is so avidly campaigning against this proposition. "Children need and deserve a psychologically stable and emotionally secure environment in which to learn". Yes, all children need and deserve a psychologically stable and emotionally secure environment to be educated in. This would allow children and adolescents who are questioning or actively changing their gender identity the protection they deserve. Schools are already hostile enough, why don't we at least give these children and teenagers a less threatening and protected environment in which to learn and brighten their future

Thank you,

Ms. Kayleigh Buenaga

Centreville, VA 20120-3315

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Elizabeth Gibson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Elizabeth Gibson

[REDACTED]
Burke, VA 22015-4668

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Debra Steppel](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Debra Steppel


Reston, VA 20191-4833

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Amanda Walker](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/5/15

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Amanda Walker


Reston, VA 20191-4304

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [George Little](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. George Little

Clifton, VA 20124-1022

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Randall Casey](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,


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Thank you,

Mr. Randall Casey

Herndon, VA 20171-3920

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Klare Keenan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Klare Keenan

[REDACTED]
Falls Church, VA 22043-1634

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Louise Perini
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Louise Perini
[REDACTED]
Springfield, VA 22151-3506

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Peter Reynolds
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Dr. Peter Reynolds

[REDACTED]
Springfield, VA 22151-3506

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Robbie Morris](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Robbie Morris


Alexandria, VA 22308-1031

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Bethany Cardone](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Bethany Cardone
[REDACTED]
Burke, VA 22015-2304

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Annette Puente](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Annette Puente


Alexandria, VA 22306-1811

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: John Richards
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Mr. John Richards

[REDACTED]
Fairfax Station, VA 22039-3178

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: John Richards
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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Thank you,

Mr. John Richards

[REDACTED]
Fairfax Station, VA 22039-3178

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Liz Dyer](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Ms. Liz Dyer


Alexandria, VA 22307-6604

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Janette Dunder
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Janette Dunder


Alexandria, VA 22306-6629

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Alexis Garretson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Ms. Alexis Garretson
[REDACTED]
Annandale, VA 22003-3716

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Anthony Bankhead](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. Anthony Bankhead


Alexandria, VA 22306-1124

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sarah Foote
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

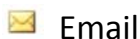
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Sarah Foote


Alexandria, VA 22302-1615

Obtained by Judicial Watch, Inc. Via FOIA



From: Ray Mims
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Ray Mims


Alexandria, VA 22306-2515

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Kate York](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4,

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kate York


Reston, VA 20194-1320

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Alex Kaufman
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Alex Kaufman
[REDACTED]
Herndon, VA 20171-2434

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Elle Colen](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Elle Colen


Alexandria, VA 22303-2516

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [jennifer Brooks](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

We must create a safe, hate-free environment for our children. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jennifer Brooks

Fairfax, VA 22032-1136

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kate Hough
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kate Hough


Herndon, VA 20171-4622

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Leslie Plummer](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Leslie Plummer


Merrifield, VA 22116-2508

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kathleen Darrah
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kathleen Darrah


Falls Church, VA 22041-3727

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Michael Palmer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Specifying protection for Transgendered students reinforces for all our children the importance of tolerance for those who may be different. As in the Rogers and Hammerstein musical "South Pacific" song about racism "You've Got to be Carefully Taught" applies here. Fairfax County should carefully teach our young people not to hate and to practice tolerance. Life will go much smoother for them and for the rest of us if Fairfax County steps up and leads the way on these important issues.

Thank you,

Mr. Michael Palmer

[REDACTED]
Fairfax, VA 22032-2110

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Dianna Belman](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Dianna Belman
[REDACTED]
Fairfax, VA 22030-8556

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Emily Britt](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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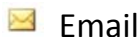
We are an FCPS family and this is important to us. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Emily Britt

[REDACTED]
Alexandria, VA 22310-4917

Obtained by Judicial Watch, Inc. Via FOIA



From: Douglas Firman
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Douglas Firman


Springfield, VA 22150-3634

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Gwen Doddy Lowit](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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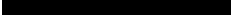
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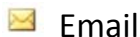
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Gwen Doddy Lowit


Falls Church, VA 22041-2005

Obtained by Judicial Watch, Inc. Via FOIA



From: Diann Presley
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Diann Presley
[REDACTED]
Oak Hill, VA 20171-2277

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jodie Langford
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Jodie Langford

Springfield, VA 22152-3530

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Asma Rasheed
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Asma Rasheed

[REDACTED]
Centreville, VA 20121-2577

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sarah Sapone
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a public school system, it is your duty to protect and ensure safe environments for ALL of your students regardless of any prejudices that may be held by executives and conservative parents.

Thank you,

Ms. Sarah Sapone

[REDACTED]
Oakton, VA 22124-1238

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [danielle faust](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Danielle Faust


Centreville, VA 20121-2577

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kevin Nguyen
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Kevin Nguyen
[REDACTED]
Springfield, VA 22150-3626

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jeannette Mulherin
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jeannette Mulherin
[REDACTED]
Burke, VA 22015-1918

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Ron Gilliland
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Ron Gilliland
[REDACTED]
Herndon, VA 20170-2946

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Maggie Godbold](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Maggie Godbold


Herndon, VA 20171-1626

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Danielle Lapalme
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment and as a graduate of Hayfield secondary this is very important to me.

Thank you,

Ms. Danielle Lapalme


Alexandria, VA 22315-6040

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Lauren Vogel](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Lauren Vogel


Centreville, VA 20120-1165

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Veronica Skov](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Noblesse oblige defend the weak and the innocent. Transgender students need protection.

Thank you,

Ms. Veronica Skov

Reston, VA 20191-2835

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Thomas Powell
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Thomas Powell


Herndon, VA 20170-5809

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Leigh Park
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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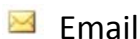
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Leigh Park

[REDACTED]
Lorton, VA 22079-1207

Obtained by Judicial Watch, Inc. Via FOIA



From: B E
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. B E

[REDACTED]
Centreville, VA 20121-3521

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Harriet Becker
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Harriet Becker


Fairfax, VA 22030-0983

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Dana Krauskopf
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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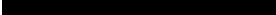
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Thank you,

Ms. Dana Krauskopf


Oakton, VA 22124-1029

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [danielle faust](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Danielle Faust


Centreville, VA 20121-2577

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Zainab Barry
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Zainab Barry

Clifton, VA 20124-2528

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [danielle faust](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Ms. Danielle Faust


Centreville, VA 20121-2577

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Erica Kim
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

This is a no-brainer. Protect these very vulnerable children, please!

Thank you,

Ms. Erica Kim
[REDACTED]
Fairfax, VA 22032-1730

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Rebecca Russell](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Rebecca Russell



Alexandria, VA 22307-6864

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Mary Hoffman](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. MARY HOFFMAN


Alexandria, VA 22303-1607

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Heather Hibbs](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Heather Hibbs


Fairfax, VA 22031-1650

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Kate Krawczel](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Kate Krawczel


Alexandria, VA 22308-2137

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Mandy DeVine
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Mandy DeVine


Alexandria, VA 22310-2920

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Emily Berry](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Emily Berry

[REDACTED]
Fairfax, VA 22031-4230

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Matthew McCartin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Mr. Matthew McCartin


Vienna, VA 22182-2021

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Sharon Dymowski
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Sharon Dymowski


Alexandria, VA 22306-3248

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jayne Byrnes
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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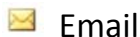
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Thank you,

Ms. Jayne Byrnes

Vienna, VA 22181-3218

Obtained by Judicial Watch, Inc. Via FOIA



From: [Margot Mcmanus](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Margot Mcmanus


Falls Church, VA 22044-1814

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Katharine Dickson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Katharine Dickson
[REDACTED]
Annandale, VA 22003-4131

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Htet Wrigley](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Htet Wrigley

[REDACTED]
Vienna, VA 22180-6540

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Peggy Woods](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Peggy Woods

Alexandria, VA 22312-3116

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jayne Byrnes
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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[REDACTED]
Vienna, VA 22181-3218

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Amber Deardorff Gilson](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Amber Deardorff Gilson
[REDACTED]
Reston, VA 20190-6003

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Michele Beard
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Michele Beard


Reston, VA 20190-4315

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Richard Wegmer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Richard Wegmer

[REDACTED]
Falls Church, VA 22043-3515

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Deirdre McQuillin
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Deirdre McQuillin

Saint Paul, MN 55106-4214

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Dana Davis
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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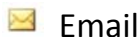
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Dana Davis


Alexandria, VA 22310-2441

Obtained by Judicial Watch, Inc. Via FOIA



From: Jules Trapp
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Jules Trapp


Alexandria, VA 22309-1837

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Tona Brown
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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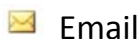
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Tona Brown


Springfield, VA 22153-2431

Obtained by Judicial Watch, Inc. Via FOIA



From: Kitty Smith
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Dr. Kitty Smith
[REDACTED]
Springfield, VA 22151-1712

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Michelle Fremen](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Michelle Fremen
[REDACTED]
Fairfax, VA 22033-2466

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Whitney Olson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Whitney Olson

Springfield, VA 22150-2044

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Douglas Hansen
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Douglas Hansen

Fairfax, VA 22030-5334

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Amy Farris
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Please protect and embrace our kids! All of our kids!!!

Thank you,

Ms. Amy Farris
[REDACTED]
Springfield, VA 22153-3211

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Craig Coughlin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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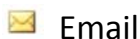
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Craig Coughlin


Reston, VA 20191-3653

Obtained by Judicial Watch, Inc. Via FOIA



From: [Rebecca Green](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Rebecca Green


Washington, DC 20010-1316

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Kerry Wingell](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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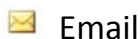
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Kerry Wingell


Reston, VA 20191-2333

Obtained by Judicial Watch, Inc. Via FOIA



From: Laura Lawson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Laura Lawson


Alexandria, VA 22307-6811

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Marisa Sheffield](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Miss Marisa Sheffield
[REDACTED]
Oakton, VA 22124-2310

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jennifer Butts
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Miss Jennifer Butts
[REDACTED]
Springfield, VA 22152-3245

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Megan Harper](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Megan Harper
[REDACTED]
Fairfax, VA 22030-5346

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Austin Cox](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Everyone deserves to be treated equally. Transgender people are no exception.

Thank you,

Mr. Austin Cox


Fairfax, VA 22030-4441

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jessica Whittington
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jessica Whittington

[REDACTED]
Fairfax, VA 22033-2612

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sarah Zatko
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Sarah Zatko

[REDACTED]
Falls Church, VA 22042-3705

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jenaca Vargas
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Jenaca Vargas


Vienna, VA 22181-4801

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Barry Greenhill
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Barry Greenhill
[REDACTED]
Reston, VA 20191-3913

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Karen Barr
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Karen Barr


Springfield, VA 22151-2817

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Julie Edwards
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Ms. Julie Edwards


Springfield, VA 22152-1730

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Christine McLean
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Christine McLean

McLean, VA 22101-1811

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Aaron Hood
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students and educators deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Aaron Hood


Fairfax, VA 22030-4422

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Aaron Hood
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students and educators deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Aaron Hood


Fairfax, VA 22030-4422

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TJ Holland](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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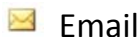
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. TJ Holland


Reston, VA 20191-1947

Obtained by Judicial Watch, Inc. Via FOIA



From: Sarah Zatko
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Sarah Zatko

[REDACTED]
Falls Church, VA 22042-3705

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Vincent Worthington
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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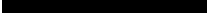
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Vincent Worthington


Falls Church, VA 22042-1954

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Tessa Porciello
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Tessa Porciello

Springfield, VA 22153-3825

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Anne Morgan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. I am a mother of former (graduated) FCPS students who wants every student to feel as safe as mine did. Growing up is a difficult time, and growing up obviously different is even more challenging. Let's support these kids!

Thank you,

Ms. Anne Morgan
[REDACTED]
Fairfax, VA 22032-3605

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Katharine Campos
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Katharine Campos


McLean, VA 22101-4441

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Pelumi Sholagbade
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a person who attends a school in Fairfax County, this cause is very near and dear to my heart.

Thank you,

Miss Pelumi Sholagbade

[REDACTED]
Vienna, VA 22182-2521

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Teresa Kim](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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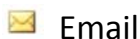
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Teresa Kim

[REDACTED]
Washington, DC 20005-4475

Obtained by Judicial Watch, Inc. Via FOIA



From: Ziba Pirnia
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Ziba Pirnia

[REDACTED]
Fairfax Station, VA 22039-2025

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Jordan Small](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jordan Small

Springfield, VA 22151-3216

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Hayde Arp
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Mr. Hayde Arp

[REDACTED]
Alexandria, VA 22302-3420

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Arlene Black](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Arlene Black


Oakton, VA 22124-1917

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Walter Krushinski](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

These students NEED to feel safe; they DESERVE to feel safe. Please make the right decision.

Thank you,

Mr. Walter Krushinski


Lorton, VA 22079-2992

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Ana Mendez
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Ana Mendez

[REDACTED]
Falls Church, VA 22041-1591

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Hazel Mcleod](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Ms. Hazel Mcleod

[REDACTED]
Falls Church, VA 22043-3909

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Emma Afzal
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Emma Afzal


Reston, VA 20191-2529

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Carlos Lopez
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Carlos Lopez

Annandale, VA 22003-3449

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sparks Lowry
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. Sparks Lowry

[REDACTED]
McLean, VA 22102-2524

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Katya Belyayeva](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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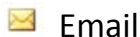
As someone with many friends who are both teachers as well as students in FCPS, I hope you establish these protections and carry on the reputation FCPS as the nation's top district for public education.

Thank you,

Mr. Katya Belyayeva


Silver Spring, MD 20910-2992

Obtained by Judicial Watch, Inc. Via FOIA



From: [Stefan Ries](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Stefan Ries


Alexandria, VA 22307-1669

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: William Hall
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Thank you,

Mr. William Hall

Lorton, VA 22079-2908

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jo Louise Klein
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Jo Louise Klein


Reston, VA 20191-5503

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Virginia Reed
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Virginia Reed


Herndon, VA 20171-2254

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Sheridan Johnson](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Sheridan Johnson

Oak Hill, VA 20171-2288

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Seul Rhee](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Seul Rhee


Springfield, VA 22150-2429

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Laura LaVertu
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Laura LaVertu

[REDACTED]
Alexandria, VA 22303-2503

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Ana Padron
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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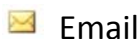
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Ana Padron


Alexandria, VA 22306-2610

Obtained by Judicial Watch, Inc. Via FOIA



From: [Cory Hall](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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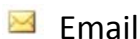
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. This should include transgender students and teachers to ensure that they have the same protection as other students in the realm of harassment.

Thank you,

Mr. Cory Hall


Fairfax Station, VA 22039-2910

Obtained by Judicial Watch, Inc. Via FOIA



From: [evan Braswell](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. evan Braswell


Frederick, MD 21704-6619

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Deborah DeVore](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

Transgender students do not choose to be transgender. They deserve the right to be who they are, and to be safe from bullying. Transgender youth are often at greater risk of being bullied and discrimination. Please provide them with needed protection.

Thank you,

Ms. Deborah DeVore


Alexandria, VA 22308-1935

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Elizabeth Greco
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Elizabeth Greco

Annandale, VA 22003-1320

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Acadia Gribble
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Acadia Gribble


Oak Hill, VA 20171-2214

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Rachel Kline
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Rachel Kline

[REDACTED]
Falls Church, VA 22044-1313

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Alexander Schreiber-Heinz](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Alexander Schreiber-Heinz

[REDACTED]
Arlington, VA 22201-3774

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Amy Angel
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Amy Angel

[REDACTED]
Fairfax, VA 22031-2812

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Rachel Goldsmith
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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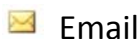
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Rachel Goldsmith

[REDACTED]
Falls Church, VA 22042-2626

Obtained by Judicial Watch, Inc. Via FOIA



From: [Esther Park](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Miss Esther Park

Centreville, VA 20121-3817

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Kathiegong Williams](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Kathiegong Williams
[REDACTED]
Fairfax, VA 22033-1720

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Alexander Schreiber-Heinz
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Mr. Alexander Schreiber-Heinz

[REDACTED]
Arlington, VA 22201-3774

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Janet Fitch
To: Moon, Ilryong (School Board Member)
Subject: Please Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a Fairfax County school graduate myself, I expect Fairfax County to be on the leading edge in providing a safe and secure environment for all students and educators consistent with the US Department of Education guidance to include "gender identity and expression" in our non-discrimination protections. Thank you for your time and support to this important proposed change.

Thank you,

Ms. Janet Fitch


Mc Lean, VA 22101-3528

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Margo Kujat](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Margo Kujat


Herndon, VA 20170-2842

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Mackenzie Aylward](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Mackenzie Aylward


Alexandria, VA 22303-1848

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jewel Cardwell
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Jewel Cardwell

[REDACTED]
Centreville, VA 20121-5183

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Del Hardesty
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

As a resident of Fairfax County, I want all students to have safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Del Hardesty


Alexandria, VA 22306-1124

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Ryan Salisbury](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Ryan Salisbury


Centreville, VA 20121-3517

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Falak Ojjeh](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Falak Ojjeh


Morgantown, WV 26505-4891

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Diana Yglesias](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Diana Yglesias
[REDACTED]
Fairfax, VA 22032-2652

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Gianna Sheffield](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Gianna Sheffield


Oakton, VA 22124-2310

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jane Anne Gleason
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jane Anne Gleason

[REDACTED]
Alexandria, VA 22303-2505

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Dave Mcharg
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Dave Mcharg


Fairfax, VA 22030-6229

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Rolando Valdes](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Rolando Valdes
[REDACTED]
Manassas, VA 20110-2720

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Emily Heiden](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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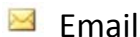
Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

I have taught transgender students at both the high school and college level, and can tell you as an educator that it is essential that a school's administration serve as both a model of how to treat all people as well as a first line of defense against discrimination. I care about ALL of my students, and those who identify as transgender are no different. Such students need extra protection against the social stigmas they're already dealing with. Please exemplify compassion, practice empathy, and act as a role model in this decision.

Thank you,

Ms. Emily Heiden
[REDACTED]
Fairfax, VA 22032-2233

Obtained by Judicial Watch, Inc. Via FOIA



From: [jennifer richards](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. This is a very personal issue to me as my daughter attends a Fairfax County Public School and has two very close friends who are transgender. We have welcomed them into our home and call them by the pronouns they identify with. The stories that our daughter has told us regarding name calling and bullying to these friends of hers has caused many tear filled discussions of what she can do to help them- this is a huge burden for a teenager to feel they are taking on alone. This is an issue that the school must take on and embrace and care for every student, no matter how they identify as a gender. I love these children and it breaks my heart to see how much it hurts them and their friends when they are not seen for who they really are and how they identify. Please PLEASE add protections for them.

Thank you,

Mrs. Jennifer Richards

[REDACTED]
Fairfax Station, VA 22039-3178

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: dipyle@cox.net Sent: 5/4
To: dipyle@cox.net
CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLau \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schult \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: Vote NO to transgender teachers!!!

It is simply stunning that this topic is being given any amount of consideration. Keep our children SAFE transgender teachers in the classroom.

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Connor White](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Connor White
[REDACTED]
Herndon, VA 20170-2564

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Asha Jones](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Asha Jones


Fairfax, VA 22030-4441

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Jamilah Suarez](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jamilah Suarez

Fairfax, VA 22038-0793

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Katie Busch](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Katie Busch

Centreville, VA 20120-2850

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Nicolas Martin
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Nicolas Martin

[REDACTED]
Springfield, VA 22152-3138

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Mary Lee McIntyre](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. Can we expect some positive action on this issue from the School Board?

Thank you,

Mrs. Mary Lee McIntyre



Mc Lean, VA 22101-4828

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Cheryl Zellmer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Cheryl Zellmer

[REDACTED]
Centreville, VA 20121-2271

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Duane Ludwig
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Duane Ludwig

[REDACTED]
Falls Church, VA 22042-1619

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jessica Findley
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

As a parent of a current Fairfax County School District kindergartener, this issue is an important one for me.

Thank you,

Ms. Jessica Findley
[REDACTED]
Herndon, VA 20170-3640

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Kellie Burke
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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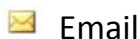
Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kellie Burke

Herndon, VA 20171-2426

Obtained by Judicial Watch, Inc. Via FOIA



From: Katherine Shockley
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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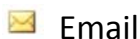
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment. As an educator myself, I struggle to ensure that all of my students feel safe without any support from school bylaws.

Thank you,

Miss Katherine Shockley


Meadows of Dan, VA 24120-4410

Obtained by Judicial Watch, Inc. Via FOIA



From: [trey eckels](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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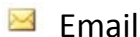
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. trey eckels


Burke, VA 22015-4673

Obtained by Judicial Watch, Inc. Via FOIA



From: Jessica Kaplan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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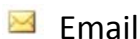
Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

While I believe that all students deserve safe, supportive schools that are free from discrimination, bullying, and harassment, since I am the parent of children who attend Fairfax County Public Schools I think it is particularly important for my kids to see that position overtly supported by their school system.

Thank you,

Ms. Jessica Kaplan
[REDACTED]
Alexandria, VA 22306-1343

Obtained by Judicial Watch, Inc. Via FOIA



From: Anna Dinh
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Anna Dinh
[REDACTED]
Alexandria, VA 22309-4521

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: James Langley
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. James Langley


Centreville, VA 20120-5419

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Forrest Hirsh](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Forrest Hirsh


Fairfax, VA 22030-7344

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Andrea Berger](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Andrea Berger


Chantilly, VA 20151-3514

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Bonnie Hobbs
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Bonnie Hobbs

[REDACTED]
Fairfax, VA 22033-2560

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Kailey Kefi
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kailey Kefi


Herndon, VA 20170-2319

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Pamela Larson
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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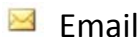
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Pamela Larson

Fairfax, VA 22033-1234

Obtained by Judicial Watch, Inc. Via FOIA



From: kristen campbell
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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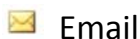
As a Fairfax County resident, this issue matters to me and my family!

Thank you,

Ms. Kristen Campbell

Falls Church, VA 22041-2609

Obtained by Judicial Watch, Inc. Via FOIA



From: Jessica Baker
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jessica Baker


Alexandria, VA 22306-7126

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: April Medina
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. April Medina


Fairfax, VA 22030-8378

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Tiffany Nguyen](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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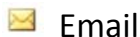
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Tiffany Nguyen


Clifton, VA 20124-1091

Obtained by Judicial Watch, Inc. Via FOIA



From: [Shannon Romulus](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve to have the chance to be true to themselves and that should be celebrated at all levels of discipline.

Thank you,

Miss Shannon Romulus
[REDACTED]
Fairfax, VA 22033-1509

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Raul Ortega](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Raul Ortega


Fairfax, VA 22033-4208

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Michael Seltzer
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Dr. Michael Seltzer

[REDACTED]
Fairfax, VA 22030-8322

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [brooke kane](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Brooke Kane


McLean, VA 22101-4232

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Margaret Cortezi](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Margaret Cortezi


Falls Church, VA 22043-1876

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Ashley America
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Ashley America


Alexandria, VA 22307-6555

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Chris Perkins](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Chris Perkins


Annandale, VA 22003-1431

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Erica Marros
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Erica Marros
[REDACTED]
Fairfax, VA 22030-7944

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Adam Noor
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Adam Noor


Falls Church, VA 22044-1830

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Tami Palacky
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Tami Palacky

[REDACTED]
Springfield, VA 22153-2021

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Colleen Naseem
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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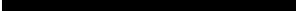
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Colleen Naseem


Falls Church, VA 22041-3635

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Reiad Nazzal](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Reiad Nazzal
[REDACTED]
Herndon, VA 20170-5167

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Christa Dodoo](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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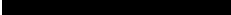
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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Christa Dodoo


Falls Church, VA 22044-2319

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Lili Crowley
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Lili Crowley

Reston, VA 20191-2942

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Maria-Paula Barahona](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Maria-Paula Barahona
[REDACTED]
Alexandria, VA 22310-2421

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Robert Price
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

It is self evident that students in an environment that is welcoming and accepting of them is one where those students can be successful. The primary role of schools is to educate students. As such, schools should undertake all means necessary to deliver an exceptional education. All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Robert Price

Alexandria, VA 22308-2042

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Noah Strike](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.


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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Noah Strike


Vienna, VA 22180-6305

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Melissa Das](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Melissa Das


Vienna, VA 22182-1801

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Nicole Martin](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Nicole Martin

Fairfax, VA 22033-4406

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Crystal Williams
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Crystal Williams
[REDACTED]
Centreville, VA 20121-4412

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Sarah Casey
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Sarah Casey
[REDACTED]
Fairfax, VA 22033-2409

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jonathan Flowers
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Jonathan Flowers
[REDACTED]
Alexandria, VA 22307-1631

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Maria Gargano
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Maria Gargano


Alexandria, VA 22309-3220

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Ardelle Mbita](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Ardelle Mbita

Fairfax, VA 22031-0243

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Rosanne DeLuca
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Rosanne DeLuca

[REDACTED]
Falls Church, VA 22041-2184

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Lorraine Sheffield](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Lorraine Sheffield
[REDACTED]
Oakton, VA 22124-2310

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Sarah Masters & Paul Kearney
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Sarah Masters & Paul Kearney


Herndon, VA 20170-3206

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Karen Weinberger
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Karen Weinberger
[REDACTED]
Vienna, VA 22182-5311

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Alexis Sanchez
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment and as someone who went to Fairfax County schools all my life I know first hand how important this is. Our student need a safe place to grow into themselves. Schools should protect their students.

Thank you,

Miss Alexis Sanchez

Annandale, VA 22003-5293

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Herman Ayayo
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mr. Herman Ayayo


Falls Church, VA 22041-2117

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: ANNE BURKE
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. ANNE BURKE

[REDACTED]
Falls Church, VA 22042-2565

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Erin Mooney](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Ms. Erin Mooney


Oakton, VA 22124-2818

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Colleen Neumann
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Dr. Colleen Neumann


Reston, VA 20191-3725

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jennifer Tulo
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jennifer Tulo

[REDACTED]
Alexandria, VA 22306-3520

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jen Salierno
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Jen Salierno

Savannah, GA 31406-2908

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Sheri Lemon
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Sheri Lemon


Herndon, VA 20171-4499

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Richard Cogan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Miss Richard Cogan

[REDACTED]
Great Falls, VA 22066-1216

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Loan Withrow](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Loan Withrow


Springfield, VA 22152-1447

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Claudia Moore
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Claudia Moore

Clifton, VA 20124-1203

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Kate Law](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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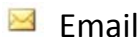
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Kate Law


Reston, VA 20190-4315

Obtained by Judicial Watch, Inc. Via FOIA



From: [Clarice Wise](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Clarice Wise


Falls Church, VA 22043-1121

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Rebecca Bunch](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,


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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Rebecca Bunch

Chantilly, VA 20151-3938

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Senseney Marshall
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Senseney Marshall

[REDACTED]
Falls Church, VA 22042-3117

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Susan McKinney
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Susan McKinney


Alexandria, VA 22309-1701

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Pamela Gilbert
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

Dear Moon,

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Thank you,

Ms. Pamela Gilbert


Alexandria, VA 22308-1915

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Geri Falek](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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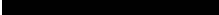
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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Geri Falek


Falls Church, VA 22041-1312

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Richard Cogan
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Miss Richard Cogan

[REDACTED]
Great Falls, VA 22066-1216

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Jessica Salazar
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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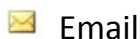
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Thank you,

Ms. Jessica Salazar
[REDACTED]
Springfield, VA 22151-1427

Obtained by Judicial Watch, Inc. Via FOIA



From: José Kiper
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. José Kiper

[REDACTED]
Burke, VA 22015-1825

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Robert Siegel
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Robert Siegel


Vienna, VA 22180-6868

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Taffany Bickley](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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Thank you,

Ms. Taffany Bickley
[REDACTED]
Alexandria, VA 22309-1883

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Caroline McCormack](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Caroline McCormack


Alexandria, VA 22309-3207

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Katen Milliken](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Katen Milliken


Fairfax, VA 22031-1969

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Alexis Sanchez
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

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All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment and as someone who went to Fairfax County schools all my life I know first hand how important this is. Our student need a safe place to grow into themselves. Schools should protect their students.

Thank you,

Miss Alexis Sanchez

Annandale, VA 22003-5293

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Margaret Brkic
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Margaret Brkic

Fairfax, VA 22033-3110

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Erica Fremont
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Ms. Erica Fremont


Chantilly, VA 20151-1316

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Michelle StJohn
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mrs. Michelle StJohn

Great Falls, VA 22066-1534

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Mike Robinson](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Mike Robinson


Vienna, VA 22180-4858

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Edward Mulligan](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Edward Mulligan
[REDACTED]
22153, VA 22152

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Mohammad Khan](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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Thank you,

Mr. Mohammad Khan
[REDACTED]
Chantilly, VA 20151-2244

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Angela Judy](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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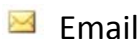
All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Ms. Angela Judy


Alexandria, VA 22315-5228

Obtained by Judicial Watch, Inc. Via FOIA



From: Jennifer Brown
To: Moon, Ilryong (School Board Member)
Subject: Protect Transgender Students and Educators

Sent: 5/4

May 4, 2015

Ilryong Moon

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I am emailing you to ask you to support important non-discrimination protections that will help make Fairfax County Public Schools safer and more welcoming for vulnerable students. Please add "gender identity and expression" protections to Fairfax School Policy P1450, which provides non-discrimination protections for students and educators. This change will ensure that transgender youth and adults are protected in our schools from harassment and discrimination.

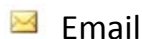
Fairfax County Public Schools have already added gender identity and gender expression protections to the district's anti-bullying policy, as well as non-discrimination protections based on sexual orientation. However, transgender students and educators are not yet explicitly protected from discrimination. This policy change would match guidance from the US Department of Education, which has made clear that gender identity and gender expression are fully covered by Title IX protections.

Transgender students face heightened risk for discrimination, harassment, and school pushout. These protections are essential for these vulnerable youth.

All students deserve safe, supportive schools that are free from discrimination, bullying, and harassment.

Thank you,

Mrs. Jennifer Brown
[REDACTED]
Alexandria, VA 22309-2521



Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Kinney, Joann V.](#)
Subject:FW: in support of inclusion of 'gender identity' in Policy 1450 -- LEE

Sent:5/4/2015 2:25:53 PM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Jeanette Leisk [mailto:jleisk@gmail.com]
Sent: Friday, May 01, 2015 3:08 PM
To: School Board
Subject: in support of inclusion of 'gender identity' in Policy 1450

Dear Members of the Fairfax County School Board,

I am writing as a resident of Fairfax County and pastor of Good Shepherd Lutheran Church in Alexandria, VA.

I ask that you include "gender identity" in the non-discrimination policy for Fairfax County Public Schools. In particular, I am referring to Policy 1450.

I would like you to know that as a person of faith I believe that I am called to witness to the worth and dignity of all persons created and loved by God. It is a matter of faith to stand up for the needs and rights of those who are oppressed.

This policy would ensure that transgender and gender-nonconforming youth will have the protections they need. It would be a step towards creating a safe space for them to thrive as individuals.

Please include "gender identity" in Policy 1450.

Thank you for your service to our community,
Reverend Jeanette Leisk

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Turpin, Melanie](#)
Subject:FW: My Vote for transgender locker rooms/bathrooms -- BRADDOCK

Sent:5/4/2015 2:25:29 PM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Anna Henson [mailto:anna.henson2401@gmail.com]
Sent: Friday, May 01, 2015 2:56 PM
To: School Board
Subject: My Vote for transgender locker rooms/bathrooms

Hello FCPS board members

I wholeheartedly vote NO! on this transgender decision. This year will be my first year in public school and I don't want my middle school year to be unpleasant as a result of this one decision. I will now give reasons why it would make my eighth grade year unpleasant. 1) When you think about it, this really is a disgusting idea. People were made the way that they are supposed to be and they want to have a chance to change that. It's not a good idea, because we were made for a purpose, and that isn't to change ourselves to someone else completely. 2) I am preparing to pick my friends carefully in public school. If this decision is made, then there will be more and more kids wanting to be a different gender. I don't know about anyone else, but I would want a friend that is either completely female or completely male, not someone fake that is insecure about themselves. I also wouldn't want a friend that will try to change my beliefs and my body.

I beg you to NOT agree to this decision.

Thank you for caring for the good of the teens of this county.

Anna E. Henson

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Fields, Melissa](#)
To: [School Board Members](#) ; [School Board Office](#)
Subject: transgender issues -- Fax Received in the School Board Office

Sent: 5/4/2015 2:24:31 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

[_20150504142151774.pdf \(82Kb\)](#)

The attached facsimile came to my attention in the School Board office. In talking it over with Yvette Rhodes the letter has been scanned and is attached to my email for your review.

Thank you,

Melissa K. Fields

Fairfax County School Board Office

Executive Administrative Assistant to:

Sandy Evans, Mason District

Elizabeth L. Schultz, Springfield District

Phone: 571-423-1069

Fax: 571- 423-1067

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Hook, Mary Ellen](#)
Subject: FW: Policy 1450 - Gender Identity -- HUNTER MILL

Sent: 5/4/2015 1:57:04 PM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Wendy Astell [mailto:wendy.astell@yahoo.com]

Sent: Friday, May 01, 2015 1:59 PM

To: School Board

Subject: Policy 1450 - Gender Identity

May 1st, 2015

Dear Members of the Fairfax County School Board:

I am writing you today as the parent of two children at Oakton Elementary within FCPS in regards to Policy 1450.

I support the inclusion of "gender identity" in the nondiscrimination policy for Fairfax County Public Schools.

As a Unitarian Universalist, I live by a set of principles and the first one is to "affirm the inherent worth and dignity of all human beings." This policy does that. Forty-one percent of transgender and gender non-conforming people will attempt suicide. We can prevent many of those suicides by creating safe and accepting spaces where those who are transgender and gender non-conforming can thrive.

Some will say that changing this policy to include transgender and gender non-conforming individuals will put their peers at risk. To date, there has never been a case of a transgender person hurting another person in a bathroom. Meanwhile, using the bathroom can be risky for transgender and gender nonconforming people; many are bullied and emotionally and physically assaulted.

I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Obtained by Judicial Watch, Inc. Via FOIA

Sincerely, Wendy Astell

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Fields, Melissa](#)
Subject: FW: Gender Identity Policy on the Agenda -- MASON

Sent: 5/4/2015 1:53:58 PM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: jwynmcp@verizon.net [mailto:jwynmcp@verizon.net]**Sent:** Friday, May 01, 2015 1:25 PM

To: School Board; McElveen, Ryan (School Board Member); Turpin, Melanie; Moon, Ilryong (School Board Member); Kinney, Joann V.; Velkoff, Theodore (School Board Member); Partlow, Kathy; McLaughlin, Megan (School Board Member); Strauss, Jane (School Board Member); Montano, Sonya; Derenak Kaufax, Tamara (School Board Member); Evans, Sandy (School Board Member); Evans, Sandy (School Board Member); Reed, Patty (School Board Member); Schultz, Elizabeth (School Board Member); Fields, Melissa; Hynes, Patricia (School Board Member); Hook, Mary Ellen; Storck, Dan (School Board Member); Smith, Kathy L (School Board Member); Superintendent Garza

Subject: Gender Identity Policy on the Agenda

Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy. I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,

Jennifer Peters

Jennifer Peters



 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Turpin, Melanie](#)
Subject:FW: May 7 transgender vote --BRADDOCK

Sent:5/4/2015 1:34:29 PM



Desiree Wunderlin

Administrative Assistant
School Board Office
571-423-1075

From: Joseph Henson [mailto:hensonjazz@gmail.com]
Sent: Friday, May 01, 2015 11:11 AM
To: School Board
Subject: May 7 transgender vote

Board members,

Please vote NO. Thank you for caring about our children, our values and our nation.

Respectfully

Joseph Henson

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: Gender Identity Policy 1450.6 -- HUNTER MILL

Sent:5/4

Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

-----Original Message-----

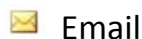
From: Paul Roche [mailto:proche195@hotmail.com]
Sent: Friday, May 01, 2015 10:36 AM
To: School Board
Subject: Gender Identity Policy 1450.6

Dear Schoolboard:

I have been a citizen of Fairfax County for 26 years and my children have all attended the wonderful schools. I heartily recommend you adopt this policy. I know too many young people and adults who have been bullied and discriminated against because their gender identity did not conform to other's perceptions. Please stand with the oppressed group.

Thank you.

Paul Roche
[REDACTED]
Herndon, VA 20171
[REDACTED]



Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Turpin, Melanie](#)
Subject: FW: Gender Identity Addition to Non-Discrimination Policy -- BRADDOCK

Sent: 5/4/2015 1:32:02 PM



Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Scher, Nicole
Sent: Friday, May 01, 2015 9:44 AM
To: School Board
Subject: Gender Identity Addition to Non-Discrimination Policy

Fairfax County School Board:

I am writing in support of the addition of gender identity to the non-discrimination policy. I write on behalf of one of [REDACTED] is kind, hard-working, and engaged in the world around [REDACTED] strives to be successful in school and beyond. [REDACTED] is a wonderful violist, dancer, and an integral part of our school. Students like [REDACTED] are examples of what I hope all my students strive to be. It makes no difference what my student is 'labeled;' he deserves the same protections against harassment and verbal and physical abuse as any other student. It is increasingly important that gender identity be added to the non-discrimination policy. Students are students. They are all different, unique, and special in a variety of ways. If our job is to provide a safe learning environment for students, how can we do that if we exclude the safety of certain students? More so, who are we to judge a student for something that has nothing to do with his ability to learn? I urge you to include gender identity in the non-discrimination policy. We need to make sure that ALL students have the right to a learning environment in which they can succeed.

Thank you,

Nicole Scher
[REDACTED]

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Montano, Sonya](#)
Subject:FW: I support transgender children -- DRANESVILLE

Sent:5/4/2015 1:31:07 PM

**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Christine [mailto:catscar@gmail.com]
Sent: Friday, May 01, 2015 9:22 AM
To: School Board
Subject: I support transgender children

No one would choose to put themselves through the difficult process of changing one's identity just to gain access to the private space of the "opposite" sex. Please help these vulnerable children by supporting them in their journey to reforming their identities so they can be whole and accepted for who they are.

In 2013, almost half of LGBT students in Virginia experienced verbal harassment based on gender expression and nearly 1 in 10 experienced physical harassment based on gender expression. (GLSEN Virginia State Snapshot). This cannot and should not continue to happen!

We need to treat all individuals in FCPS and in our schools with respect and equality. Non-discrimination laws and policies should be at the forefront of our culture, not just in employment and treatment of adults, but even more so in our treatment and respect for our children.

According to Fairfax County's own Youth Survey data, LGBT youth, who represent 9% of teens in Fairfax County, face disproportionate challenges and risks, with 61% reporting they have been bullied in the past year, and 49% feeling depressive symptoms and 38% seriously considering suicide.

I teach my children to accept all people. I expect the school system to echo that belief.

Sincerely,

Mrs. Christine Elrod

[REDACTED]
Herndon, VA 20170
[REDACTED]

--

"I do the job. And then I get paid." -Mal Reynolds "Firefly:Serenity"

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Montano, Sonya](#)
Subject: FW: Transgendered Changes? -- DRANESVILLE

Sent: 5/4/2015 1:26:46 PM



Desiree Wunderlin
Administrative Assistant
School Board Office
571-423-1075

From: Patti Bugge [mailto:pbugge@cox.net]
Sent: Friday, May 01, 2015 2:55 AM
To: School Board
Subject: Transgendered Changes?

Good Morning,

Please forgive me if I am misinformed, but it is my understanding that the School Board is looking to adopt changes to afford special rights to transgendered adults. Since the EEOC ruled that one cannot discriminate in the hiring and firing of transgendered people, why does the School Board feels it necessary to extend additional rights beyond that which may negatively affect students and co-workers?

Exposing children in private places like locker rooms and bathrooms to people whose sexual identity doesn't match their biological identity will cause unnecessary confusion and anxiety. We tell our kids to trust their instincts if something doesn't feel right and then force them into a situation where they are told to suppress those same feelings. Why should we put children in private places where clothing is removed and/or private parts are exposed? This is a bad idea.

The School Board is to oversee the education of our children and not their indoctrination into life styles that are out of the norm. The protection of children must take precedence over the desires of individuals whose identity is fluid. Parents must maintain their right to protect their children.

When we study biology, we learn about male and female at a chromosomal level, yet we get all politically correct and discard everything we know about biology when it comes to fringe lifestyles. Statistically, transgendered people number around 700K (or less than .3% of the entire population - one California study suggested the number is closer to .1%). Of that number, 80% of children/teens that identify as transgendered revert back to their biological identity. Rather than address the emotional and psychological reasons why a person doesn't identify with their biological reality, we ask everybody to suspend scientific evidence and natural evolution, and force everybody to not only embrace but celebrate this anomaly.

What people do in the privacy of their own homes is up to them, but as the first line of defense for our students, the School Board has an obligation to protect them from social experiments that can have long-lasting detrimental effects. You are asking the 99.7% population to conform to a position so that .3% can live out their fantasy. Children are vulnerable and their safety must come first.

Obtained by Judicial Watch, Inc. Via FOIA

LGBT activists will always clamor for more. As elected School Board members, your obligation should be to our children. This grand social experiment has no long-term data, so we don't know the extent of the harm this may cause and it will take decades to determine. Please do not use our children as guinea pigs. Extending additional benefits to a non-protected class without the benefit of knowing the potential damage it may cause is a bad idea. I would urge the School Board to wait before making any sweeping changes that could harm our kids. Pragmatism is always the best course of action.

Regards,
Patti Bugg □

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [School Board Office](#)
Subject: FW: 5 more people signed "Fairfax County School Board, fairfaxcountyschoolboard@fcps.edu: STOP THE FAIRFAX COUNTY SCHOOL BOARD POLICY 1450 CHANGE to include "Gender Identity"" -- VARIOUS DISTRICTS

Sent: 5/4/2015 12:52:34 PM



**Attachments may contain viruses that are harmful to your computer.
Attachments may not display correctly.**

 [image001.png \(1Kb\)](#)

Tracey Li – **Unable to determine**
Yanjia Zhang – **Unable to determine**
Li Zhang – **Unable to determine**
Chih-Kuang Hsu – **Springfield**
Xinyuan Wang -- **Springfield**

Desiree Wunderlin

Administrative Assistant
School Board Office
571-423-1075

From: mail@changemail.org [mailto:mail@changemail.org]

Sent: Friday, May 01, 2015 8:45 AM

To: School Board

Subject: 5 more people signed "Fairfax County School Board, fairfaxcountyschoolboard@fcps.edu: STOP THE FAIRFAX COUNTY SCHOOL BOARD POLICY 1450 CHANGE to include "Gender Identity""

change.org New signatures

Fairfax County School Board – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

Fairfax County School Board, fairfaxcountyschoolboard@fcps.edu:
STOP THE FAIRFAX COUNTY SCHOOL BOARD POLICY 1450
CHANGE to include "Gender Identity"

Petition by Jun Yuan · 5 supporters

**5 more people signed
in the last 8 minutes**

Obtained by Judicial Watch, Inc. Via FOIA

[View petition activity](#)

RECENT SUPPORTERS

**Tracey Li**

维也纳, VA · May 01, 2015

**Yanjia zhang**

Fairfax, VA · May 01, 2015

**Li zhang**

Fairfax, VA · May 01, 2015

**Chih-Kuang Hsu**

Fairfax Station, VA · May 01, 2015

**Xinyuan Wang**

Clifton, VA · May 01, 2015

[View all 5 supporters](#)

CHANGE.ORG FOR DECISION MAKERS

On Change.org, decision makers like you connect directly with people around the world to resolve issues. Respond to let the people petitioning you know you're listening, say whether you agree with their call to action, or ask them for more information. [Learn more.](#)

Obtained by Judicial Watch, Inc. Via FOIA

This notification was sent to fairfaxcountyschoolboard@fcps.edu, the address listed as the decision maker contact by the petition starter. If this is incorrect, please [post a response](#) to let the petition starter know.

Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Wunderlin, Desiree](#)
To: [School Board Members](#)
CC: [Montano, Sonya](#)
Subject: FW: New petition to you: STOP THE FAIRFAX COUNTY SCHOOL BOARD POLICY 1450 CHANGE to include "Gender Identity" -- DRANESVILLE

Sent: 5/4/2015 12:44:37 PM



**Attachments may contain viruses that are harmful to your computer.
Attachments may not display correctly.**

 [image001.png \(0Kb\)](#)**Desiree Wunderlin**

Administrative Assistant
School Board Office
571-423-1075

From: Jun Yuan [mailto:mail@changemail.org]

Sent: Friday, May 01, 2015 7:15 AM

To: School Board

Subject: New petition to you: STOP THE FAIRFAX COUNTY SCHOOL BOARD POLICY 1450 CHANGE to include "Gender Identity"

change.org New petition

Fairfax County School Board – Jun Yuan started a petition on Change.org and listed you as a decision maker. Learn more about Jun Yuan's petition and how you can respond.

Fairfax County School Board,
fairfaxcountyschoolboard@fcps.edu:
STOP THE FAIRFAX COUNTY SCHOOL
BOARD POLICY 1450 CHANGE to
include "Gender Identity"



Petition by Jun Yuan · Started May 01, 2015

Dear Fairfax County Public School Board Members: As a concerned parent of a Fairfax County Public School student, we are writing to request that you vote NO on May 7th... [Read more](#)

Obtained by Judicial Watch, Inc. Via FOIA

[View the petition](#)

WHAT YOU CAN DO

1. View the petition

[Learn about the petition and its supporters.](#) You will receive updates as new supporters sign the petition so you can see who is signing and why.

2. Respond to the petition

[Post a response](#) to let the petition supporters know you're listening, say whether you agree with their call to action, or ask them for more information.

3. Continue the dialogue

Read the comments posted by petition supporters and continue the dialogue so that others can see you're an engaged leader who is willing to participate in open discussion.

CHANGE.ORG FOR DECISION MAKERS

On Change.org, decision makers like you connect directly with people around the world to resolve issues. [Learn more](#)

This notification was sent to fairfaxcountyschoolboard@fcps.edu, the address listed as the decision maker contact by the petition starter. If this is incorrect, please [post a response](#) to let the petition starter know.

Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Angela Benight](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Fwd: Policy 1450 Gender Identity

Sent: 5/4/2015 12:32:20 PM



Sent from my iPhone

Begin forwarded message:

From: Angela Benight <angelakb33@gmail.com>
Date: May 4, 2015, 11:30:24 AM CDT
To: "fairfaxcountyschoolboard@fcps.edu" <fairfaxcountyschoolboard@fcps.edu>
Subject: Policy 1450 Gender Identity

I urge u to vote no for 1450 gender identity.

I, as a [REDACTED], do not want my children coming home confused because the "boys" locker room now has a girl in it that thinks she's a boy. I don't want [REDACTED] being exposed to female gentiles until he is married. Secondly, how do u explain that the way God, our creator, made us isn't what we think we should be so we get to choose from that point??? Point being, the whole conversation is confusing and if we are trying to prevent "bullying" then would this not being more attention to the already controversial issue and potentially create even more bullying by allowing this change to take place. Plus, it's not right to make the majority of students feel uncomfortable just to please one or two.

I also disagree with a male or female teacher coming in and telling students to call them the opposite sex. It's CONFUSING! How do u explain that?!??? I believe that if the school passes this, there will be multiple law suits, as there should be, and u will be forced to close or go back to the already existing laws that already handle these issues.

Do not vote for this!

Sincerely,
Angela B.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Kevin Knotts](#)
To: [School Board](#)
CC: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLaughlin, Megan \(School Board Member\)](#)
Subject: Gender Identity - No on Policy 1450

Sent: 5/3/2015 12:28:31 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 [image001.jpg \(4Kb\)](#)

Folks

I am very distressed about this issue and do not support it at all.

Vote NO for Policy 1450.

I will see you on the 7th.

Kevin

Kevin R. Knotts
kknotts@azimuthihg.com



Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: gender identity PROVIDENCE DISTRICT

Sent:5/1/2015 3:23:36 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Trish kuleto [mailto:trishkuleto@gmail.com]
Sent: Thursday, April 30, 2015 8:13 PM
To: School Board
Subject: gender identity

I support gender identity in the fairfax schools, and all schools, for that matter.
thank you for your positive steps for this community.

Patricia Kuleto



Vienna, VA 22181

 Email

From: Donna Stites
To: Moon, Ilryong (School Board Member)
Subject: NO to adding gender identity as a protected class

Sent: 5/1/2015 2:30:57 PM



Dear Mr. Moon:

While I appreciate what the School Board is trying to do in considering adding "gender identity" as a protected class in Fairfax County Public Schools, this would do a grave disservice to all students, including those you are seeking to protect.

Allowing boys who identify as female to use the girls' restroom or locker facilities is an invasion of privacy to biological girls. It is outrageous that the vast majority of females should be made to feel uncomfortable and discriminated against to enable a very small number of gender confused boys to feel comfortable. The same applies to girls using the boys' facilities. No student should be forced to allow a student of the opposite sex to see them in a state of undress. This is common sense.

And how will you prevent boys from misusing this "protected status" to prey on girls?

Furthermore, the biological differences of boys in terms of muscle mass and strength make it unfair to girls to allow boys on girls' sports teams. Again, this is common sense.

Gender is not a social construct, but flows from biology. The sexes are not interchangeable. Allowing students to choose their gender as regards FCPS facilities attempts to normalize what the American Psychiatric Association until 2012 called "gender identity disorder." This is encouraging gender confusion and endangering a fundamental foundation of human society. The reality is that this condition is a mental health issue which has a host of pathologies common to it. If you respect facts and statistics, then you will know this to be true.

Finally, I think the School Board is taking more authority than it has to add a protected class. This should be decided at the state legislative level.

Again, FCPS would do a grave disservice to both the children struggling with gender confusion and to the rest of the student population by attempting to view gender confusion as normal. These children need compassion and mental health services, not enabling them to be more comfortable with their disorder.

I strongly urge you to vote "No" on this issue.

Please let us know your decision.

Sincerely,

Robert and Donna Stites

Reston, VA

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Bruce Kemp](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Vote NO on Policy 1450 change for Gender Identity

Sent: 5/1/2015 2:21:42 PM



Dear Mr. Moon,

As my at-large school board representative I ask you to vote NO on Policy 1450 change to accommodate Gender Identity. The potential for very bad impact so far outweighs the potential to have a few students or employees possibly feel better about themselves. This policy change is ill-conceived. Please vote NO.
Thanks. Bruce

Bruce Kemp
Willow Springs Precinct
[REDACTED]
Fairfax, VA 22030

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: jwynmcp@verizon.net Sent: 5/1/2015 1:24:30 PM
To: [School Board](#) ; [McElveen, Ryan \(School Board Member\)](#) ; [Turpin, Melanie](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Kinney, Joann V.](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [Partlow, Kathy](#) ; [McLaughlin, Megan \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Montano, Sonya](#) ; [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schultz, Elizabeth \(School Board Member\)](#) ; [Fields, Melissa](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Hook, Mary Ellen](#) ; [Storck, Dan \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#) ; [Superintendent Garza](#)
Subject: Gender Identity Policy on the Agenda



Dear FCPS School Board Members,

I am distressed by the lack of communication with the community as to the discussion of the Gender Identity Policy. I've heard some from the media, but even a search of the FCPS website (policies under consideration, board meeting agendas,...) has left me scratching my head, wondering where to find primary-source information and appropriate/respectful/productive means of deliberation.

All I could find on the Board website identified a closed meeting on May 7th. That, in and of itself, raises red flags as to how this issue is being addressed.

I am asking for a public discussion on the issue, publicized meetings within the community, and a greater review of the multiple layers of questions, concerns, and implications before any type of board vote.

I look forward to your response.

Thank you,

Jennifer Peters

Jennifer Peters

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Anna LaNave
To: Moon, Ilryong (School Board Member)
Subject: Transgender vote

Sent: 5/1/2015 12:11:46 PM



No way ilryong!

I am a very tolerant person politically, but not where my children are concerned...

Separate one person bathrooms can be used for locker rooms for these cases.

No on language to add transgender to code. Not necessary at this time. Non-discrimination for gender already exists.

FYI – This is my first email to any school board member in 15 years...

Thanks,

Anna LaNave

[REDACTED]

Burke, VA 22015

Children at [REDACTED].

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender teachers SPRINGFIELD DISTRICT

Sent:5/1,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Coxmail [mailto:kahlerstk@cox.net]
Sent: Thursday, April 30, 2015 12:12 PM
To: School Board
Subject: Transgender teachers

I respect that people have choices but do not have to agree with them nor feel that a student/parent has their choice removed from them as to if they want to be taught by someone who chooses to live a life that religious bellief. This is also discrimination.

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: nondiscriminatory policy-Please include gender identity NOT A FFX CO RESIDENT

Sent:5/1/2015 12:00:47 PM



This message was sent with High importance.

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 [image001.gif \(0Kb\)](#)  [FCSB TransSupport Parent Letter042815.docx \(16Kb\)](#)

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Laura Curtis [mailto:laura@lauralcurtis.com]
Sent: Thursday, April 30, 2015 8:03 AM
To: School Board
Subject: nondiscriminatory policy-Please include gender identity
Importance: High

Dear FCSB,

Attached please find my letter in support of the inclusion of protection for Transgendered children. I am a parent of a transgendered child and understand the gravity of this policy inclusion. Please read my letter as it includes details on how [REDACTED] and I have walked as best possible this journey of change in the Loudoun County Public schools during middle school years. Sending sincere wishes for an open heart and courage to you all. Laura Curtis

[REDACTED]
laura@lauralcurtis.com
www.linkedin.com/in/lauracurtis1

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [McLaughlin, Megan \(School Board Member\)](#)
To: [School Board Members](#) ; [Garza, Karen](#) ; [Lockard, Steven](#)
Subject: Va news story on transgender bathroom use

Sent: 5/1/2015 7:32:30 AM



Re: Policy 1450 community input.

I just read this article from the Va Daily Education Newsfeed and thought you might find it relevant to the recent surge of emails on this issue.

"....Gloucester's restroom use policy apparently was used as a guideline by the Stafford County School Board in Northern Virginia, which according to reports by the Free Lance-Star, passed a similar policy in March requiring a transgender elementary student to use a single-stall restroom or the restroom of the student's biological gender.

As was the case in Gloucester, before the policy, the student in Stafford had been allowed to use the restroom of the gender with which the student identifies, according to the report.

The Washington Post reported that officials in Stafford were hoping lawmakers will step in to provide some guidance for school divisions. No Virginia law, local school policies, or Virginia Department of Education guidelines exist to address bathroom use and gender identity."

<http://touch.dailypress.com/#section/-1/article/p2p-83420496/>

Kind regards,
Megan O. McLaughlin
School Board Member
Braddock District

Office: 571-423-1088

FOIA DISCLAIMER

Please be aware that correspondence with FCPS School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Catalina Robinson Sent: 4/30,
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLau
(School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schult
(School Board Member) ; Smith, Kathy L (School Board Member) ; School Board
Subject: Vote No to Transgender Policy

Dear Board Members:

I strongly disagree with this policy, which intends to protect transgendered teachers, but not students (

Please VOTE NO!

Catalina Robinson

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)

Sent: 4/30/2015 5:22:26 PM



Subject: FW: May 7 meeting / expanding the nondiscrimination policy to gender identity NOT A FFX CO RESIDENT

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Bruce Feist [mailto:brucedfeist@gmail.com]**Sent:** Wednesday, April 29, 2015 4:16 PM**To:** School Board**Subject:** May 7 meeting / expanding the nondiscrimination policy to gender identity

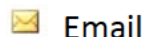
I am the father of a [REDACTED], and teach high school in Loudoun County, where I am also the faculty advisor for the school's GSA (Gay Straight Alliance).

I understand that on May 7 you will be considering a proposal to expand the FCPS nondiscrimination policy to gender identity. I consider this to be an extremely important step forward, because the pressures that transgendered youth are exposed to are killing them. The suicide rate among these youth are staggering; the Center for Disease Control identifies a study (albeit a small one) indicating that their rate is approximately one in 4; see <http://www.cdc.gov/lgbthealth/youth.htm> for the details on this and other alarming statistics. I personally know two transgendered youth who have attempted suicide in the last six months..

By increasing support for these kids, you will be saving lives. I believe that those who oppose the change simply do not understand what transgendered youth are dealing with; any normal human being would support this change, and I do not believe that most of the opposition is that evil.

Please, support these students. It's the ethical thing to do, and we will be on the right side of history.

Bruce Feist



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: Gender Identity HUNTER MILL DISTRICT

Sent:4/30/2015 5:02:46 PM



Lizette Torres-Barthel

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: kristen curlee [mailto:kristen.curlee@gmail.com]
Sent: Wednesday, April 29, 2015 10:39 AM
To: School Board
Subject: Gender Identity

Dear Fairfax School Board Members,

I live in Vienna, Virginia and [REDACTED] will enter the public school system this fall, followed next fall by [REDACTED]. They will attend [REDACTED] and I look forward to years of involvement in the FCPS as my children learn and grow.

I understand that you are considering a vote on May 7th to expand the non-discrimination policy in FCPS to include gender identity. This is an issue I hold dear to my heart as my children's biological father is a transwoman and the well being of our children is depending on both their parents being able to be involved as volunteers and welcomed in the school community.

Thanks for considering.

Kristen Curlee

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: HIRING TRANSGENDER TEACHERS--EXPANSION OF NON-DISCRIMINATION POLICY 1450 PROVIDENCE DISTRICT

Sent:4/30/2015 4:50:31 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Yvonne.Heffner@faa.gov [mailto:Yvonne.Heffner@faa.gov]
Sent: Wednesday, April 29, 2015 6:55 AM
To: School Board
Subject: HIRING TRANSGENDER TEACHERS--EXPANSION OF NON-DISCRIMINATION POLICY 1450

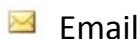
Hello,

Please vote NO on May 7 on expanding Fairfax County's Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

This will have a very negative impact on the kids and the community.

Thank you!!

Sincerely,
Yvonne Heffner



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Turpin, Melanie](#)
Subject:FW: Gender identity nondiscrimination policy BRADDOCK DISTRICT

Sent:4/30/2015 5:02:24 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: David A Kravitz [mailto:david.a.kravitz@gmail.com]
Sent: Wednesday, April 29, 2015 10:30 AM
To: School Board
Subject: Gender identity nondiscrimination policy

Dear Members of the Fairfax County School Board,

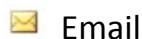
I was delighted to hear of the proposal to expand our district's nondiscrimination policy to include gender identity. I was saddened, but not surprised, to hear that you are facing public opposition to this forward-thinking proposal. I believe that opposition offers the clearest possible evidence for the need to pass the proposal. Unfortunately, gay, lesbian and transgender individuals still face bias and discrimination on a daily basis. I can understand the confusion and fear that underlies the bias against them – life was simpler when we could think of gender as a simple dichotomy and of sexual orientation as limited to a single polarity. Reality, however, is not that simple and being forced to face the more complex reality threatens the simple world views of the opponents. When our view of the world is threatened, we strike out. Unfortunately, when individuals who do not fit into the traditional gender and sexuality boxes are forced into them, damage is done. This is the reason for the horrific suicide rate of gay and transgendered youths. I hope you will keep the need of our students in the front of your minds as you discuss and vote on this important proposal. Their safety is more important than the psychological discomfort of the proposal's opponents.

Best wishes and thank you for your service to the community.

David Kravitz



Fairfax



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: PLEASE Adopt a Gender Identity Non-Discrimination Policy NOT A FFX CO RESIDENT

Sent:4/30/2015 4:48:49 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Transparent Tristan [mailto:transparenttristan@gmail.com]
Sent: Tuesday, April 28, 2015 11:06 PM
To: School Board
Subject: PLEASE Adopt a Gender Identity Non-Discrimination Policy

As the parent of a transgender teen in a neighboring county I can vouch for the dire need to include gender identity in our schools' non discrimination policies. I hope that you will take into consideration all of the legal and medical reasons to support our transgender youth and give no credence to fear mongering that so often sways school boards into making decisions based on emotions rather than facts.

All students need a safe and supportive school environment to progress academically and developmentally. Administrators, faculty, staff, and students each play an important part in creating and sustaining that environment. Numerous studies demonstrate that the bullying, harassment, and discrimination faced by transgender and gender nonconforming students is often pervasive.

According to GLSEN's Harsh Realities report, nearly nine in ten transgender students have been verbally harassed in the last year due to their gender expression (87%), and more than half have also been physically assaulted (53%). A hostile school climate can negatively impact the educational career of transgender students and have an effect on their capacity for employment throughout their lives.

In order to prevent discrimination and allow transgender students to fully live in their affirmed gender roles, students should have access to all restrooms that correspond to their gender identity, consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single user restroom. However, no student should be required to use such a restroom because they are transgender or gender nonconforming. There are recent court cases in Maine, Colorado, and California that have supported transgender students' rights to use the bathroom of their affirmed gender.

School administrators and counseling staff should work with students to address the discomfort and to foster understanding of gender identity, to create a school culture that respects and values all students. There are many non profit organizations that can and do offer free training on LGBTQ inclusiveness

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and I would hope that the district would avail themselves of these services in order to ensure the safety of all of our youth.

Thank you for your time,
Tristan Linquist
Proud mom to a trans teen

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#) ; [Hook, Mary Ellen](#)
Subject:FW: Transgender?are you kidding me? SULLY DISTRICT

Sent:4/30/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: mimi.mills@cox.net [mailto:mimi.mills@cox.net]
Sent: Tuesday, April 28, 2015 8:58 PM
To: School Board
Subject: Transgender?are you kidding me?

VOTE NO to expand Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. FCPS has made NO effort to engage parents or advise the public and this is very concerning to me. What is the world coming to? I am highly disgusted and disappointed in the county for even entertaining this. Should this happen, we will no longer keep our child in FCPS. Furthermore, FCPS has been the stellar example of a public school system in the nation. Should this pass, we as a school system and nation are no longer an example to children. VOTE NO!

Obtained by Judicial Watch, Inc. Via FOIA







 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject: FW: Transgender Teachers in Fairfax County Schools MOUNT VERNON DISTRICT

Sent: 4/30/2015 4:41:15 PM



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 [image001.png \(9Kb\)](#)  [image002.png \(0Kb\)](#)  [image003.png \(0Kb\)](#)  [image004.png \(0Kb\)](#)  [image005.png \(1Kb\)](#)  [image006.png \(1Kb\)](#)

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Wayne Stillwagon [mailto:wstillwagon@millersoffice.com]
Sent: Tuesday, April 28, 2015 8:30 PM
To: School Board
Subject: Transgender Teachers in Fairfax County Schools

Good Evening All,

On May 7th please vote NO against allowing Transgender Teachers in Fairfax County Schools and School classrooms.

Vote NO against expand the Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

Sincerely,
Wayne Stillwagon

[REDACTED]
Lorton, VA 22079

1976 Graduate of Robert E. Lee High School

Wayne Stillwagon
Executive Vice President

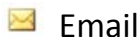


[REDACTED]
P: [REDACTED] | F: 703-644-8405
[millersatwork.com](#) | A Woman Owned Company

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[website](#) | [map](#) | [email](#)





Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: No Transgender in the FCPS Classroom and Bathrooms SPRINGFIELD DISTRICT

Sent:4/30/2015 4:40:12 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Kimberly Tran Young [mailto:mylanvy3@gmail.com]
Sent: Tuesday, April 28, 2015 6:23 PM
To: School Board
Subject: No Transgender in the FCPS Classroom and Bathrooms

To whom it may concern,

I have [REDACTED] FCPS and I'm asking you to vote NO on allowing transgender teachers in the classrooms as well as allowing transgender boys to freely use the girls' bathrooms.

Please vote NO to protect the rights of traditional family values.

Kind regards,

Kim Young

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#) Sent: 4/30/15
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject: FW: PLEASE Vote NO to Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group. SPRINGFIELD DIST

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Liz McDowell [mailto:lizgmcowell@gmail.com]
Sent: Tuesday, April 28, 2015 3:27 PM
To: School Board
Subject: PLEASE Vote NO to Non-Discrimination Policy 1450 to include "Gender Identity" as a special protected group.

Thank you!

Liz McDowell

FAIRFAX STATION, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: I strongly support gender identity protections in Faiurfax County schools PROVIDENCE DISTRICT


Sent:4/30/2015 4:38:57 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Charles Keener [mailto:ckeener20005@aol.com]
Sent: Tuesday, April 28, 2015 5:08 PM
To: School Board
Subject: I strongly support gender identity protections in Faiurfax County schools

These sort of protections are long overdue and are the right thing to do

Charles Keener

Vienna, VA 22181

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#) ; [Turpin, Melanie](#)
Subject:FW: Vote No on Policy 1450 to include "Gender identity" as a special protection group -- DRANESVILLE DISTRICT

Sent:4/30/2015 4:21:35 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Sharon Ong [mailto:isaiah251@gmail.com]
Sent: Tuesday, April 28, 2015 3:50 PM
To: School Board
Subject: Vote No on Policy 1450 to include "Gender identity" as a special protection group

Dear Fairfax County Public School Board:

Please know that I am opposed to the FCPS Board plans to vote on its Non-Discrimination Policy 1450 to include "Gender identity" as a special protection group and I ask that you vote NO to this policy.

Below is a letter that says well my thoughts on this issue and I am in agreement with this message from Kay Mercurio of Fairfax, VA, to FCPS .

Sincerely,
Sharon Ong
McLean, VA 22102

"If all current policies protect against any type of discrimination, please explain why and for what reason gender identity needs to be added.

Has there been a problem you can explain to the public which warrants this addition to current policies? If so, please identify the schools that have experienced problems of discrimination against those with gender identity issue.

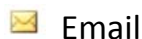
Have parents been notified of this proposed addition to current policy and why it's needed and have they been able to express their opinions? Has anyone considered the unintended consequences of this new addition? Does it mean that anyone with mischief making can say they identify with females and/or males so can use the restrooms accordingly to be accommodated?

IT would appear that this addition is politically motivated and should be voted NO.

Sincerely,
Kay Mercurio
Fairfax, VA"

Obtained by Judicial Watch, Inc. Via FOIA

Sent from my iPad



Email

From: April Layne Shroeder
To:
Subject: Gender Identity SUPPORT

Sent: 4/30/2015 1:52:43 PM



April 30, 2015

Fairfax County School Board
8115 Gatehouse Rd, Suite 5400
Falls Church, VA 22042

<!--[if !supportLineBreakNewLine]-->
<!--[endif]-->

To the Members of the Fairfax County School Board:

I am writing you today as a resident of Fairfax County, a public librarian in Northern Virginia, as a member of Ravensworth Baptist Church, as the daughter of a United States Marine, and granddaughter of a United States Sailor and United States Soldier, and the sister and sister-in-law to two United States Soldiers. I am writing to you, finally, as a woman concerned about the young people of Fairfax County and the country.

I am writing in regards to Policy 1450. I **support** the inclusion of ☐gender identity☐ in the nondiscrimination policy for Fairfax County Public Schools. I believe this protection is essential to non-discriminatory hiring, and to ensuring the mental health of all students.

As a person of faith, I believe we are called to affirm the inherent worth and dignity of all human beings. This policy does that. Forty-one percent of transgender and gender non-conforming people will attempt suicide. We can prevent many of those suicides by creating safe and accepting spaces where **those who** are transgender and gender non-conforming can thrive.

Some will say that changing this policy to include transgender and gender non-conforming individuals will put their peers at risk. To date, there has never been a case of a transgender person hurting another person in a bathroom. Meanwhile, using the bathroom can be risky for transgender and gender non-conforming people; many are bullied and emotionally and physically assaulted.

I believe you will find more and more of your constituents are persons of faith who are affirming of our LGBTQ family members, friends, and neighbors; and who want them to live freely and authentically. The proposed protection offered in Policy 1450 will help our communities become places where everyone's well-being is valued.

I urge you to protect our transgender and gender non-conforming students and employees and pass Policy 1450.6. Thank you for your time.

Sincerely,

April Shroeder



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Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Fairfax County NAACP
To: Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; reed@fcps.edu ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member) ; School Board
CC: Fairfax NAACP
Subject: Expansion of Fairfax County's non-discrimination policy to include gender identity - Vote YES on May 7

Sent: 4/30/2015 1:04:21 PM



Dear School Board Members:

On May 7, you will have an opportunity to help move Fairfax County another step forward. You can do this by voting "YES" on the expansion of our current non-discrimination policy to include "sexual orientation." It is our responsibility to protect our children and ensure that all of our youth, regardless of race, sex, national origin or sexual orientation, can get a quality education without harassment, bullying or fear. This include our Transgender students. The expansion of this policy would accomplish this.

As you know, the NAACP is one of the largest and oldest civil rights organization in the Nation that fights discrimination in any form. I am asking each of you to vote "YES" as a part of your duty to ensure discrimination is not a part of our school system. If the Federal government can include sexual orientation in its policies, I know we can do it. Let's make a difference and continue to show Fairfax County as the place to live and raise your family. Thank you for all you do for our children and your "YES" vote.

Shirley Ginwright
President
Fairfax County NAACP, Unit 7066

Phone: [REDACTED]
fairfaxnaacp@gmail.com
www.fairfaxnaacp.org

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Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Elisabeth Freed
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject:FCPS Policy 1450

Sent:4/30/2015 9:57:38 AM



Hi.

It's come to my attention that "gender identity" is not a component of FCPS's non-discrimination policy, 1450, and that the School Board will vote on this issue. I'm offended I have to send an email in support of something I consider so basic. No FCPS student, parent or employee should ever have to deal with discrimination regardless of the reason or policy category.

Thank you for your attention to this important issue and I hope you will vote to include "gender identity" in 1450 and any other related policy.

Sincerely,

Elisabeth Freed

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [Chris Kelly](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Gender Identity Vote

Sent: 4/25/15

Dear Board Member Moon,

With your authority comes responsibility. I understand that there are serious concerns regarding the support of transgender individuals and that as a society we need to move to support these people. However, the board is about to take a step that has many implications. As our elected representative, your responsibility is to all the children in the system. If you don't have the implications of the policy understood and addressed, it seems to me that a vote is a premature step. I understand that social change comes by acting boldly but as a school board leader whose job is educating our children in an environment that addresses their needs first. It is not clear that you have the support and education of the community necessary to adopt the policy change suggested. I encourage you to say no until you have answered your constituents' questions.

Respectfully,
Chris Kelly

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Hynes, Patricia \(School Board Member\)](#)
To: [School Board Members](#)
Subject: Fwd: Gender Identity Nondiscrimination policy

Sent: 4/28/2015 6:49:15 PM



My constituent has asked me to pass her comments along to the whole board, FYI.

Pat

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

Begin forwarded message:

From: Carol Lewis <wf.pflag@gmail.com>
Date: April 28, 2015 at 12:30:33 PM EDT
To: "Hynes, Patricia (School Board Member)" <pmhynes@fcps.edu>
Subject: Gender Identity Nondiscrimination policy


Dear Ms Hynes,

In support of the proposed gender identity nondiscrimination policy, I write as

1. the mother of a gay former FCPS student, now in his 30s, who knew he was gay in middle school but decided if anyone found out he would kill himself... the schools are safer now for LGB students but not for transgender students;
2. the co-facilitator of PFLAG Fairfax, a local community group of Metro DC PFLAG, attended by parents and families of LGBTQ children who seek to more fully understand and accept their children and to educate their world safer for and accepting of them;
3. the coordinator of FLY (Fairfax LGBTQ Youth), a PFLAG-sponsored youth group for LGBTQ teens and allies...over the five years of FLY's existence, it has provided a safe place for LGBTQ teens to gather, be who they are, and express themselves in a confidential environment.
4. a long-time resident and voter in Fairfax County.

Discrimination against LGBTQ people has affected my family, my community group, their children, and our county. It can lead to depression, self-harm, suicide. The harm is immeasurable. This is not about bathrooms and locker rooms - the numbers of children who will make this request is very small. They don't seek to harm others; they just want to use bathrooms for their intended purpose. This is about allowing people to be who they are, to live authentic lives, as they see themselves from within.

Please vote to approve this policy for the sake of all our children, our families, and our community.

Carol Lewis

Vienna, VA 22180
Hunter Mill District

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Phyllis Payne
To: Storck, Dan (School Board Member) ; Schultz, Elizabeth (School Board Member) ; LaTeef, Harris ; Moon, Ilryong (School Board Member) ; Strauss, Jane (School Board Member) ; Smith, Kathy L (School Board Member) ; McLaughlin, Megan (School Board Member) ; Hynes, Patricia (School Board Member) ; Reed, Patty (School Board Member) ; McElveen, Ryan (School Board Member) ; Evans, Sandy (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: Support for Adding Gender Identity to Non-Discrimination Policy

Sent: 4/28/2015 6:22:38 PM



Dear School Board members:

I can't say it any better than Harris did: <http://www.fcps.edu/dss/summit/2015/agenda.pdf>

I'm writing to let you know that there are people in the community who agree and support your steps forward on this.

Best, Phyllis

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Moon, Ilryong (School Board Member)
To: Kinney, Joann V.
Subject: RE: Transgender emails

Sent: 4/28/2015 5:32:42 PM



I have found the folder.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

From: Moon, Ilryong (School Board Member)
Sent: Tuesday, April 28, 2015 5:31 PM
To: Kinney, Joann V.
Subject: Transgender emails

Joann,

Where have you been parking these emails? I also see a whole bunch in today's inbox.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

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 Email

From: Moon, Ilryong (School Board Member)
To: Kinney, Joann V.
Subject: Transgender emails

Sent: 4/28/2015 5:31:17 PM



Joann,

Where have you been parking these emails? I also see a whole bunch in today's inbox.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Turpin, Melanie](#)
Subject:FW: Please vote against transgender proposal BRADDOCK DISTRICT

Sent:4/28/2015 10:52:35 AM



FYI – This gentleman has also called and left voicemails on several of our staff members' phones. Mine was recorded at 8:34 p.m. April 27.

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Ron Dickey [mailto:rondickey@hotmail.com]
Sent: Monday, April 27, 2015 8:49 PM
To: School Board
Subject: Please vote against transgender proposal

Hello. My name is Ron Dickey and I am the father of [REDACTED] in Fairfax County, a [REDACTED]. I am disappointed and appalled by the current transgender proposal being considered by the school board. Please protect our children by voting against this proposal on May 7.

Thank you, and have a great day!
Ron

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender Issue PROVIDENCE DISTRICT

Sent:4/28/2015 10:39:10 AM


*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Rebecca Pick [mailto:rebeccapick@cox.net]
Sent: Tuesday, April 28, 2015 10:23 AM
To: School Board
Subject: Transgender Issue

This is going too far. At best, give them their own T.G. bathroom. I will be at the meeting on May 7th, along with some others.
Thank you.

Rebecca
rebeccapick@cox.net


Oakton, VA 22124-1938

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 Email

From: Terry Williams
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Sent: 4/28/2015 7:23:57 AM



Subject: Urgent! Proposed expansion of Non-Discrimination Policy 1450 to include "Gender Identity"

Dear Sirs;

I understand that on MAY 7, 2015, the FCPS Board plans to vote to expand its Non-Discrimination Policy 1450 to include "*Gender Identity*" as a special protected group. As a concerned parent, I am writing to ask you to VOTE NO to this change.

I do not normally write this sort of letter - in fact I have never written to a member of the school board before. However, on this occasion I feel very strongly about this matter, and so do many of my neighbors and fellow parents.

Please take the wishes of those you are supposed to represent into account on 7 May, and VOTE NO to this change.

Yours sincerely,

Terry Williams

Parent of [REDACTED]

CC to:

At-Large: Ryan McElveen Ryan.McElveen@fcps.edu 571-423-1089

At-Large: Ilryong Moon ilryong.Moon@fcps.edu 571-423-1090

At-Large: Ted Velkoff Ted.Velkoff@fcps.edu 571-423-1091

Braddock District: Megan McLaughlin Megan.McLaughlin@fcps.edu 571-423-1088

Dranesville District: Jane Strauss Jane.Strauss@fcps.edu 571-423-1087

Hunter Mill District: Pat Hynes Pat.Hynes@fcps.edu 571-423-1082

Lee District: Tamara Derenak-Kaufax TDKaufax@fcps.edu 571-423-1081

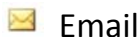
Mason District: Sandy Evans SSEvans@fcps.edu 571-423-1083

Mount Vernon District: Dan Storck Daniel.Storck@fcps.edu 571-423-1086

Providence District: Patty Reed Patty.Reed@fcps.edu 571-423-1084

Springfield District: Elizabeth Schultz Elizabeth.Schultz@fcps.edu 571-423-1080

Sully District: Kathy Smith Kathy.L.Smith@fcps.edu 571-423-1085



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender Bathrooms SPRINGFIELD DISTRICT

Sent:4/27/2015 4:59:00 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: ORENE BLUM [mailto:ORENE.BLUM@COX.NET]
Sent: Sunday, April 26, 2015 10:46 PM
To: School Board
Subject: Transgender Bathrooms

PLEASE do not allow transgender bathrooms in our public schools. It's hard for me to fathom why this is even an issue taking up your valuable time. It also strengthens my resolve to keep beating the drum that homeschooling or private school is the only safe way to educate our children. We truly live in an upside down world!

Orene McKenzie Blum
Clifton, Virginia

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Support Gender Equality MASON DISTRICT

Sent:4/27/2015 3:02:22 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: kline3537@aol.com [mailto:kline3537@aol.com]
Sent: Friday, April 24, 2015 4:58 PM
To: School Board
Cc: rachelkline19@gmail.com
Subject: Support Gender Equality

I am writing to request that you support Gender Equality. I can't say it any better than Ryan McElveen and Senator Adam Ebbin did:

"It's critical for Fairfax County, as the largest school division in the state, to make the statement that we unequivocally protect, value and embrace all of our students and employees for who they are," said McElveen, a 2004 graduate of Fairfax's George C. Marshall High School. "Statistics show that half of all transgender teens will attempt suicide by the time they turn 20, and it's time that we bring this issue to light."

"Every Virginian has the right to live, learn, and work without fear of discrimination," Herring (D) said in a written statement. "That's a Virginia value, and one that we must guard even more carefully when it comes to our children."

Please vote in support of Gender Equality because it is the right thing to do.

Thank you,
Robin Kline

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender Policy SPRINGFIELD DISTRICT

Sent:4/27/2015 2:58:01 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Diane [mailto:supermom3879@aol.com]
Sent: Monday, April 27, 2015 1:53 PM
To: School Board
Subject: Transgender Policy

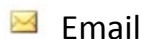
Dear school board members:

I am appalled and outraged at the systematic way the concerns for the vast majority of the children in the Fairfax County School System are overruled by the concerns for a very small minority. It seems that common sense has been thrown out of the window to accommodate political correctness. I am embarrassed that I live in a county that seems more interested in satisfying the sensitivities of a very small number of students than protecting the privacy/sensitivities/decencies of the rest of the student population of this vast school system. Why can't each school designate one bathroom for these students? I would almost bet that there will be no students in most schools that will need the special accommodations by this "decree," but protecting the vast majority is far more important!

Diane C Sellers


Fairfax, VA 22030

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From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: gender identity PROVIDENCE DISTRICT

Sent:4/27/2015 2:57:08 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Nina Wieczorek [mailto:lttlebook@gmail.com]
Sent: Monday, April 27, 2015 1:40 PM
To: School Board
Cc: Chris Wieczorek
Subject: gender identity

Dear Members of the Fairfax County School Board,

I'm asking you to reconsider the adoption of any "Gender Identity" changes to the anti-discrimination policy. The adoption of such a policy could permit children who self-identify as a girl but are biologically a boy (and vice versa) to use the girls (boys) bathroom, locker rooms, sports teams, and other facilities that are biologically sex specific. I personally don't want my little girl being observed by a boy who self-identifies as a girl. This isn't anti-discrimination but protection for boys and girls from voyeurism, sexual exploitation, and for their own bodily comfort.

This policy would not pass with adults; for an example if one was at a gym, an individual who is biologically a man cannot shower in the women's shower facility. I suspect if such a thing existed, adults would not use that facility. I ask that you recognize the right our sons and daughters have to be afforded the same degree of protection.

Thank you,
Chris and Nina Wieczorek

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Turpin, Melanie](#)
Subject:FW: Support Gender Identity Protection BRADDOCK DISTRICT

Sent:4/27/2015 2:51:21 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Janice Hallmark [mailto:janicehallmark@yahoo.com]
Sent: Friday, April 24, 2015 12:26 PM
To: School Board
Subject: Support Gender Identity Protection

Dear Fairfax County School Board Members,

I am urging you to give support to those people in our community who may need gender identity protection. As a parent of a current middle school student, my child tells me this protection is needed at her school. As a former teacher for FCPS, I know we need to protect all of our students and staff from discrimination of all types. Please help us support all members of our community and teach our students and parents to do the same.

Thank you for your consideration.

Sincerely,

Janice Hallmark

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Education and Bathrooms UNABLE TO DETERMINE DISTRICT

Sent:4/27/2015 2:51:01 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Brenda Katz [mailto:bkatz.cim@comcast.net]
Sent: Friday, April 24, 2015 12:24 PM
To: School Board
Subject: Re: Transgender Education and Bathrooms

Dear Members of the Fairfax County School Board,
In learning of your decision to consider Transgender education for all students
with no opt out for parents.. as well as transgender bathrooms.. I was very disheartened..

First.. the rights of one minority group should not be able to trump the rights of another.
Therefore, if parents would like to have their children opt out of this curriculum.. they should
have the right to do so.

Secondly, My son attended a college with liberal coed dorm policies, including coed, transgender
bathrooms.
This took place nearly a decade ago..

As sophisticated and open minded as my son was/is.. he never could see the wisdom or benefit in this
experience.. and
said it felt invasive, humiliating and meaningless... for both parties. As a Resident Advisor.. he also felt
that it lead to very dangerous
situations for sexual abuse or misconduct. Trust me.. my son is a well adjust man who has no issues
with his body..
.. but felt that there are some places, such as the restroom, where having some semblance of
privacy was preferred by both parties..

I hope you will take this matter under very serious consideration..

More and more in this country.. we are being so concerned with being politically correct and attentive
to the 1% politically charged minority.. that

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we are stomping all over the rights and dignities and sensibilities to an often, all too silent but agonized majority.

Be mindful please of that majority, of the impact of your decision on them as well!

A Concerned But Compassionate Citizen,
Brenda Katz,

Confidentiality Statement:

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Gender Identity SPRINGFIELD DISTRICT

Sent:4/27/2015 2:50:24 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Douglas & Karen [mailto:sailinmaine@verizon.net]
Sent: Friday, April 24, 2015 11:51 AM
To: School Board
Subject: Gender Identity

Dear Members of the FCPS School Board,

As a parent of three children enrolled in three FCPS schools, I am absolutely appalled by your desire to “experiment” with our vulnerable children regarding gender identity. It is not the school’s role, responsibility, or right to force the confusion of an incredibly small minority onto the minds and hearts of the majority of children/youth who are not confused about their gender. Our children need an emotionally stable environment for learning and this would have a tremendous negative impact in the classroom and in the community.

Hiring transgender teachers as an “experiment” is outrageous and discriminatory. As a former teacher, I firmly believe teachers should be hired based on their qualifications and passion to inspire learning, not based upon their sexual identity. The proposed policy change would not give parents the right to “opt out” of a classroom with a transgender teacher. It is beyond comprehension that the School Board of a PUBLIC school system would revoke parental rights when it comes to our children’s educational environment. There is a tremendous amount of trust placed in the educators who have great influence over our children and we have every right to opt-out of a social experiment that has nothing to do with the Standards of Learning.

FCPS already has a non-discrimination policy in place protecting transgendered youth from harassment. I firmly believe all children should be accepted, however, they should not be permitted to share bathrooms/locker rooms. FCPS should not allow students who are biologically female to use male facilities, or vice versa, under the guise of preventing bullying. This would be a tremendous safety concern and violates both staff and student privacy.

Not only would the social-emotional ramifications of this “experiment” be devastating, but this is a fiscal nightmare. With the budget shortfalls, rising class sizes, steep staffing cuts of recent years, it is financially irresponsible of you to approve this policy change. Implementing such a change will require funding not only for facilities, staff training, etc. I’m outraged that you would consider pouring our tax dollars, when every cent counts, into a policy with absolutely no forethought as to what this change will cost or how this will impact our children and district as a whole.

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It seems that the whims of media and pop culture have taken a front seat to common sense and excellence in education.

The reputation of FCPS as one of our nation's leading school districts is on the line. Let's continue to shine in our high standards and not become a headline on a tabloid.

I implore you to NOT approve this policy change.

Respectfully,
Karen Erickson

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject: FW: Please support transgender equality MASON DISTRICT

Sent: 4/27/2015 2:35:14 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Kathy Siviter [mailto:siviter.kathy@gmail.com]
Sent: Friday, April 24, 2015 10:52 AM
To: School Board
Subject: Please support transgender equality

Hello, I am writing to support that FCPS recognize the transgender equality and non-discrimination policies already ruled upon and adopted by the federal government, EEOC, as well as Virginia government.

The White House in April 2015 clarified its own policies by announcing that “[t]he White House allows staff and guests to use restrooms consistent with their gender identity.” Federal employees have also had the right to use facilities consistent with their gender identity since 2011. In addition, in April 2015, a new Equal Employment Opportunity Commission (EEOC) decision ruled that denying transgender people access to restrooms or respecting name changes violates federal sex discrimination law.

In January 2014, Virginia Governor McAuliffe signed Executive Order No. 1, prohibiting discrimination based on sexual orientation or gender identity in Virginia state government (<https://governor.virginia.gov/newsroom/newsarticle?articleId=2561>). “The foundational tenet of this Executive Order is premised upon a steadfast commitment to foster a culture of inclusion, diversity, and mutual respect for all Virginians,” he said in the text of the Executive Order.

How then can FCPS adopt a transgender discrimination policy that absolutely contradicts policies adopted not only by Virginia Government but also by the President, Federal Government, and EEOC?

Non-discrimination laws and policies should be at the forefront of our culture, not just in employment and treatment of adults, but even more so in our treatment and respect for our children. How can we recognize that transgender non-discrimination policies should exist for adults but then put discriminatory policies in place for our children? Are we telling them that only when they become adults can they expect to be treated with respect and not discriminated against? How many of these children who are discriminated against will never make it to adulthood because of the inherent harm to them fostered by discrimination when they are a child? The suicide rate among the LGBT community is extremely high, and particularly high for transgender children.

Opponents of FCPS adopting a non-discrimination policy for transgender adults and children frequently rely on false fears concerning bathroom/locker room issues. It should be noted that more than 100 cities across America have already passed similar non-discrimination laws and policies —and implemented them

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successfully. Those cities simply did not experience the terrible things that opponents of these policies claim would happen. As long ago as 2011, 16 states and the District of Columbia had passed laws protecting transgender people from discrimination, and that number has grown in recent years. More than 125 cities and counties – many of them major ones – protect transgender people under their non-discrimination laws. These policies are fortunately being adopted on a widespread basis, and have been implemented successfully all over America.

Non-discrimination should be rooted in our core values: fairness and equality; the principle that all people—including transgender people—should be respected and treated equally.

We strongly support FCPS adoption of transgender non-discrimination policies for our schools. We currently have 2 sons in FCPS school system, both of whom support this position as well.

Kathy and Jeremy Siviter

[REDACTED]

Falls Church VA 22042-3118

[REDACTED]

 Email

From: Sara Alexander
To: Moon, Ilryong (School Board Member)
Subject: protect transgender schoolkids from harassment and discrimination

Sent: 4/25/2015 8:14:39 PM



Dear Mr. Moon,

I am strongly in support of adding gender identity to the list of identities protected from discrimination in Fairfax County Public Schools policy.

As a graduate of Robinson Secondary (class of 1999) and Laurel Ridge elementary, I know that the safe and diverse environment FCPS schools provided me was a huge benefit to my education and growth through childhood and adolescence and my maturity as an adult. I want all students to have the same positive experience I did, regardless of gender identity or gender expression.

As the close friend of a teacher who is transgender, and whose school (in Maryland) has transgender students, I have direct knowledge of the harassment and discrimination that transgender students and staff too often face. It is saddening to hear that Fairfax County's Youth Survey found that among LGBT students, 61% report they have been bullied in the past year and 49% report depressive symptoms; but it is searing for me to hear my friend say "I have three, that we know about, trans students who routinely come to my room as a Safe Zone because they are overwhelmed by the abuse and harassment hurled at them by students AND TEACHERS. I have at least one student a week come to me in tears and afraid to return to their classroom." It is heart-wringing for me to hear my friend recount how other teachers ask her invasive questions about her genitals, how students gawk at her like a zoo animal and hurl slurs at her, how a parent called her a "lying pedophile tr***y" only because they wanted their child to get a higher grade in her class. Fairfax County schools must not also be home to such harassment.

Opponents insist that protecting transgender students will lead to perverts invading bathrooms and molesting children. One need only look at the record... that more than 125 cities and counties protect transgender people under their non-discrimination laws, and none have reported increases in sexual crimes... to see that this is fear-mongering.

As gender identity becomes better understood more transgender students will be recognized and they need to be able to pursue their education in a safe and supportive environment. Please vote to establish protection against discrimination and harassment for gender identity and expression in FCPS.

-Sara Alexander

 Email

From: [Kinney, Joann V.](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject:FW: Fairfax schools considering transgender policy, parents can not opt children out

Sent:4/27/2015 8:43:35 AM



**Attachments may contain viruses that are harmful to your computer.
Attachments may not display correctly.**



 [image001.jpg \(0Kb\)](#)  [image002.jpg \(0Kb\)](#)

From: Joel Stevao [mailto:joel.m.stevao@hotmail.com]
Sent: Friday, April 24, 2015 2:04 PM
To: Kinney, Joann V.
Subject: FW: Fairfax schools considering transgender policy, parents can not opt children out

Dear Mr. Moon

Please stop this before it is too late. This will result in violation of other peoples rights.

I have seen this happening in Brazil. After this policy, another one will come even more damaging than the previous one resulting in unimaginable levels of promiscuity affecting our kids and our entire society as you know.

I humbly ask to pray and act on this matter.

Joel Stevao

Thanks,

Joel

Subject: Fairfax schools considering transgender policy, parents can not opt children out
Date: Thu, 23 Apr 2015 09:42:41 -0500
To: joel.m.stevao@hotmail.com
From: actionalert@afasv.net

||

Obtained by Judicial Watch, Inc. Via FOIA

Fairfax schools considering transgender policy, parents can not opt children out

Thursday, April 23, 2015

[REDACTED]

Dear Joel,

Please read this important message from our friends at Traditional Values Coalition:

The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children - the most vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

We strongly encourage parents, pastors and anyone else who

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objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

[Contact School Board Members here](#)

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American Family Association

P O Drawer 2440 | Tupelo, MS 38803 | 1-662-844-5036

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 Email

From: [Adam Shubert](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Please support adding "gender identity" to non-discrimination policies

Sent: 4/25/2015 2:00:14 AM



Hello Mr. Moon, I understand that the board is considering adding gender identity to the schools' non-discrimination policies. I strongly support doing this, reflecting the equality and fairness that we are now realizing in our society in so many different spheres. This would send a vital message to not just adults but also children that we are to accept all people no matter how they come to us, and also perhaps just as importantly let these same children (and adults) know that they are accepted without question.

I greatly appreciate your consideration of support for this change.

Adam Shubert

[REDACTED]
Herndon, VA 20171
[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Dutch Hillenburg
To: Smith, Kathy L (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Reed, Patty (School Board Member) ; Storck, Dan (School Board Member) ; Evans, Sandy (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; McElveen, Ryan (School Board Member)
CC: Hook, Mary Ellen ; Strauss, Jane (School Board Member) ; McLaughlin, Megan (School Board Member) ; Velkoff, Theodore (School Board Member) ; Moon, Ilryong (School Board Member)
Subject:Vote "NO" to Transgender Restrooms in FCPS

Sent:4/24/2015 5:46:53 PM



Dear Members of the school board,

As a concerned parent of a [REDACTED], I am writing to implore you to exercise common sense and vote a decisive "No" to the proposal to allow a transgender restroom policy.

There is a natural concern for those individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding.

That doesn't mean that we allow a small vocal minority of sexually and psychologically confused activists to negatively impact the vast majority of other students.

Do we really want to allow grown men to use the same restrooms as little girls?

Best Regards!

Samuel Hillenburg

[REDACTED]

Clifton, VA 20124

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Joel Stevao
To: Moon, Ilryong (School Board Member)
Subject:FW: Fairfax schools considering transgender policy, parents can not opt children out

Sent:4/24/2015 2:05:28 PM



Dear Mr. Moon

Please stop this before it is too late. This will result in violation of other peoples rights.

I have seen this happening in Brazil. After this policy, another one will come even more damaging than the previous one resulting in unimaginable levels of promiscuity affecting our kids and our entire society as you know.

I humbly ask to pray and act on this matter.

Joel Stevao

Thanks,

Joel

Subject: Fairfax schools considering transgender policy, parents can not opt children out
Date: Thu, 23 Apr 2015 09:42:41 -0500
To: joel.m.stevao@hotmail.com
From: actionalert@afasv.net



Fairfax schools considering transgender policy, parents can not opt children out

Thursday, April 23, 2015

Obtained by Judicial Watch, Inc. Via FOIA



Dear Joel,

Please read this important message from our friends at Traditional Values Coalition:

The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

Obtained by Judicial Watch, Inc. Via FOIA

We strongly encourage parents, pastors and anyone else who objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

Contact School Board Members here

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American Family Association

P O Drawer 2440 | Tupelo, MS 38803 | 1-662-844-5036

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 Email

From: jackie cartagena
To: Moon, Ilryong (School Board Member)
Subject: transgender policy- opposed

Sent: 4/24/2015 2:02:58 PM



Mr. Moon,

I am a very concerned parent that has [REDACTED] in Fairfax County Public schools. I have been informed that Fairfax County is considering transgender policy & that parents can not opt children out.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. As a parent I strongly object to exposing my children to this confused behavior & should not be forced to subordinate our sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason. As a direct parent who objects to this behavior I am extremely upset that this has not been more open discussion with families in Fairfax County.

I object to this confused behavior & I plan on speaking up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

I am looking forward to hearing back from you.

Jackie Cartagena

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Debbie Seidner
To: Derenak Kaufax, Tamara (School Board Member) ; Velkoff, Theodore (School Board Member) ; McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member)
Subject: May 9 School Board Vote - gender identity being added to non-discrimination policies

Sent: 4/24/2015 1:29:36 PM



Hello,

As I understand, the Fairfax County School Board is set to vote on May 9th to add gender identity to the schools' non-discrimination policies. As a parent and member of this community, I am delighted to hear that the school board is going to vote on such an important issue and I am firmly in favor of the board passing this proposal. All teachers and students within Fairfax County should feel safe and protected, regardless of how they identify. I hope you will vote in favor of the gender identity non-discrimination proposal.

Thank you.
Deborah Seidner
Fairfax County Resident

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: Fairfax schools considering transgender policy, parents can not opt children out SULLY DISTRICT

Sent:4/24/2015 12:56:56 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Joel Stevao [mailto:joel.m.stevao@hotmail.com]
Sent: Friday, April 24, 2015 10:06 AM
To: School Board
Subject: RE: Fairfax schools considering transgender policy, parents can not opt children out

Dear Members of the Board,

Please stop this before it is too late. This will result in violation of other peoples rights.

Thanks,

Joel

Subject: Fairfax schools considering transgender policy, parents can not opt children out
Date: Thu, 23 Apr 2015 09:42:41 -0500
To: joel.m.stevao@hotmail.com
From: actionalert@afasv.net



**Fairfax schools considering transgender policy, parents can not
opt children out**

Thursday, April 23, 2015

Obtained by Judicial Watch, Inc. Via FOIA



Dear Joel,

Please read this important message from our friends at Traditional Values Coalition:
The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

Obtained by Judicial Watch, Inc. Via FOIA

We strongly encourage parents, pastors and anyone else who objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

[Contact School Board Members here](#)

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American Family Association

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 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: oppose the gender identity addition SULLY DISTRICT

Sent:4/24/2015 12:56:10 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: minyuan cai [mailto:minyuancai@hotmail.com]
Sent: Friday, April 24, 2015 9:49 AM
To: School Board
Subject: oppose the gender identity addition

I have [REDACTED] in fcps system. I strongly oppose the addition of 'Gender identity' to the policy. This will cause tremendous safety problem in the schools especially from bath rooms and locker rooms. And may potentially incur expensive lawsuits if incidents happen.

Thanks for your consideration

Concerned parent
Minyuan Cai

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject: FW: Please Do NOT Consider Transgender Policy! UNABLE TO DETERMINE DISTRICT

Sent: 4/24/2015 12:45:28 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Paul and Kathleen Brown [mailto:browns4him@gmail.com]
Sent: Thursday, April 23, 2015 3:03 PM
To: School Board
Subject: Please Do NOT Consider Transgender Policy!

Dear Fairfax County School Board Members,

I, along with many friends, colleagues and family members, am very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- for this social engineering experiment of accommodating transgenders.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts with which they were born. These people deserve understanding, professional counseling and other help.

But the overriding concern must remain with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

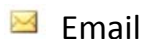
The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

I urge you to be courageous, stand up for common sense, and vote against this unhealthy transgender policy. This bad idea will not foster a safe, healthy environment for the vast majority of our children in Fairfax County schools.

Most Sincerely,
Kathleen Brown

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgendered students & teachers? PROVIDENCE DISTRICT

Sent:4/24/2015 12:44:59 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: The Portners [mailto:portner@cox.net]
Sent: Thursday, April 23, 2015 6:24 PM
To: School Board
Subject: Transgendered students & teachers?

Members of the Fairfax County School Board,

Will you please stop pandering to the voices of the PC ultra-minority and begin considering the concerns of the vast MAJORITY of your students and the citizens of Fairfax?

I do not want the children in Fairfax who have no confusion regarding their birth-gender to be confronted by "accommodations" for those who are confused.

I most strongly urge that you do NOT consider "experimenting" with mixed gender bathrooms or any other accommodations for the transgendered students or teachers in the Fairfax County School system.

Respectfully,
Steven Portner



Fairfax, VA 22031

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity UNABLE TO DETERMINE DISTRICT

Sent:4/24,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Jenni Brown [mailto:brown.jenni@cox.net]
Sent: Thursday, April 23, 2015 5:42 PM
To: School Board
Subject: Gender Identity

As a parent of a FCPS student, I feel strongly against adding the words "gender identity" to the discrimination policy. Potentially having children and teachers of the opposite sex using the bathrooms and locker rooms of my child's privacy. Only children and teachers of the same biological sex should be permitted in areas (such as locker rooms or bathrooms) where children need privacy due to the removal of clothing for bathroom needs or to change. I implore you to not add this wording.

Thank you,
Jennifer Brown

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender non-discrimination PROVIDENCE DISTRICT

Sent:4/24,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Ryan [REDACTED]
Sent: Thursday, April 23, 2015 5:14 PM
To: School Board
Subject: Transgender non-discrimination

Hi,
I've recently been informed about the board meeting going on tonight about gender identity non-discrimination student in Fairfax County, I'm pressing for non-discrimination against non-binary student.

I'm a [REDACTED]. I came out to my family only a few months before the start of freshmen year, and transitioned in the middle of freshmen year. Even though I have received very positive feedback from the teachers and staff I've had to tell, I know that for some of my friends who are transgender or gender non-conforming they've had issues with bullying and no one has done anything about it.

Although most of the people I've talked to about being transgender have been accepting and welcoming, I'm being very careful with who I tell. I fear people finding out at school, not because I'm concerned about bad reactions from over 2000 students [REDACTED]; it'd be easy to avoid them - but that nothing would be done about it by the teachers I've had since I came out freshmen year have not been aware that I'm transgender. This is partly because that I don't feel it's necessary to tell them, but partly because I worry that if I did tell them, that it might be handled differently because of it.

I feel like this shouldn't be the way that I, my gender non-conforming friends, or anyone else who's gender non-conforming should have to feel at school. School should be a place where we, and everyone else, should be able to feel safe.

Thank you for reading and I appreciate your time.

Sincerely,
Ryan

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender issues in the schools UNABLE TO DETERMINE DISTRICT

Sent:4/24,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Susan Pless [mailto:s_pless@att.net]
Sent: Thursday, April 23, 2015 3:31 PM
To: School Board
Subject: Transgender issues in the schools

Please do not make a decision to accommodate a few people when it will negatively impact the majority. I being a child or teenager and having to share restrooms with those of the opposite sex. As an adult, I work where that is allowed. If you need to provide accommodations of some sort, designate a specific restroom use. If children are forced to share with others of the opposite sex, many will refuse to use restrooms as it could cause medical problems.

Susan Pless
Fair fax County taxpayer

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Josh I
To: Moon, Ilryong (School Board Member)
Subject: Please vote YES on including gender identity in the non-discrimination policy

Sent: 4/24,

Mr. Moon,

As your constituent, I am writing to ask you to please support Mr. McElveen's proposal to add "gender identity" to the FCPS non-discrimination policy. Fairfax must lead the way in protecting all of our teachers, faculty, and students from discrimination against who they are and how they identify. Your outstanding work last year in pushing through the sexual orientation protections led the way and this will bring us even further.

I watched last night's school board meeting and heard Delegate Bob Marshall of Manassas attempt to convince the school board that Attorney General Herring's advisory opinion is invalid. Delegate Marshall, who authored Virginia's unconstitutional prohibition on same-sex marriage and fought for years to keep Virginia's unconstitutional sodomy law on the books, has consistently put his anti-LGBT ideology over following the law. His comments last night indicated a complete misunderstanding of the AG's opinion and the Virginia constitution.

The substance of Attorney General Herring's opinion (<http://www.washingtonblade.com/content/files/2015/03/Ebbin-Opinion.pdf>) is that Fairfax County's school board and other duly elected school boards "unquestionably" have the explicit constitutional power and responsibility to protect employees and students against discrimination, under Article VIII, Section 7 of Virginia's constitution, which grants you the "supervision of schools." Marshall's claim that several attorneys general in the past have advised that county boards do not have the authority to ban non-governmental discrimination in their human rights ordinances nor to create domestic partnership benefits incorrectly equated Dillon Rule questions about local power with this question about school boards doing their constitutional duty.

Not only do you have the power to do this, it is the right thing to do. Our greatest strength in Fairfax is our extraordinary diversity. To have the best schools and community we can have, we need to send the message that everyone is valued and welcome and that the only thing that matters is qualification and performance. The ugly and hateful views expressed last night by those few who seek to discriminate and divide do not represent the Fairfax I know and am proud to call my home -- and neither do those state legislators from other parts of Virginia.

Thank you for all your great work. I hope you will enthusiastically vote in support of this important proposal

Sincerely,

Josh Israel

[REDACTED]
Fairfax, VA 22031
[REDACTED]

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity Non-Discrimination UNABLE TO DETERMINE DISTRICT

Sent:4/24/2015 12:20:17 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

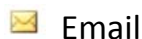
From: Duncan Cooper [mailto:duncan.l.cooper@gmail.com]
Sent: Thursday, April 23, 2015 1:24 PM
To: School Board
Subject: Gender Identity Non-Discrimination

Ladies and Gentlemen:

As a Fairfax County resident, and the parent of a Fairfax County public school graduate (Marshall High School, 2010), I am very much in favor of adding Gender Identity to the non-discrimination policy. My child is gender non-conforming and had a difficult time dealing with that realization during her junior high and senior high school years to the detriment of her school work and social life. Such a policy would have greatly benefited her.

Thank you,

Duncan Cooper



From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/24/2015 12:18:02 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Pat McClaghry [mailto:pmcclaughry@gmail.com]
Sent: Thursday, April 23, 2015 1:44 PM
To: School Board
Subject: Transgender Policy

I am very concerned about transgender students use of the bathrooms of their opposite sex. Please avoid all the issues this may bring, by providing alternative facilities for transgender children.

In Christ, Pat.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Gender Identity non-discrimination PROVIDENCE DISTRICT

Sent:4/24/2015 12:17:40 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Jennifer [REDACTED]
Sent: Thursday, April 23, 2015 2:13 PM
To: School Board
Subject: Gender Identity non-discrimination



Hello,

I'm writing to urge you to add gender identity to the FCPS non-discrimination clause. I'm not sure why there's a question about whether to allow discrimination against a group of people.

You may not be aware of the dangers of the oppression transgender people face. 41% attempt suicide, primarily due to rejection and discrimination. That number is higher among youth and lower if there's family and community acceptance.

A recent

study out of Berkley estimates
transgender people
make up 3% of the population

. D

ue to societal oppression, though, many feel the need to remain closeted

. I hope you would feel honored to be a part of liberating our children and co-workers to live authentically.

[REDACTED] gender identity varies from [REDACTED] chromosomal make-up [REDACTED]
[REDACTED]. [REDACTED] School has been a shining example of what all parents of
transgender children, and the children themselves, dream their school would be! While many
people don't understand much about transgender people - probably due to lack of exposure -
the school and county personnel we've interacted with showed only good will and a desire to
learn more.

Some of our experiences at [REDACTED] include:

- I went to [REDACTED] counselor before school started, explained [REDACTED] was transgender, and said I wanted to discuss questions of bathroom and locker room use. Without batting an eye, she said "I'll find out and let you know by Friday." That immediate acceptance and respect set the tone for all experiences we'd have at [REDACTED] used a unisex teacher bathroom and changed in the PE office.)

- We were asked to have a meeting with county and school professionals to discuss [REDACTED] status and potential needs, and were told how to get support whenever desired.

- When [REDACTED] was ready to transition to living full-time as [REDACTED] and begin using [REDACTED] new name, [REDACTED] and [REDACTED] counselor brainstormed about how to handle it. All his teachers supported [REDACTED] in this and began using [REDACTED] new name in class immediately.

- We were invited to meet with the principal and [REDACTED] counselor. They wanted to work with us on "charting a course" for working with transgender students in the school. They shared ideas they'd come up with during hours of discussion together, and asked for our opinions and input.

With support and respect among all facets of [REDACTED] life during [REDACTED] transition, [REDACTED] has been fully able to come into [REDACTED] self. During much of [REDACTED] life, [REDACTED] had been reserved, acting almost like [REDACTED] wanted to disappear. [REDACTED] thought [REDACTED] feeling of being [REDACTED] bizarre, like [REDACTED] didn't belong or have value. After [REDACTED] met a transgender person who had come to our church to speak about his life, [REDACTED] realized [REDACTED] wasn't alone; that [REDACTED] very existence was valid. [REDACTED] came out to me about 6 months later and, after [REDACTED] was assured of my acceptance and abiding love, I saw [REDACTED] blossom! [REDACTED] was happy and lighter, and [REDACTED] began allowing [REDACTED] to be visible rather than isolating [REDACTED]. Don't we want all our children to know, at least within their schools, that they count as much as anyone else?

Acceptance of everyone, no matter the group is wonderful, but some people aren't able to feel that way and it can't change overnight. All we ask is that transgender people be accorded the same respect and rights as anyone else. Please support the protection of transgender people from discrimination within the FCPS system!

Thank you for considering my position.

Peace,
Jennifer

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Against Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/24,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Merry Brooke [mailto:merrybrooke@gmail.com]
Sent: Thursday, April 23, 2015 2:38 PM
To: School Board
Subject: Against Transgender Policy

To the School Board Members -

I wanted to voice my objection to the suggestion of implementing a transgender policy at FCPS. I live with it and do not feel comfortable having my children exposed to this. This takes away their privacy and I feel unsafe. Please do not consider this policy.

Thank you,

Meredith Betz

Sent from my iPhone

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Please add gender identity to the nondiscrimination policy UNABLE TO DETERMINE DISTRICT

Sent:4/24/2015 12:04:08 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Torie Gorges [mailto:torie.gorges@gmail.com]
Sent: Thursday, April 23, 2015 12:56 PM
To: School Board
Subject: Please add gender identity to the nondiscrimination policy

Dear School Board Members,

I'm adding my voice to those who support adding gender identity to the FCPS nondiscrimination policy. Please use your positions of power to protect transgender students. We all bear responsibility for their physical and emotional safety in our schools.

Sincerely,

Torie Gorges
Vienna resident and FCPS parent

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: I Oppose Transgender Bathrooms - MOUNT VERNON DISTRICT

Sent:4/24/2015 12:02:06 PM

*Lizette Torres-Barthel*

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

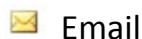
From: Casey Ketcham [mailto:caketcham@yahoo.com]
Sent: Thursday, April 23, 2015 12:39 PM
To: School Board
Subject: I Oppose Transgender Bathrooms

I am a parent of [REDACTED] the Fairfax County School Systems and I oppose the use of Transgender Bathrooms. Please do not make this an issue my [REDACTED] have to deal with at such a young age. It's confusing and unnecessary and will create an unpleasant environment for [REDACTED] to go to school.

I am a longtime resident of Fairfax County and alumni of it's school system.

Sincerely,

Casey Ketcham



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: I support adding gender identity to nondiscrimination rules - PROVIDENCE DISTRICT

Sent:4/24/2015 12:01:44 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Picone Family [mailto:piconefamily@verizon.net]
Sent: Thursday, April 23, 2015 12:31 PM
To: School Board
Subject: I support adding gender identity to nondiscrimination rules

Dear school board members,

I am writing to express my full support for adding gender identity to FCPS nondiscrimination policy. I am sure you will hear many facts and figures tonight and in the days before the decision, but I know from being the mom of a non-gender-conforming son who attended FCPS schools in the early 2000s that it is extremely important to the mental health and safety of all students that gender identity and expression be a part of this policy. Please read these words written by my late son, Brian Picone, when he addressed the school board just over 10 years ago, on 4/14/2005, regarding the climate at Falls Church High School for gay students. Much of what he faced was related to being non-gender-conforming. Thank you for your time.

Regards,
Andrea Picone

[REDACTED]
Falls Church, VA 22042

Brian's speech to the school board:

Every once in a while, a friend at another high school will comment on how supportive Falls Church High School is towards its gay students and teachers.

My name is Brian Picone. As an openly-gay senior at Falls Church High School, I know all-too-well that it was once as threatening and unsafe as many other schools in Fairfax County.

The story behind this transformation started in my freshman year. During the fall, I was just beginning to tell my closest friends that I was gay. I didn't dare let it slip out to the rest of that school a school brimming with hatred towards gays. As I walked through the school halls, trying not to listen to the hundreds of conversations all around me, I heard too many anti-gay remarks

to count. Statements such as, “That’s so gay,” “you stupid fag,” and “he’s such a queer” assaulted me over and over again, reminding me of my secret and the need to protect it. The fear inside me when I walked those halls was intense, even though I had many supportive friends. I can’t imagine what other gay students must have gone through those with no support, no good friends like mine.

By the beginning of sophomore year, almost everyone in the school knew I was gay. The familiar feeling of fear escalated into panic each time I entered the halls now the anti-gay insults were directed straight at me. They grew gradually worse, evolving from simple jeers to threats and rumors. I even had teachers advise me to “tone it down” yet nobody seemed to understand that things only got worse if I tried to hide it. I talked to teachers, the tenth-grade principal, the school’s principal, even the school board but nothing could stop the homophobia in our school.

Then, on November 23rd, I attended a GLSEN conference and met Robert Rigby, an openly gay teacher in Fairfax County. He introduced me to Judy Lynn, a teacher at Falls Church who would be willing to start a Gay Straight Alliance.

With the help of my friends and the support of Mrs. Lloyd, the principal at Falls Church, the GSA began having weekly meetings. At first, our circle was small, but with each new poster taped to the wall, more and more people began to come and more and more students became aware that we even existed. And with the success of our first Day of Silence, in which more than twenty people participated, the entire school was forced to confront their own bigotry for the first time.

The acceptance of gays at Falls Church didn’t arrive overnight, of course. Throughout my junior and senior year, some amount of homophobia continued to exist in our school... and some amount probably always will.

But one thing has changed since the first GSA meeting at Falls Church: We no longer have to face this alone. With the GSA active in our school, we always have somewhere to turn, someone to talk to, a place that we can feel free to be ourselves. For an hour a week, we no longer need to feel hopeless and alone.

As I leave Fairfax County Public Schools, I can only hope that GSAs will continue to grow and that someday, no student, gay or straight, will ever need to feel alone again.

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject: Transgender Policy- UNABLE TO DETERMINE DISTRICT

Sent: 4/24/2015 11:42:45 AM



From: Emily Brobst [<mailto:embro35@verizon.net>]
Sent: Wednesday, April 22, 2015 12:40 AM
To: School Board
Subject: Transgender Policy

Transgenderism doesn't even need to be addressed on the basis of religion.

This issue (and others in a similar vein) has been taken up in a fever of individual rights gone berserk, forcing young children and youth to become confused about whether a problem exists which they now have to confront.

Worse, sensitive children (and others) now have to examine themselves critically to ferret out any hint of what would be considered different from "normal" behavior, based on what they have been advised (or coerced) into thinking.

Notably the Gay Lesbian Straight Education Network (GLSEN) chapters go into some schools ostensibly to foster "safety" among the student population, with their "safe" rooms, homosexual (rainbow) signs above safe-room doors, and "counseling" sessions which according to some authorities amount to insinuation practices: "Have you ever thought you might be "gay"?"

Fads grow like English ivy, a weed which gradually and inexorably takes over the land. Fads become fashionable for a time. "Not sure you're 'gay'? Why not try it; you might like it." This is a hook, ensnaring our vulnerable children into a lifestyle of potential diseases and eventual terminal illness. Who but the most predatory would approach a child with such a vicious lie? I say: *Find the "gay gene"* before completing the corruption of our future via ignorance of true sexuality. The dissolution of society is a certainty owing to our current disordered thinking.

The current rush to provide special facilities (restrooms) for sexually uncertain students is a matter for taxpayers to concern themselves with, alongside mandatory foot-baths and prayer rooms for Muslims. When the fads dissipate, other uses will have to be found for these special accommodations.

Look up lesbian author and conservative activist Tammy Bruce for perspective. She was preyed upon as a young teenager by a woman about a decade older, manipulated into lesbianism, and even now refers to herself as "a gay woman". The only reason I can see that she does not undergo any kind of reversal therapy is that such practices became a habit, and perhaps helped her to stand out among then-feminist women. Hard to break, habits.. (She was president of her local NOW chapter in CA for several years, and has been a staunch conservative since then.)

I do not think Ms. Bruce would have naturally turned to that lifestyle. Obviously her genes were not the "gay" kind. People CAN choose to become same-sex attracted, and they CAN be counseled to leave it. Activist gays fight tooth and nail to outlaw the counseling of youth leading to life-choices reflected by their apparent physical make-up..

To our school board: Be the school board which has come to its senses. Lead the way. Remember, the people with the most to lose when their lies are exposed are the ones who yell the loudest in claiming homophobia by the rest of us.

Thank you for listening.

Emily Brobst

Soteriologist, grandma, American conservative

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Jane Waddell
To: McElveen, Ryan (School Board Member) ; Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member)
Subject: Fw: Fairfax schools considering transgender policy

Sent: 4/24/2015 11:34:15 AM



Dear Sirs,

I sent the following to my District Representative, Megan McLaughlin, and am forwarding it to you as well. I am very concerned that the county is even considering placing children at risk via this policy and am strongly opposed to it. Please vote against it. Thank you.

Sincerely,

Jane Waddell, Ph.D

----- Original Message -----

From: Jane Waddell
To: Megan.McLaughlin@fcps.edu
Sent: Friday, April 24, 2015 11:31 AM
Subject: Fairfax schools considering transgender policy

Dear Ms. McLaughlin,

I had a commitment last night and another commitment on May 7th, so was unable to attend the meeting last night am unable to attend the second meeting and speak in person. Therefore, I will express my concern in writing.

I am **strongly opposed** to this concept of transgender rest rooms. I served in federal law enforcement for 28 years, and one of the two nationwide child pornography teams reported to me. There are a lot of very sick individuals out there. My concern is this is setting the foundation for predators who may be voyeurs and/or rapists to be in the same areas of the schools that should be private and safe - bathrooms (and down the road, locker rooms?).

Unfortunately, we're seeing far too many news stories of teachers and priests who sexually abused children entrusted to them. Since this policy would include teachers, we would be setting the perfect stage for pedophiles to feed their sick fantasies - or worse - to act them out. Please vote against this policy. Thank you in advance for watching out for our most vulnerable - the children.

Respectfully,

Jane Waddell, Ph.D.

Fairfax Station, VA 22039-3401

 Email

From: Mary Beth Style
To: McElveen, Ryan (School Board Member)
CC: Moon, Ilryong (School Board Member) ; Velkoff, Theodore (School Board Member) ; McLaughlin, Megan (School Board Member) ; Strauss, Jane (School Board Member) ; Hynes, Patricia (School Board Member) ; Derenak Kaufax, Tamara (School Board Member) ; Evans, Sandy (School Board Member) ; Storck, Dan (School Board Member) ; Reed, Patty (School Board Member) ; Schultz, Elizabeth (School Board Member) ; Smith, Kathy L (School Board Member)
Subject: Well-meaning, but ill conceived policy on transgender students

Sent: 4/24/2015 7:50:11 AM



Mr. McElveen, I would like to request a meeting with you about your proposal to add gender identity to the nondiscrimination policies in Fairfax County Public Schools.

I have read your webpage and twitter page and I can see that you are a compassionate, committed person to defending the rights of the oppressed. You particularly, seem to have concern about children. That is commendable.

As a recovering community organizer, I have seen that for the past several decades, passing policies to correct injustice has been the action of choice and possibly the least effective approach to achieving this end. My early idealism has been replaced with the reality that in many cases, particularly this area, the "policy" approach will create more problems than it will serve.

I have been a social worker for 35 years and a parent for 19. I had your same enthusiasm in the first decade of my professional life because I thought I was looking at the big picture and I was going to help the person that was most vulnerable. However, when you actually meet people face to face and get to know them, you find that most programs and policies that we have established do little to help real people. Programs by nature are one size fits all and, like clothes that are made that way, usually don't fit anyone well. Pope Francis tells us to get rid of the programs and meet the person. That is the best advice if your goal is really to alleviate human suffering. I still am committed to helping the most vulnerable which is why I am challenging your approach.

Every parent will tell you that children go through all kinds of phases with regard to gender identity before they grow up. We used to understand (before it became a political issue) that gender identity was not set until after adolescence. Nothing in science has changed that understanding. A child who appears to "identify" with the gender opposite his/her physical gender at an early age, does not indicate a child who will grow to have gender dysphoria. So an anecdote of "since he was 18 months" tells us nothing and is not an accurate diagnosis.

We also used to have a better understanding of child development when it came to intellectual processing (before political ideology ruled all discussion). Children are concrete thinkers. In other words, they see things in black and white (that is not a racial reference). Nothing in science has changed that understanding. If something is not in black and white it has the potential to create confusion. Children are prisoners of logic. So when adults try to teach children about nuanced issues, the child sees it as nonsense. Now many kids don't pay any attention, but some kids who are more analytical are going to try to make sense of it. The results can sometimes be comical and sometimes be heartbreaking. Sometimes this is the etiology of gender confusion.

(See "Healing the Hurt Child" by Denis M. Donovan, M.D. and Deborah McIntyre)

We used to understand that the latency period of development should be safeguarded because that is a time when children are developing practical skills and relationship skills. This period is before puberty. For generations it was understood that the introduction of sexual material at this point would distract a child from his necessary developmental tasks and could interfere with future developmental stages. Nothing in science has changed our understanding of human nature with regard to this. But Family Life Education programs have violated this principle and each year we see more and more human problems as a result, including gender confusion.

So all that has changed is that the adults in charge of developing policies and educational programs for children, ignore the reality of children and wonder why there seem to be more problems in schools. We can look at the increase in virtually and social problem following its inclusion in a "program".

But, let's just stick with the issue of gender identity. There are children with genuine gender dysphoria. We don't know how many, but the estimates are between 0.05% - 0.5% of the population. The definition is broad and so this would include individuals with what would be considered mild confusion to the individual who would pursue a sex change. In many cases currently "diagnosed" as transgender with its ridiculously broad definition, it cannot even be termed "confusion", but merely a person who has a trait that society has defined as belonging to the opposite sex. Imagine a girl who likes sports is now convinced as a result of your "sensitizing" that she is transgender. Imagine a boy who loves musical theater who is now convinced as a result of your "sensitizing" that he is transgender. So, are you willing to impose those feelings on them that you attribute to your need to make this policy?

What is astounding and outraging to most parents is that the people pushing the transgender agenda now (be clear it is not a large number of individuals inflicted) were the very ones (Women Studies, Gender Studies Professors) who told us a generation ago that there was no such thing as a "male" or "female" trait. They told us these traits were social constructs. Now these same people because they had to publish a theory in order to obtain tenure tell us that if someone exhibits one of these traits (tomboy, sensitive boy) that previously were not considered legitimate, it indicates that the person is a transgender person. Perhaps we need to leave it to the kids to cut through the nonsense and explain to the bandwagon adults that the Emperor is naked.

Now most elementary schools have never seen a case of true gender dysphoria. Middle schools and high schools will likely see some students "presenting" as transgender, but that does not mean that there is gender dysphoria there. (We used to also know that adolescents often "act out." And we also had the wisdom to know that usually the best plan of action was to watch and ignore it so that when the child outgrows the need to shock adults, he can do so and save face.) Even with the larger estimate, it is not a pressing problem in Fairfax County Public Schools. It certainly does not warrant class lessons or assemblies to "sensitize" children and staff on the matter. And it certainly does not require policies forcing same sex bathrooms which is the issue discussed in the initiative from the Justice Department.

But more important, this kind of shot gun approach will only create more problems for the children exposed to these “sensitizing” sessions. If the issue comes up before a child can maturely process it, it must be handled on a one on one basis. It is not a matter of teaching compassion. Surely, you have witnessed a young child make a comment about someone who is “different”. There is no malice and it is not a matter of poor parenting. The child is trying to figure out what is different. If you have a child with gender dysphoria and the school insists on treating that child in a manner not consistent with the logic of the other children, you will create more problems. These cases must be handled on a case by case basis between the child’s parents, his/her therapist and the school. Presumably, that is what has been happening since the beginning of Fairfax County Public Schools. Perhaps we could trust the judgment of the persons closest to the child: The parents, the therapist, the child’s teacher and the school principal! It is most likely that they will have the best interest of the child in mind and understand their population better. Generalized policies in sensitive areas that are a one size fits all based on a presenting diagnosis are counterproductive.

If you insist on going forward with this proposal, you will create tremendous anger in the community, not because the community is filled with “haters”, as proponents of this type of policy often accuse. The reason you will have this backlash is because parents understand the impact on the child who does not have an issue with gender dysphoria and does not understand what is going on. Perhaps more importantly, we understand that the child with the gender dysphoria will be exposed to even more vitriol than he/she would have if the adults stopped trying to “fix” the “problem” with a policy. The school board can deny that this is about bathrooms all they want, but the case law quoted by the Department of Justice is all about bathrooms and when the issue has origin, it is always about bathrooms. Since you once were an adolescent boy, you know that this issue is tailor-made for smart alecks and you will now be bringing more ridicule to a conflicted child.

Kids are very willing to accept each other with all their different quirks. This is best done at the subconscious level in prepubescent children. By insisting on bringing it to the conscious level before children can effectively process it will raise issues unnecessarily.

Will the child with gender dysphoria encounter cruel remarks? Unfortunately, yes. That is a result of our fallen human nature. Sometimes the cruel remarks are intentionally cruel and sometimes they are ignorant. Everyone has some issue that will cause ridicule. The schools absolutely should come down hard with disciplinary action on any student who is cruel to another student – regardless of the issue. We do not need a “list” of “issues” that are off limits for nasty comments. Cruelty is cruelty. But, because our children are going to run into cruel and ignorant people their whole life, as parents we know we have to teach them to deal with them without taking the nasty comments to heart.

That is what is missing in the anti-bully programs and the policies attempting to correct pain inflicted on homosexual and transgendered youth. Instead of helping “victims” to see that the problem with the cruel individual is with the cruel individual, we further victimize them. Children believe the press of the program that it will prevent (name the social problem). Adults

know that most programs have had no positive impact and many have been counterproductive. (Information does not change attitudes. Love changes attitudes.) I have talked to children who perceive things as being worse than they actually are because no one stood up for them when someone said something mean. The "bully class" told them friends stand up for friends. In their concrete thinking, imprisoned by their logic, they conclude they have no friends, because no one stood up for them. That may or may not be true. But, do you wonder why we see an increase in depression? Surely, you know as an adult, that adults don't stand up for each other (another part of our fallen human nature). To expect kids to do it, is asking too much. You will see genuine acts of kindness, but you will also see unthinking acts of stupidity. And all kids need to be prepared to let it bother them as little as possible.

You cannot make someone love you. If you force the issue, as you seem to be proposing, you will see the reaction of what happens when "justice" is imposed. Justice without love is tyranny. It is against human nature to accept tyranny and the poor child with gender dysphoria is the one who becomes the target of that anger. You will have done nothing to help that child. The issue becomes less about the issue of gender dysphoria and more about the arrogance of a school system that thinks it knows better what is best for children than their parents. The problem is exacerbated in this issue because when the parents raise the slightest legitimate objection or even dare to ask a question, they are labeled "haters".

In counseling, whether it is individual or relationship, a successful outcome is predicated on whether a person is able to see how his/her viewpoint/perspective or behavior is creating problems for his/her self. Often what happens is that the person realizes that how he has been seeing a situation is not accurate or helpful to his/her daily living. How we see the world is a choice. That choice can be changed. If we see ourselves as victims, we will have problems because we will assume that everything that happens to us is done out of malice. If we choose to change our view of self, we will see that even when bad things happen to us at the hands (or mouths) of others, it is not personal and that as we choose to see ourselves in a positive light and ignore the other person, we do not feel oppressed. Now we can continue in the schools to keep creating victim classes or we can empower the students to see themselves with value and understand that any nastiness they encounter is the problem of the person who is nasty. Lest you think this is a "modern" idea of human nature, in the first century Marcus Aurelius said, "Either pain affects the body (which is the body's problem) or it affects the soul. But the soul can choose to not be affected, preserving its own serenity, its own tranquility. All our decisions, urges, desires, aversions lie within. No evil can touch them." Or "Reject your sense of injury and the injury itself disappears." - Marcus Aurelius

Since you are on the School Board, that choice largely depends on whether you are willing to look at your world view and consider the possibility that people who are upset about your advocacy of this policy may have legitimate concern for children, particularly children who have some type of gender confusion, but are concerned that your approach will exacerbate those issues rather than resolve them.

I understand that some political operatives have stated that they have chosen this issue to try to pummel their political opponents in the hope of winning elections. This transparent, cynical

exploitation of this most tragic population is contemptible. It understandably raises the ire of decent Americans for its cruelty beyond anything that could be imposed by peers. From your webpage, it appears that you have a genuine compassion which motivates you more than power. Therefore, I trust that we can have a conversation and look at solutions that really do help the poor child struggling with this painful and confusing condition, rather than just forwarding a political agenda. Can we try to rise above politics?

Mary Beth Style, M.S.W.

[REDACTED]

Centreville, VA

Cc: Ilryong Moon

Ted Velkoff

Megan McLaughlin

Jane Strauss

Pat Hynes

Tamara Derenak Kaufax

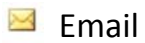
Sandy Evans

Dan Storck

Patty Reed

Elizabeth Schultz

Kathy Smith



Sent:4/23,

Sent from my iPhone

>
>
>

Obtained by Judicial Watch, Inc. Via FOIA

**Email**

From: [Dave and Jeanne](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject:Vote no on Transgender Bathrooms

Sent:4/2/

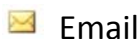
Dear Mr. Moon,

Thank you for serving on the School Board. I live in the Braddock District. I am writing to encourage you to vote no on transgender bathrooms in our public schools. The vast majority of students have no confusion about their sexual identity and setting up transgender bathrooms will expose children to this confused behavior and force us to subordinate our sincerely held beliefs to accommodate the condition of a very small group of individuals.

Sincerely,
Jeanne Lee

Annandale, VA 22003

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Al Smith
To: Moon, Ilryong (School Board Member)
Subject: Fwd: Gender Identity Discrimination Policy

Sent: 4/23/2015 5:49:58 PM



Board Member Moon:

I am writing regarding the Board's consideration of adding gender and gender identity to the discrimination policy.

Please do not support this change. The Board should defer adopting this policy and associated implementation regulations until the State of Virginia adopts uniform policies and regulations for all Virginia school districts. At a minimum, any action on this topic should be deferred until parents and the public more thoroughly understand how this policy change will be applied and implemented.

- What will the impact be on restrooms, locker rooms and sports teams?
- What about proms, dress codes and acceptable literature in the classroom?
- How will this policy impact the large majority of students and families without gender identity issues?
- How will this policy and implementation regulations impact everybody's dignity?
- What costs will be incurred to implement this policy?

There are many, many questions that need to be evaluated and understood before any actions are taken. If the Board believes this policy needs immediate action, I hope you follow the standard set by Gloucester County earlier this school year that restricts transgender students to either single-stall restrooms or the restrooms designated for their biological gender. The Gloucester School Board approved motion states: "It shall be the practice of the (Gloucester County Public Schools) to provide male and female restroom and locker room facilities in its schools, and the use of said facilities shall be limited to the corresponding biological genders, and students with gender identity issues shall be provided an alternative private facility."

FCPS has numerous other issues impacting our children's education - budget, ESOL, classroom size, later high school start times, closing the achievement gap, managing school growth, etc. Consideration and implementation of this policy will further stretch our limited administrative, teacher and financial resources.

Please consider these thoughts when you are addressing this complex and evolving issue.

Thank you.

Alan Smith

 Email

From: [Martha Furniss](#)
To: [Moon, Ilryong \(School Board Member\)](#)
Subject: Support the inclusion of gender identity in the FCPS nondiscrimination policy.

Sent: 4/23/2015 5:24:17 PM



Please count me as a constituent in support of the inclusion of gender identity in the FCPS nondiscrimination policy.

Thank you,
Martha Furniss
Reston, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Moon, Ilryong \(School Board Member\)](#)
To: [Foster, John](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 3:45:10 PM



Can you call me at [REDACTED] before 4:30 pm?

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Moon, Ilryong (School Board Member)
Sent: Thursday, April 23, 2015 2:34 PM
To: Donohue, Christine W.
Cc: Evans, Sandy (School Board Member)
Subject: RE: Gender Identity Statement

My question is:

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:31 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy □ Here□s what

Obtained by Judicial Watch, Inc. Via FOIA

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All ☐ Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add ☐gender identity☐ to the FCPS non-discrimination policy (Policy 1450):
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

It is a two-step process with the Board considering the proposal as a ☐New Business☐ item at their April 23 meeting with final action scheduled for May 7. If approved, the policy would read:

No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law. It is the express intent of the School Board that every policy, practice, and procedure shall conform to all applicable requirements of federal and state law.

On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Donohue, Christine W.](#)
To: [Moon, Ilryong \(School Board Member\)](#) ; [Foster, John](#) ; [Garza, Karen](#) ; [Lockard, Steven](#)
CC: [Evans, Sandy \(School Board Member\)](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 3:20:54 PM



[REDACTED]

From: Moon, Ilryong (School Board Member)
Sent: Thursday, April 23, 2015 2:34 PM
To: Donohue, Christine W.
Cc: Evans, Sandy (School Board Member)
Subject: RE: Gender Identity Statement

My question is:

[REDACTED]

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:31 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy - Here's what [REDACTED]

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

All - Here is the statement we prepared for you to respond to emails about our non-discrimination policy approved by Dr. Garza, Communication and Division Counsel.

The Fairfax County School Board is considering a proposal to add "gender identity" to the FCPS non-discrimination policy (Policy 1450):

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

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On March 4, 2015, Virginia Attorney General Mark Herring said local school boards have the authority under state law to include gender identity in their non-discrimination policies. No decisions have yet been made regarding accommodations that will be provided, under the new policy. FCPS will hire a consultant to assist in developing appropriate regulations that protect the rights of all students and to comply with state and federal law.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Derenak Kaufax, Tamara \(School Board Member\)](#)
To: [School Board Members](#)
CC: [Goddard, Pam](#)
Subject: Fwd: NBC - transgender Kids

Sent: 4/23/2015 3:20:30 PM



I thought you all might find the news link at the end of this feed informative. It is from NBC nightly news programs airing this week.

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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Begin forwarded message:

From: "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>
Date: April 22, 2015 at 6:15:07 PM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Kirkbride, Sue" <slkirkbride@fcps.edu>
Cc: "Velkoff, Theodore (School Board Member)" <tjvelkoff@fcps.edu>, "Derenak Kaufax, Tamara (School Board Member)" <tdkaufax@fcps.edu>
Subject: Re: NBC - transgender Kids

Thank you for sharing this

Tamara Derenak Kaufax
Chair & Lee District Representative
FCPS School Board
571-423-1083

Joann Kinney
Executive Administrative Assistant
571-423-1065

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On Apr 22, 2015, at 9:37 AM, Garza, Karen <kkgarza@fcps.edu> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Kirkbride, Sue" <slkirkbride@fcps.edu>
Date: April 22, 2015 at 8:52:36 AM EDT
To: "Garza, Karen" <kkgarza@fcps.edu>, "Lockard, Steven" <salockard@fcps.edu>, "Donohue, Christine W." <CWDonohue@fcps.edu>, "Meier, Annie" <AKMeier@fcps.edu>, "Cornell, Lora L." <LLCornell@fcps.edu>
Subject: NBC - transgender Kids

This week NBC nightly news is doing stories regarding transgender kids. Last night's story was amazing and a huge learning experience for many.

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<http://www.nbcnews.com/storyline/transgender-kids/jacobs-journey-life-transgender-5-year-old-n345131>

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: McLaughlin, Megan (School Board Member)
To: Garza, Karen ; Lockard, Steven ; Guilfoyle, Matthew
CC: School Board Members
Subject: FCPS considering transgender policy, parents can not opt children out

Sent: 4/23/2015 3:02:01 PM

I just received this email below from a former FCPS parent who lives in Vienna....I am very worried about the false social media on this issue. How can FCPS get out in front of this? Is a countywide KIT message like today's statement given to the SBMs warranted?

Please advise,
MM

From: AFA ActionAlert
Sent: 4/23/2015 11:07 AM
To: jrs_reaccess@hotmail.com
Subject: Fairfax schools considering transgender policy, parents can not opt children out



Fairfax schools considering transgender policy, parents can not opt children out

Thursday, April 23, 2015



Obtained by Judicial Watch, Inc. Via FOIA

Dear Joe,

Please read this important message from our friends at Traditional Values Coalition:

The Fairfax County School Board will decide at meetings on April 23 and May 7 whether it should experiment with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

The decision will impact all grades -- Preschool-12th grade. Additionally, parents will be unable to move children from the class of a transgendered teacher.

Traditional Values Coalition President Andrea Lafferty encourages Fairfax parents and taxpayers to [contact school board members](#) and voice their objections.

"We are very concerned that Fairfax County has selected children -- the most vulnerable, least powerful people in our county -- as lab animals for this experiment," Mrs. Lafferty said today.

There is a natural concern for those psychologically unhealthy individuals who are confused and don't identify with the body parts they were assigned at birth. These people deserve understanding and require counseling and other help.

But the overriding concern must be with the vast majority of students who harbor no confusion about their sexual identity. Parents who object to exposing children to this confused behavior should not be forced to subordinate their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

The time for the public schools to accommodate, within reason, the direction of parents who object to this behavior is long overdue.

We strongly encourage parents, pastors and anyone else who objects to this confused behavior to speak up at the School Board meeting and anywhere else the opportunity is available.

The tyranny of a very small minority must not be allowed to dictate a practice which is contrary to the more common sense beliefs of the majority.

American Family Association and Traditional Values Coalition urge parents and students to [sign up and speak](#) against this experiment at the 7 p.m. meetings of the school board on Thursday, April 23 and May 7 at the Luther Jackson Middle School in Falls Church.

Contact School Board Members here

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American Family Association

P O Drawer 2440 | Tupelo, MS 38803 | 1-662-844-5036

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 Email

From: [Moon, Ilryong \(School Board Member\)](#)
To: [Kinney, Joann V.](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 2:35:52 PM



Not yet. Hold tight (but not too tight) for now.

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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From: Kinney, Joann V.
Sent: Thursday, April 23, 2015 2:25 PM
To: Derenak Kaufax, Tamara (School Board Member); Moon, Ilryong (School Board Member)
Subject: FW: Gender Identity Statement

Shall I start using this to respond to the NUMEROUS e-mails that are coming in on the Transgender issue? This statement does not really address the bathroom issue which is all that 99% of the e-mailers and callers are worried about.

Joann V. Kinney
Executive Administrative Assistant to
Tamara Derenak Kaufax, Chairman and Lee District Member
Ilryong Moon, At-Large Member
Fairfax County School Board Office
571.423.1065 (voice) 571.423.1067 (fax)

The Fairfax County School Board is considering a proposal to add ☐gender identity☐ to the FCPS non-discrimination policy (Policy 1450):

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Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Moon, Ilryong \(School Board Member\)](#)
To: [Donohue, Christine W.](#)
CC: [Evans, Sandy \(School Board Member\)](#)
BCC: [Kinney, Joann V.](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 2:33:53 PM



My question is:

Do we currently have or have we had a case? If so, how are we handling it or how have we handled it?

Sincerely,

Ilryong Moon
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 2:31 PM
To: Evans, Sandy (School Board Member); School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Sandy  Here s what 

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members

Obtained by Judicial Watch, Inc. Via FOIA

Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John
Subject: Gender Identity Statement

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 Email

From: [Donohue, Christine W.](#)
To: [Evans, Sandy \(School Board Member\)](#) ; [School Board Members](#)
CC: [School Board Office](#) ; [Torre, John](#) ; [Guilfoyle, Matthew](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 2:31:33 PM



Sandy - Here's what [REDACTED]

[REDACTED]

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
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Obtained by Judicial Watch, Inc. Via FOIA

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 Email

From: [Kinney, Joann V.](#)
To: [Derenak Kaufax, Tamara \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#)
Subject:FW: Gender Identity Statement

Sent:4/23/2015 2:25:13 PM



Shall I start using this to respond to the NUMEROUS e-mails that are coming in on the Transgender issue? This statement does not really address the bathroom issue which is all that 99% of the e-mailers and callers are worried about.

Joann V. Kinney

Executive Administrative Assistant to

Tamara Derenak Kaufax, Chairman and Lee District Member

Ilryong Moon, At-Large Member

Fairfax County School Board Office

571.423.1065 (voice) 571.423.1067 (fax)

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 Email

From: [Donohue, Christine W.](#)
To: [Evans, Sandy \(School Board Member\)](#) ; [School Board Members](#)
CC: [School Board Office](#) ; [Torre, John](#) ; [Guilfoyle, Matthew](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 2:15:05 PM



I'm not sure. I'll try to find out.

From: Evans, Sandy (School Board Member)
Sent: Thursday, April 23, 2015 2:13 PM
To: Donohue, Christine W.; School Board Members
Cc: School Board Office; Torre, John; Guilfoyle, Matthew
Subject: RE: Gender Identity Statement

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From: Donohue, Christine W.
Sent: Thursday, April 23, 2015 1:53 PM
To: School Board Members
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 Email

From: [Evans, Sandy \(School Board Member\)](#)
To: [Donohue, Christine W.](#) ; [School Board Members](#)
CC: [School Board Office](#) ; [Torre, John](#) ; [Guilfoyle, Matthew](#)
Subject: RE: Gender Identity Statement

Sent: 4/23/2015 2:13:11 PM



Chris, How do we currently handle the bathroom situation for transgender students? Thanks. Sandy

From: Donohue, Christine W.

Sent: Thursday, April 23, 2015 1:53 PM

To: School Board Members

Cc: School Board Office; Leadership Team; Leadership Team Executive Administrative Assistants; Torre, John

Subject: Gender Identity Statement

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 Email

From: [Donohue, Christine W.](#)
To: [School Board Members](#)
CC: [School Board Office](#) ; [Leadership Team](#) ; [Leadership Team Executive Administrative Assistants](#) ; [Torre, John](#)
Subject: Gender Identity Statement

Sent: 4/23/2015 1:53:07 PM



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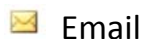
[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/\\$file/P1450.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9QMSK648E93B/$file/P1450.pdf)

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Obtained by Judicial Watch, Inc. Via FOIA



Email

From: Victoria Cobb
To:
Subject: Gender Identity Issue

Sent: 4/23/2015 1:47:02 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

[Student Privacy Act Letter \(2\).pdf \(175Kb\)](#)[Student Privacy Policy \(2\).pdf \(7Kb\)](#)

April 23, 2015

Dear School Board Member:

As Virginia's oldest and largest pro-family organization, The Family Foundation of Virginia is very concerned regarding a policy that you will soon be voting on which would add "gender identity" to your non-discrimination policy.

While we are troubled that such a policy places teachers and students who have a deeply held religious belief regarding human sexuality at risk for discrimination, termination, ostracization and bullying, we are particularly concerned with a practical implication of the policy regarding the use of bathrooms and locker room facilities. We believe the proposed policy would violate the privacy rights of every student in your school, the rights of the parents of those children, and put your school district at risk for costly litigation.

To assist you, I have attached a model policy and legal analysis, developed by Alliance Defending Freedom. This is an issue that is emerging across the country, and it is our belief that providing alternative facilities for a child struggling with sexual identity issues is appropriate. The model policy reflects current law that protects the privacy rights of children who shouldn't be forced into vulnerable interactions with opposite sex students in secluded restrooms or locker rooms.

At least two federal courts have already concluded that a requirement that someone use the restroom of their biological sex is not discriminatory. No federal court anywhere has concluded that Title IX requires an open door policy on restrooms. Even the Ninth Circuit court in California, considered by many to be the most liberal in the nation, concluded that, (quote) "shielding one's unclothed figure from the view of strangers, particularly strangers of the opposite sex, is impelled by elementary self-respect and personal dignity."

It is abundantly clear that if a school district opens up restrooms and locker rooms to any student regardless of their biological sex that school district would be subject to lawsuits. The model policy we suggest we believe strikes an appropriate balance.

Please feel free to contact me should you have questions.

Sincerely,
Victoria E. Cobb

--

Victoria Cobb
President
The Family Foundation of Virginia
919 East Main Street
Suite 1110
Richmond, Va. 23219
T 804.343.0010
F 804.343.0050
familyfoundation.org

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[Watch our YouTube Channel](#)
[See event photos on our Flickr page](#)
[Follow us on Twitter](#)

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgendering schools??? UNABLE TO DETERMINE DISTRICT

Sent:4/23/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Kathryn Weber [mailto:sevenwebs@cox.net]
Sent: Thursday, April 23, 2015 11:42 AM
To: School Board
Subject: Transgendering schools???

Dear School Board,

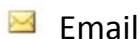
As Fairfax County residents and parents, my husband and I are APPALLED that our county would even begin to experimenting with mixed gender bathrooms in order to accommodate "transgender" teachers and students.

While there is a natural concern for those psychologically unhealthy individuals who are confused and don't know their body parts they were assigned at birth, and these people deserve understanding and require counseling, the overriding concern must be with the vast majority of students who harbor no confusion about their sex.

Furthermore, parents who object to exposing children to this confused behavior should not be forced to state their sincerely held beliefs in order to accommodate the condition of a very small group of individuals.

We will be watching your vote on this issue very closely. What happens with this issue is of very great concern to all parents!

Sincerely,
Kathryn and Mark Weber



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: In support of gender identity protection - UNABLE TO DETERMINE DISTRICT

Sent:4/23/2015 11:46:24 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Emily Mitchell [mailto:emilymitch5@gmail.com]
Sent: Thursday, April 23, 2015 11:00 AM
To: School Board
Subject: In support of gender identity protection

Dear Fairfax County School Board,

I am the mother of a [REDACTED] who attended FCPS schools from kindergarten through 8th grade. During most of that time, [REDACTED] presented as a [REDACTED]. In 6th grade, my child realized that [REDACTED] is transgender and we began to work with [REDACTED] middle school to support [REDACTED] in [REDACTED] correct gender identity. The school leadership and counselors were supportive and helpful, and willing to work with us as [REDACTED] began to transition socially from [REDACTED]. [REDACTED] is now attending high school (in a different school district) as a normal and happy [REDACTED] student.

As the parent of a transgender teenager, I can tell you that there are many students in FCPS who are struggling with gender identity, certainly more than you realize. They are often terrified to come out to their families, peers and school leadership. Having a non-discrimination policy in place would not only help to ease these students' fears and help them feel more accepted, it would give them the assurance that they will be treated equally and fairly in the school environment. That is huge for these kids.

As someone who has been there, I ask that you please include gender identity as a protected class of students. All we want is for our children to be treated fairly, equally and respectfully - and for them to have the opportunity to learn, free from discrimination. Thank you.

Sincerely,

Emily Mitchell

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: "gender identity, UNABLE TO DETERMINE DISTRICT

Sent:4/23/2015 10:31:57 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: J Podg [mailto:j4podgorski@verizon.net]
Sent: Thursday, April 23, 2015 10:06 AM
To: School Board
Subject: "gender identity,

Please do not pass or even consider the passage of “gender identity”. Children are already being exposed to so much and this issue deals with privacy when dressing and using the bathroom. It is wrong and we should not allow it. We need to protect our children not expose them to situations where they may be compromised.
Janet Podgorski

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender identity policy- UNABLE TO DETERMINE DISTRICT

Sent:4/23/

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Elissa Mutumanje [mailto:elissa.anne@gmail.com]
Sent: Thursday, April 23, 2015 9:59 AM
To: School Board
Subject: Gender identity policy

Dear Fairfax County School Board Members,

It has come to my attention that the School Board is preparing to add gender identity to its non-discriminate policy. I am primarily concerned with how this will be implemented. The logistics of how to implement this policy are fully in place. I am primarily concerned with how this will be implemented. I do not feel comfortable with a biological adult male, or even an upper elementary or teenage boy in the girls restroom. As an adult biological female, I have always entered the girls restroom next to the school. I want all children regardless of gender identity to be protected. I urge you to not to pass this policy but to place procedures to ensure the safety of all children regardless of gender identity. Thank you for your time.

Sincerely,
Elissa Mutumanje

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: URGENT: School Board moves to add Transgendered to Policy SPRINGFIELD DISTRICT

Lizette Torres-Barthel

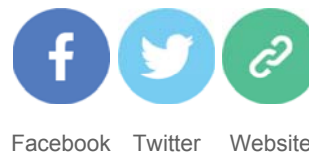
**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: rowlettbruce@verizon.net [mailto:rowlettbruce@verizon.net]
Sent: Thursday, April 23, 2015 9:26 AM
To: School Board
Subject: Fwd: URGENT: School Board moves to add Transgendered to Policy

This is not about politics! This is about what is best for the 187,000 students in our school system. I have been a substitute teacher for 15 years and I know the harm, discontent, confusion, uncertainty, etc. than I can imagine! Teachers and Administrators already have more problems than the main distractor in the classroom!) Read the lessons learned from Stafford and Gloucester counties. This change to the rule that any 9 year old who wears high heels to school has a problem that needs to be addressed at home with a lot of help from Doctors. Age must be held to their biological gender. If after 18 they want a sex change operation then that's a pure family decision to let them decide. -----Original Message-----

From: Springfield District Legislative Committee
Date: Apr 22, 2015 6:00:26 PM
Subject: URGENT: School Board moves to add Transgendered to Policy
To: Rowlett <rowlettbruce@verizon.net>

[View this](#)



Fairfax County School Board moves to add Tran

YOUR URGENT ACTION IS NEEDED

The School Board will vote on May 7 to add “gender identity” to the F

- 1. Share this information with others and implore them to speak up.**
- 2. EMAIL all Fairfax County School Board Members at: [fairfaxcountyschoolboard](mailto:fairfaxcountyschoolboard@fcps.edu)**
- 3. Attend the two School Board meetings where this will be discussed, April 23 at 7PM at Falls Church High School, 5000 Gallows Rd., Falls Church 7PM**
- 4. To speak before the Board on this topic sign up online at the link below.**

<http://www.fcps.edu/schlbld/meetings/requestspeak-online-rm.shtml>

Sign up begins at 6am on April 20th for the April 23 meeting or May 4 for the May 7 meeting

- 5. For additional information contact mbrickner@mbrickner.com**

The Fairfax County School Board is poised to make a policy change that will affect And it is being done for no apparent reason. The School Board recently discussed (two words, “gender identity,” to the non-discrimination policy. Many board member mention was made about disruption to the educational climate or parental values, open bathroom and locker rooms for use by the opposite sex if they claim to be trans

The vote is scheduled for May 7. If passed, the addition would likely give special preschool dressed as the opposite sex. This same controversy has embroiled two other

In Stafford County, a 9 year-old boy dresses like a girl to go to school, even wearing even wear high heels to class.) He was permitted to use a private staff bathroom. He is able to use the girl’s restroom. The school’s legal advisor recommended that the school locker rooms of the gender he identified with. Any little girls who were uncomfortable facilities after the boy or use a gender-neutral restroom.

Parents were outraged and they spoke up. The Stafford School Board quickly moved according to their biological gender. The boy is once again using the private staff bathroom (http://www.staffordcountysun.com/education/article_098b1d46-d303-11e4-a1e4-000119080000)

Another situation in Gloucester County Public Schools involves a sophomore girl who established a policy of using bathrooms according to the biological gender and now the U.S. Dept. of Justice on her behalf.

(http://www.gazettejournal.net/index.php/news/news_article/aclu_proceeds)

Fairfax parents and taxpayers must also speak up before this policy change is approved. the same quandary. You can email all Fairfax County School Board members at: fb@fcps.edu

All children need a school environment that is safe and comfortable. Clearly, school bullying and harassing behavior. Staff must identify such behavior and address problem role in notifying adults of problem behavior. Children can be taught to be kind and providing alternate facilities for a child struggling with sexual identity issues is an

The current FCPS Nondiscrimination Policy already prohibits discrimination based on transgendered youth from harassment. The School Board does not need to add more. We certainly do not need to allow students who are biologically male to use female facilities. This is a violation of student and staff privacy and could be a safety issue preventing bullying.

Additionally, Fairfax County also has a very sound dress code policy. In part it says disrupts the educational environment is unacceptable..."

Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that to their biological gender and to provide an accommodation for the affected students.

Fairfax County parents, grandparents and taxpayers can stop this scenario from happening at the School Board.

Background Information

Attorney General Mark Herring produced an Opinion on March 4, 2015, saying that the change in sexual orientation and gender identity to their nondiscrimination policies. Herring's Opinion, which said school boards need General Assembly approval for the change (http://ag.virginia.gov/files/14-080_Ebbin.pdf)



Fairfax County Republican Committee | 4246 Chainbridge Road | Fairfax, VA 22030

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Obtained by Judicial Watch, Inc. Via FOIA

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Participant in the 2012 Republican Activities

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Springfield Republicans

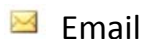
4246 Chain Bridge Road

Fairfax, Va 22030

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Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Include Gender Identity in the Policy of Non Discrimination UNABLE TO DETERMINE DISTRICT

Sent:4/23/2015 10:06:38 AM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Cami St.Germain [mailto:camist.g@gmail.com]
Sent: Thursday, April 23, 2015 8:28 AM
To: School Board
Subject: Include Gender Identity in the Policy of Non Discrimination

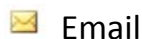
Honorable Members of the School Board,

I am writing to support the proposed change to the FCPS Policy of Non-Discrimination to include the wording "gender identity" that you will be discussing on tonight's agenda. As a parent of an FCPS child, it is important me that Fairfax County uses specific language to help protect those in our society who feel vulnerable based on their "non-conforming" identity expressions. All children deserve a safe place to learn (and all employees deserve a safe place to work) , and children who fall in these categories of "non traditional" gender identity are at much greater risk of violence and suicide.

I discussed this this morning with [REDACTED] [REDACTED] was in immediate agreement, and the look on [REDACTED] face said even more than [REDACTED] words - of COURSE. It was clear there was no question in [REDACTED] mind that we should emphatically protect all students, no matter who they are. So it is with his permission I use [REDACTED] name to send support as well.

I understand the vote on this matter is May 7. I encourage all members to vote unanimously to support this language change.

Thank You,
Catherine St. Germain
[REDACTED]. Fairfax



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender-inclusive nondiscrimination policy PROVIDENCE DISTRICT

Sent:4/23/2015 9:54:18 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: paula prettyman [mailto:pprettyman@yahoo.com]
Sent: Thursday, April 23, 2015 12:14 AM
To: School Board; McElveen, Ryan (School Board Member); Reed, Patty (School Board Member)
Subject: Transgender-inclusive nondiscrimination policy

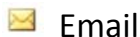
I'd like to express my appreciation to all of you for considering this important issue. I'm fully in support of amending Policy 1450 to include "gender identity." Please don't let the close-minded obscure things by pointing to false issues like bathrooms and special rights. This policy change would set this basic value for the FCPS community and say that everyone deserves to be treated with dignity and respect.

Many assume policy changes like this one are needed to embrace transgender individuals, but they're also needed for anyone who doesn't fit neatly into society's view of how women and men should present themselves. Ask any "sporty" woman or "stylish" guy (straight, gay or bisexual) and many of them will tell you they have faced discrimination because of the way they express their gender.

In a time when diversity and pluralism is required for peace and understanding, FCPS School Board should take this important step.

thanks,
paula

paula j. prettyman
[REDACTED] Vienna, VA 22180
pprettyman@yahoo.com
[REDACTED]



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity Non-Discrimination UNABLE TO DETERMINE DISTRICT

Sent:4/23/2015 9:52:45 AM



Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067***

From: Rachael Hamlet [mailto:rachael.hamlet@gmail.com]
Sent: Wednesday, April 22, 2015 11:45 PM
To: School Board
Subject: Gender Identity Non-Discrimination

As a Fairfax County citizen, and the parent of a Fairfax County public school graduate (Marshall High School, 2010), I am strongly in favor of adding Gender Identity to the non-discrimination policy. My child is gender non-conforming and would have benefited from that policy.

Thank you,
Rachael Hamlet

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Gender Identity to FCPS Non-Discrimination Policy SPRINGFIELD DISTRICT

Sent:4/23/2015 9:48:59 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: hayseight@aol.com [mailto:hayseight@aol.com]
Sent: Wednesday, April 22, 2015 9:18 PM
To: School Board
Subject: Gender Identity to FCPS Non-Discrimination Policy

Good evening,

I have [REDACTED] in the FCPS system and am against any change to a perfectly effective non-discrimination policy that has been in place. The proposed changes open the opportunity to add confusion to the FCPS student body regarding gender identity. There are ways to accommodate transgender students that will not impose on the sensibilities of other students and their parents that are in use in other school districts. What is being proposed is not necessary and a step too far toward a very small minority of students.

Please vote down the proposed change to the policy.

Respectfully,

Jim Hays

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender Policy - PROVIDENCE DISTRICT

Sent:4/23/2015 1:58 PM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Janine Cook [mailto:thecooks4@cox.net]
Sent: Wednesday, April 22, 2015 8:16 PM
To: School Board
Subject: Transgender Policy

To whom it may concern, I am adamantly opposed to confusing children, exposing them to inappropriate and well as promoting an "anything goes" mentality in the face of any moral or traditional values that many of us hold to, despite what the radical left would have folks believe.

We can value each child without validating all behavior, including confusion about one's natural gender. Such confusion, one actually facilitates and increases it.

As demonstrated by the lawsuits against many businesses across the country whose owners hold to views and have stood since the beginning of time, a cloak of "tolerance" and "nondiscrimination" often turns into a demand for acceptance and validation by those who don't agree and even used as a weapon to silence and punish disagreement. And imposed potentially on children by shared locker rooms, bathrooms, forced references to boys as she's and some gender neutral language.

I adamantly oppose the additional of "gender identity" as if it were a natural characteristic worthy of race or ethnicity.

Janine Cook
High school student mother

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: Proposed Transgender Policy DRANESVILLE DISTRICT

Sent:4/23/2015 9:46:47 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: susan mezines [mailto:mezas2711@live.com]
Sent: Wednesday, April 22, 2015 5:44 PM
To: School Board
Subject: Proposed Transgender Policy

Dear Board Members--

I was horrified to learn that you felt moved to add a Transgendered policy to FCPS schools when there is already a non discrimination policy. What are you thinking? The number of transgendered students in the school system is a tiny minority and they can be accommodated, by making arrangements with the school counselors to use a staff bathroom. Only individuals from the planet Mars would seriously consider letting boys go into girls' bathrooms and girls going into boys' bathrooms. Talk about insane! This is a recipe for massive lawsuits against FCPS for sexual assault, etc. Children must use bathrooms according to their biological gender. If you go ahead with this, this will be your last term in office.

Susan Mezines
McLean, VA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Proposal on non-discrimination on gender identity UNABLE TO DETERMINE DISTRICT

Sent:4/23/2015 9:41:54 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: barbbrehm@aol.com [mailto:barbbrehm@aol.com]
Sent: Wednesday, April 22, 2015 5:27 PM
To: School Board
Subject: Proposal on non-discrimination on gender identity

Good afternoon Fairfax County School Board,

As a person of faith, I want to state my support for the proposal to include gender identity in the non-discrimination policy. It is clear that we want the best for our children and for some that means creating an atmosphere where they can sort out the issue of becoming an adult and finding themselves. So I hope in our community, we can find it in our hearts to support our children. Please pass this expansion of the non-discrimination policy.

Thank you, Barb Brehm

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject: FW: Include Gender Identity in Non-Discrimination Policy UNABLE TO DETERMINE DISTRICT

Sent: 4/23/2015 9:41:31 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Karen Wolf [mailto:karenwolf@gmail.com]
Sent: Wednesday, April 22, 2015 5:20 PM
To: School Board
Subject: Include Gender Identity in Non-Discrimination Policy

I'm a resident of Fairfax, and I'm writing to express my support for expanding the district's non-discrimination policy to include gender identity.

I volunteer with a group called Fairfax LGBTQ Youth (FLY), a social and support group for youth ages 12-19 who are part of the lesbian, gay, bisexual, transgender, and queer community. FLY has a number members who are transgender. They often discuss how difficult the public school environment is for them, and how their gender identity isn't respected by peers or faculty. They feel that they have no recourse in this matter.

Suicide attempts among transgender teenagers are high -- higher than among gay and lesbian teenagers. 41% of transgender people will attempt suicide within their lifetime (<http://articles.latimes.com/2014/jan/28/local/la-me-ln-suicide-attempts-alarming-transgender-20140127>, <http://www.vocativ.com/culture/lgbt/transgender-suicide/>). The CDC recommends policies and environments that are affirming of a diversity of sexual orientations and gender identities to combat this problem (<http://www.cdc.gov/lgbthealth/youth.htm>). Studies show that suicidality can be mitigated by accepting environments -- that queer and trans teens attempt suicide less when they are in schools and homes where they feel safe and accepted (also on the CDC website).

Expanding the non-discrimination policy to include gender identity will send a strong message that these students are part of our community, and valued in our schools. It will help to reduce the rate of teen suicide in our county, and protect our most vulnerable students. Please adopt this policy.

Best,
Karen Wolf

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Turpin, Melanie](#)
Subject:FW: Hearing on gender identity in FCPS BRADDOCK DISTRICT

Sent:4/23/2015 10:21:15 AM

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Roxanne Edwards [mailto:roxanne4450@hotmail.com]
Sent: Thursday, April 23, 2015 6:57 AM
To: School Board
Cc: Emma Chattin; Chaiya Mohanty Ortiz
Subject: Hearing on gender identity in FCPS

To the Board

I support any measure to protect and help transgender students, teachers and administrators in the FCPS :
I co facilitate a local support group for parents of transgender children. The schools must recognize the
health, safety and academic future of all students, including the gender different and trans child.
I hope to attend tonight at 7 at Jackson Middle School, but if I cannot, I want you to know my whole heart
Do not let ignorance in loud voices deter you from doing the right thing for vulnerable precious children

Sincerely,
Roxanne Edwards, AIA

[REDACTED]
Fairfax, VA 22032

Sent from my iPhone

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: Gender identity included in nondiscrimination policy HUNTER MILL DISTRICT

Sent:4/23/2015 9:25:55 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Rev Julie Price [mailto:jprice@uucf.org]
Sent: Wednesday, April 22, 2015 4:09 PM
To: School Board
Subject: Gender identity included in nondiscrimination policy

To the Members of the Fairfax County School Board,

As a parent of two FCPS students, a county taxpayer, and a minister at the Unitarian Universalist Congregation of Fairfax, I am writing to express my strong support for expanding the school district's nondiscrimination policy to include gender identity. This amendment to the policy is essential to ensure the full inclusion and safety of all FCPS students and employees.

Sincerely,

Rev. Julie Price
Intern Minister, Unitarian Universalist Congregation of Fairfax
2709 Hunter Mill Rd. P.O. Box 130, Oakton, VA 22124
Church: [703-281-4230 x224](tel:703-281-4230)

Please note that I check email Sunday - Thursday.
Feel free to reach me for urgent matters at other times on my cell phone.

“Don’t ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive.” - Howard Thurman

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender policy change UNABLE TO DETERMINE DISTRICT

Sent:4/22/2015 4:29:53 PM

*Lizette Torres-Barthel*

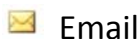
**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Donna Rossi [mailto:2donnarossi@gmail.com]
Sent: Wednesday, April 22, 2015 3:42 PM
To: School Board
Subject: Transgender policy change

Dear Fairfax County School Board,

Please do Not vote for a change by adding the words "gender identity" to the non-discrimination policy. An educational institution should not allow someone's feelings to trump objective fact. (Would we let a student who "feels" they deserve an 'A' for a test, receive an 'A,' even though they objectively scored a 60%?) A student should use the bathrooms of their biological gender, or at least a gender neutral bathroom. Let us not make the vast majority of students uncomfortable because of one or two. Let's keep FCPS safe and comfortable for ALL students.

Donna Rossi



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Gender Identity Policy -SPRINGFIELD DISTRICT

Sent:4/22/2015 3:11:34 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Matthew Gentil [mailto:mkgentil@verizon.net]
Sent: Wednesday, April 22, 2015 2:19 PM
To: School Board
Subject: Gender Identity Policy

Dear FCPS School Board,

I was recently informed that the board is considering adding the words "gender identity" to the non-discrimination policy. While on the surface, it may seem like a noble idea to ensure some form of inclusive nondiscrimination policy and that no individual is discriminated against, but this topic is specifically including a psychological issue of gender identity and it has many potential harmful unintended consequences that could endanger our children and cause extreme problems to occur. Regardless of what an individual thinks they are mentally, the reality is they physically remain either a male or a female. This physical trait is inherent in that person. They retain the physical capabilities of that gender even if they do not feel they are that gender. Allowing inclusion of gender identity as a "nondiscriminatory" policy opens up the door to allowing those individuals to demand access to areas within the school system that others with their same physical gender are not allowed to access. For example, if under the name of nondiscrimination, a male feels like he is a female and wants to use the girls restroom or locker room, this exposes females to seeing the male body, and vice versa. This is an unacceptable and unsafe scenario. And if you did not think this can happen, this has already occurred in other county districts in our state, namely Stafford and Gloucester. I recommend you research the legal issues they have already had to deal with by adding this to their policy.

The issue in considering this allows individual radical extremism to take precedence over acceptable moral restraints. It does not help the person who is gender confused to cope with their identity as a reality, it only perpetuates the problem. FCPS should not create situation that can potentially harm our children just to cater to the extreme few that need to seek help to resolve their identity issue. As much as a boy may think himself a girl, or vice versa, he/she physically is not. That is reality and we must help our children deal with reality and not be an enabler, especially at the expense and detriment to the majority of the student population. I would not want my daughter or son exposed to members of the opposite sex in bathrooms or locker rooms for the mere reason that the other individual thinks they are something they are not. I recommend you read this attached article on viewing the issue of the transgender and the moral reality that needs to be addressed. The article is written by Owen Strachan, Assistant Professor of Christian Theology and Church History at The Southern Baptist Theological Seminary and Boyce College. The article is found at:
<https://answersingenesis.org/family/gender/transgender-identity-wishing-away-gods-design/>

Obtained by Judicial Watch, Inc. Via FOIA

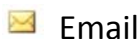
Regardless of what the secular humanism world would like to push, we are still a nation, state, and county founded on Judeo-Christian ethics and morals. The state exists to protect the free practice of religion, and establish policies upholding a consistent moral foundation. Secular humanism is itself a religion, so adopting its policies is to accept inconsistency in morals that do not reflect the views of the majority. Consistency in policy is designed to protect our children, not expose them to extreme radical individualism. Those who want to practice that extremism need to conform to consistent moral practices, not have the moral practices turned around to accommodate them.

Thank you for your time and consideration of this matter.

Sincerely,

Katherine Gentil

Springfield, VA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: Transgender Policy SULLY DISTRICT

Sent:4/22/2015 3:11:06 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Julie Lovejoy [mailto:julielovejoy68@gmail.com]
Sent: Wednesday, April 22, 2015 2:15 PM
To: School Board
Subject: Transgender Policy

As a mother of a child in a Fairfax County Public School and a faithful volunteer in a school's clinic, I see no need to cater to the minority at the penalty of the majority. I do not want my child exposed to members of the opposite sex and there is absolutely no need to do so.

Students use the clinic bathroom on a regular basis, for reasons that are completely unknown (and irrelevant) to me. It is entirely self-service: they walk in, document the visit by indicating a reason (bandaid, menstrual products, bathroom, etc.), do their business, and go. There is no interaction is needed with clinic personnel so confidentiality is easily maintained.

This approach maintains the privacy of those students struggling with sexual identity, while protecting the students who are not.

Sincerely,

Julie Lovejoy

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: Transgender Policy SULLY DISTRICT

Sent:4/22/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Francine Vitek [mailto:fvitek@verizon.net]
Sent: Wednesday, April 22, 2015 12:37 PM
To: School Board
Subject: Transgender Policy

I do not believe the rights of a few super ede the rights of many. As long as adequate facilities are provided for those who are dealing with identity issues, they should not be able to use the opposite sex's bathroom. For the protection of all students.

Francine Vitek
Oakton, va

Sent from my iPad

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: May 7th vote on transgender policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/2015 1:23:42 PM



Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board***
Ph: 571-423-1062
Fax: 571-423-1067

From: Peter Stratos [mailto:jpstratos@gmail.com]
Sent: Wednesday, April 22, 2015 12:04 PM
To: School Board
Subject: May 7th vote on transgender policy

I understand you will be voting to change the existing non-discrimination policy to include a specific reference to transgender discrimination which would also allow biological males/females to both dress using the other sex and use facilities designated for the other sex. I urge you in the strongest terms to vote no on this issue to keep the existing policy which is sufficient to address bullying and non-discrimination issues. The changes to the policy will do nothing but create controversy and distraction in an environment that is supposed to be focused on education. Our classrooms should not become petri dishes for social issues.

JP Stratos


Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender Policy PROVIDENCE DISTRICT

Sent:4/22/2015 12:45:48 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Judy Mahony [mailto:jlmahony@cox.net]
Sent: Wednesday, April 22, 2015 11:57 AM
To: School Board
Subject: Transgender Policy

Hi! Thank you for taking the time out of your busy and demanding schedules to read this e-mail.

I have [REDACTED] who have graduated from Oakton High School and [REDACTED]. So obviously, I am very vested in Oakton. I am incredulous that Fairfax County would be considering changing our bathroom policy. Does it not make SENSE that a boy would use a boys bathroom and a girl would use a girls bathroom? This seems very practical and reasonable to me!!!!

I guarantee that if you start letting transgender people start using whatever bathroom he/she desires, you are going to create many more problems than what you are hoping to solve! If a policy change really needs to be made, PLEASE a policy that protects ALL CHILDREN in Fairfax County not just those with gender identity issues. This is an example of when political correctness is attempting to pacify a tiny minority at the expense of a huge majority.

Please seriously consider the consequences of changing this policy.

Sincerely
Judy Mahony

Ps If you start letting people choose whatever bathroom they want to use, a lot of kids will just "hold it" all day – at least my kids would.

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Kinney, Joann V.](#)
Subject:FW: Transgender policy LEE DISTRICT

Sent:4/22,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

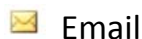
From: Joan Merritt [mailto:jbmhoover19@gmail.com]
Sent: Wednesday, April 22, 2015 11:55 AM
To: School Board
Subject: Transgender policy

To all School Board Members,

We do not need to open a can of worms for such a minority when your current policy is very sound & effect

Joan B. M.

Sent from my iPhone



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject: FW: Gender Identity Issue DRANESVILLE DISTRICT

Sent: 4/22/2015 10:24:00 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Molly Sterbutzel [mailto:mollysterbutzel@verizon.net]
Sent: Wednesday, April 22, 2015 12:54 AM
To: School Board
Subject: Gender Identity Issue

To Whom It May Concern:

I felt fortunate to have attended Fairfax County schools from first through twelfth grade, however we are very concerned for our children attending public schools during these turbulent times.

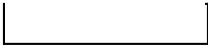
This initiative, and what could come from it, is ludicrous. They are still children and should not be subjected to this gender confusion. I feel very sorry for the child who is confused about his or herself, however it is not the school's place to welcome, encouraged or explore this kind of behavior in addition to subjecting all of the other children to it.

**PLEASE DO NOT INCLUDE/ADD/APPROVE THIS GENDER
IDENTITY POLICY.**

Thank you,

Tom and Molly Sterbutzel McLean, Virginia

This email is free from viruses and malware because [avast! Antivirus](#) protection is active.



Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/2015 10:23:35 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Carolyn Yehl [mailto:carolyn.yehl@gmail.com]
Sent: Tuesday, April 21, 2015 10:49 PM
To: School Board
Subject: Transgender Policy

Please do not change the bathroom policies for elementary children to use the bathroom of their choice. There are morale standards for children who do not want to have someone of the opposite sex to come in while they are using the bathroom facilities. You are creating a situation in which parents will be taking there children out of the public schools and looking for a school to meet their morale values. Stop playing to the ideology of these people. God made male and female bodies and there is no changing the facts.

Carolyn Yehl

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity Policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: C Moore [mailto:cmoore23454@yahoo.com]
Sent: Tuesday, April 21, 2015 10:30 PM
To: School Board
Subject: Gender Identity Policy

Ladies and Gentlemen:

I respectfully request that you refrain from modifying your non-discrimination policy to include gender : by Mr. Moon and others during the meeting, the change is unnecessary and other provisions of the policy : specific area of concern.

Mr. Moon stated that public perception of the issue is important. However, that is a very poor reason for change. I can think of no examples of good leaders that change policy unnecessarily, simply to satisfy public

These comments cause me to wonder who's interests are foremost in the minds of the Board: the students' (the public's perception thereof). When public perception drives decision making, I think we have failed

Respectfully,
Christine Moore

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Mary Kidwell [mailto:maryskidwell@yahoo.com]
Sent: Tuesday, April 21, 2015 10:13 PM
To: School Board
Subject: Transgender Policy

Dear school board members,

It is my understanding that the board is considering allowing students with sexual identity issues to use locker rooms of the opposite sex. I strongly hope that the board will consider the privacy needs of all : allow this to happen. I don't think the needs of a few should override the needs of the majority. Student their privacy invaded by having opposite sex students sharing their bathrooms and locker rooms. I hope it will make accommodations for an alternative facility for students with sexual identity issues.

Thank you,
Mary Kidwell
Fairfax County Resident

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Kristi Roberts [mailto:kikiyumkristi@gmail.com]
Sent: Wednesday, April 22, 2015 12:46 AM
To: School Board
Subject: Transgender Policy

Keep your old men out of my [REDACTED] bathroom!

Sent from my iPhone

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender teachers. UNABLE TO DETERMINE DISTRICT

Sent:4/22/2015 9:35:25 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Nichole Fitts [mailto:apunkthatfitts@gmail.com]
Sent: Tuesday, April 21, 2015 5:33 PM
To: School Board
Subject: Transgender teachers.

I have no problem with them as people. I will say, Children if parents want to, and the children want to, should be allowed to move those children to a new classroom should they choose. It is not up to you. I do however, hope more people homeschool soon, this is an outrage you force this on children, you are not their parents, nor do you make the parents, parental decisions for them. I say, it's time you stop injustices toward kids. This is not about the teachers "feelings" it's about Quality Education and children are not getting it. Especially now. Put God back in schools. Stop this troubling issue from harming children! You have to understand, this is a work place. It's not about flaunting sexual preference! Stop it. Thanks.

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Montano, Sonya](#)
Subject:FW: Transgender Policy DRANESVILLE DISTRICT

Sent:4/22/2015 9:34:52 AM



Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067***

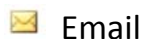
From: Bob McMahan [mailto:robertmcmahan@verizon.net]
Sent: Tuesday, April 21, 2015 5:10 PM
To: School Board
Subject: Transgender Policy

Hi!

I hear tell that y'all are planning to eliminate gender distinctions in school bath rooms and locker rooms. I guess y'all are scared shitless of the ACLU, or maybe y'all have your own heads up your collective backsides. Do not do this. You do not have a clue about the shit storm that will rage about your heads if you do.

Regards,

Bob McMahan



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Policy UNABLE TO DETERMINE DISTRICT

Sent:4/22/2015 9:34:35 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Richard Fafara [mailto:rjfafara@gmail.com]
Sent: Tuesday, April 21, 2015 4:53 PM
To: School Board
Subject: Transgender Policy

As a parent and educator, I am extremely concerned about the proposed policy to do away with bathrooms and locker rooms for use by the opposite sex if they claim to be transgendered and to allow children to come to school dressed as the opposite sex.

The proposed policy violates basic common sense and violates the values of parents with children in Fairfax County.

Please cease and desist from yet another assault on our young, impressionable children.

Dr. Richard Fafara

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender Policy- MASON DISTRICT

Sent:4/22/2015 9:26:40 AM




Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Don Friedly [mailto:friedly@verizon.net]
Sent: Tuesday, April 21, 2015 7:29 PM
To: School Board
Cc: 'Jan Friedly'
Subject: Transgender Policy

I read this possible transgender policy and was sick at the thought. We do NOT live in California!!!!

My wife and I urge you **to adopt a policy that protects the privacy of all children in Fairfax County.**

Don & Jan Friedly

Annandale, VA 22003

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender Policy- SPRINGFIELD DISTRICT

Sent:4/22/2015 9:25:31 AM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: JOSEPH CASEY [mailto:jmccasey@verizon.net]
Sent: Tuesday, April 21, 2015 5:13 PM
To: School Board
Subject: Transgender Policy

Please adopt a policy that protects all children and adults from being confronted by a person of another gender in a public restroom.

Anyone who identifies themselves as of an unusual gender is stigmatizing themselves, the gender segregated restroom is not stigmatizing them. Privacy is a concern here. A private one person restroom identified as "family" or "men/women" can accommodate any gender, non gender, or ambiguous gendered person. This is done now in Fairfax County Parks.

The restrooms without private stalls should be fixed (I saw one in Lake Braddock SS). Only an exhibitionist could use one for anything that requires a sit. And most students avoid them.

Joe Casey


Burke , VA 22015

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
CC: [Turpin, Melanie](#)
Subject:FW: Transgender Bathroom Policy - BRADDOCK DISTRICT

Sent:4/21/2015 4:22:05 PM



Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Pilar Jones [mailto:ronsgalinva@yahoo.com]
Sent: Tuesday, April 21, 2015 3:57 PM
To: School Board
Subject: Transgender Bathroom Policy

Dear School Board,

I have just been made aware of a potetial assault on our children's privacy and innocence. It regards allowing the opposite gender child to use the other restroom. I cannot permit this to happen, sitting idly by as insanity continues its sprawl across our state. My son and daughter should NOT have to be concerned about finding a child of the opposite gender in their appropriate bathroom at school! School should be a place where children feel safe. I am outraged that certain group continues to push an agenda that negatively affects children and families. Our children should not be forced to deal with these types of sexual issues, let alone at school. In addition, if the School Board truly cares about children who struggle with their sexual identity, then how about a policy which protects their privacy instead? Surely the School Board can come up with a better idea than the one proposed for a vote.

A sincerely concerned parent and alumni,

Mrs. Pilar Jones
Fairfax, VA

 Email

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
CC: [School Board Office](#)
Subject: FW: Transgender Policy - UNABLE TO DETERMINE DISTRICT

Sent: 4/21/2015 3:47:46 PM



Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Penny Elgas [mailto:pennybold4him@gmail.com]
Sent: Tuesday, April 21, 2015 3:04 PM
To: School Board
Subject: Transgender Policy

God save us! What are we doing here? When did we start assaulting the many in order to please the few? Don't be fearful of the vocal minority! Be strong and courageous and stand for what is right! There is hardly a major religion on the planet that would embrace this (tho the factions are crumbling – but does that change what is right?)

Please in the name of morality and decency, do what is moral and good for the fabric of society. Do not sacrifice the many...do not sacrifice our children's innocence... for the sake of political correctness. I do not want to have to have this conversation with the little ones in my life. Please do not force it upon them before they are mature enough to handle it. This is too weighty and potentially destructive a Pandora to foist on our elementary kids.

God have mercy on us!

Gloria **Penny** Elgas



"But seek ye first the kingdom of God, and His righteousness, and all these things shall be added unto you."

Matthew 6:33

 Email

From: [Rhodes, Yvette P.](#)
To: [School Board Members](#)
CC: [Montano, Sonya](#)
Subject: FW: Transgender PolicyT - SULLY DISTRICT

Sent: 4/21/2015 3:44:11 PM



Yvette P. Rhodes

Deputy Executive Assistant and
Deputy Clerk of the Fairfax County School Board
571-423-1061

From: Nora McCormick [mailto:2010mccormick@gmail.com]
Sent: Tuesday, April 21, 2015 3:34 PM
To: School Board
Subject: Transgender PolicyT

I understand that Fairfax County's School Board is about to vote on a changing the non-discrimination policy to include 'gender identity' (in other words you are considering a transgender policy). Not only will this policy change affect all students regardless of varying developmental levels, it would impact parents, and school employees. I am writing to oppose this policy change. This change is being considered for no apparent reason.

This change is being done for no apparent reason. The Board recently discussed adding "gender identity," to the non-discrimination policy. While board members voiced support for the change, no mention was made of the disruption to the educational climate or parental values, nor any consideration that the change could open bathroom and locker rooms for use by the opposite sex if they simply **claim** to be transgendered. If adopted, the new policy would likely allow children to come to school dressed as the opposite sex and to use restrooms of the opposite sex.

I realize the ACLU is promoting such policies, saying, "Forcing transgender students to use segregated facilities is intensely stigmatizing." And with a recent opinion from Attorney General Mark Herring, school boards now feel empowered to change policies in ways the General Assembly has never authorized. However, this type of policy forces our children to confront sex issues they are not ready to handle and to have their privacy invaded in the school bathroom - in the very place they should feel safe. I believe a policy that provides alternative facilities for a child struggling with sexual identity issues is more appropriate and protects the rights of all children.

We can teach our children to be compassionate and tolerant toward one another without forcing six, seven and eight year old children into vulnerable interactions with opposite sex students in restrooms and locker rooms. I respectfully request that the Fairfax County School Board act to protect all our children by providing alternative facilities for all those facing sexual identity issues in a way that does not force others to participate in their issue.

Respectfully,

Obtained by Judicial Watch, Inc. Via FOIA

Nora C McCormick

[REDACTED]

Centreville VA 20120

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [School Board](#)
 To: [School Board Members](#)
 CC: [School Board Office](#)
 Subject: FW: opposition to Fairfax School Board moves to add Transgendered to Policy - UNABLE TO DETERMINE DISTRICT

Yvette P. Rhodes

Deputy Executive Assistant and
 Deputy Clerk of the Fairfax County School Board
 571-423-1061

From: MacFadden, Gary [mailto:Gary.MacFadden@Nema.org]
Sent: Tuesday, April 21, 2015 8:57 AM
To: School Board
Subject: opposition to Fairfax School Board moves to add Transgendered to Policy

I strongly oppose the below measure. It is not needed! Please let me know your position so that I can consider

Subject: Fairfax School Board moves to add Transgendered to Policy

Fairfax Co. School Board moves to add Transgendered Your Action is Needed!

The Fairfax County School Board is poised to make a policy change that will affect all employees. And it is being done for no apparent reason. The School Board recently did [here](#)) adding two words, “gender identity,” to the non-discrimination policy. Many believe this change. No mention was made about disruption to the educational climate or parental concerns. The change could open bathroom and locker rooms for use by the opposite sex if they pass. The vote is scheduled for May 7. If passed, the addition would likely give special privilege to students dressed as the opposite sex. This same controversy has embroiled two other Virginia schools. In Stafford County, a 9 year-old boy dresses like a girl to go to school, even wearing high heels to class. He was permitted to use a private staff bathroom. He was also permitted to use the girl’s restroom. The school’s legal advisor recommended that the school allow the boy to use the lavatory and locker rooms of the gender he identified with. Any little girls who were uncomfortable using these facilities after the boy or use a gender-neutral restroom.

Parents were outraged and they spoke up. The Stafford School Board quickly moved to reverse the policy according to their biological gender. The boy is once again using the private staff bathroom. http://www.staffordcountysun.com/education/article_098b1d46-d303-11e4-a1c9-bf Another situation in Gloucester County Public Schools involves a sophomore girl who was denied access to the girls’ restroom. The board established a policy of using bathrooms according to the biological gender and did not consult with the U.S. Dept. of Justice on her behalf.

http://www.gazettejournal.net/index.php/news/news_article/aclu_proceeds_with

Fairfax parents and taxpayers must also speak up before this policy change is approved to the same quandary. You can email all Fairfax County School Board members at: fairfaxcountyschoolboard@fcps.edu
All children need a school environment that is safe and comfortable. Clearly, schools bullying and harassing behavior. Staff must identify such behavior and address problem play a role in notifying adults of problem behavior. Children can be taught to be kind another. Indeed, providing alternate facilities for a child struggling with sexual identity. The current FCPS Nondiscrimination Policy already prohibits discrimination based on sexual orientation. Transgendered youth from harassment. The School Board does not need to add more c They certainly do not need to allow students who are biologically male to use female guise of preventing bullying. This is a violation of student and staff privacy and could Additionally, Fairfax County also has a very sound dress code policy. In part it says, “/ disrupts the educational environment is unacceptable...”

Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students according to their biological gender and to provide an accommodation for the affected Fairfax County parents, grandparents and taxpayers can stop this scenario from happening the School Board.

The School Board will vote on May 7 to add “gender identity” to the FCPS Nondiscrimination Policy. YOUR URGENT ACTION IS NEEDED:

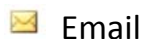
1. Share this information with others and implore them to speak up.
2. EMAIL all Fairfax County School Board Members at: fairfaxcountyschoolboard@fcps.edu
3. Attend the two School Board meetings where this will be discussed, April 23 and 24, 7PM at the Fairfax County Administration Center, 10000 Gallows Rd., Falls Church 7PM
4. To speak before the Board on this topic sign up online here: <http://www.fcps.edu/online-rm.shtml> Sign up begins at 6am on April 20th for the April 23 meeting or May 4th for the May 7 meeting
5. For additional information contact mbrickner@mbrickner.com

Mychele Brickner

Former Fairfax County School Board Member, At Large

Background Information

Attorney General Mark Herring produced an Opinion on March 4, 2015, saying that VA should not add sexual orientation and gender identity to their nondiscrimination policies. Herring's AG Opinion, which said school boards need General Assembly approval for the change. <http://www.leg1.state.va.us/cgi-bin/edict.cgi?15/080> [080_Ebbin.pdf](#)



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity- UNABLE TO DETERMINE DISTRICT

Sent:4/20/2015 4:06:19 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Phil & Kathleen [mailto:thecoadys@gmail.com]
Sent: Monday, April 20, 2015 3:25 PM
To: School Board
Subject: Gender Identity

All children need a school environment that is safe and comfortable. Clearly, schools must protect vulnerable students from bullying and harassing behavior. Staff must identify such behavior and address problems as they arise. Students can also play a role in notifying adults of problem behavior. Children can be taught to be kind and compassionate toward one another. Indeed, providing alternate facilities for a child struggling with sexual identity issues is an appropriate response.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

The concerns stated above reflect my thoughts and feelings on this issue. Please do not open Pandora's box by including gender identity in antidiscrimination and opening the door to this confusion in the public restrooms. This would cause so many children to be made uncomfortable in the public schools and really reflect a tyranny of the minority.

Thank you,
Kathleen Coady

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Fairfax County School Board moves to add Transgendered to Policy UNABLE TO DETERMINE DISTRICT

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Lori Vintilescu [mailto:lorihokie@gmail.com]
Sent: Monday, April 20, 2015 11:03 AM
To: School Board
Cc: olhcch@googlegroups.com
Subject: Fwd: Fairfax County School Board moves to add Transgendered to Policy

Dear Members of the Fairfax County School Board,

I just received the email below from my local "Moms Group" sharing an "urgent call to action" by Ms. E

I went through Fairfax County Schools from Kindergarten at Fairview Elementary through graduating R start Daniel's Run in the Fall. All three are typically developing children, with no current gender identity born in the wrong body and need to be themselves by identifying with being a boy I would support that I

I'm confused as to why Ms. Brickner thinks a child identifying with the opposite gender and dressing as such educational environment is unacceptable..."

Am I reading this email wrong? Or does Ms. Brickner seem to have something against kids with "gender identity

She seems to be VERY concerned that we rush to action to stop the Board from adding "gender identity" to our policy. If my girls would be in from a boy who identifies as a girl, dresses like a girl, and uses the girls restroom. We are not "peeping" at the girl parts in the girls restroom. In all my years of going to public school, and now the 3 years ago, stalls and kids are able to relieve themselves in private. This is NOT a privacy issue. It's an issue of accommodation.

Frankly I think you should take her "urgent call to action" seriously and vote to PROTECT ALL CHILDREN!! Allowing children to be themselves I think it's totally worth it. Allow the children with gender confusion to work it out in those bathrooms, then actions against the bullies should be taken. EDUCATION, Ms Brickner's supposed mission in the world in which we live, including the massively diverse population that makes this world a beautiful place! No

Thank you for your time and I hope you vote YES to adding "gender identity" to the non-discrimination policy by their own bodies. These kids are not trying to be disruptive. They are not acting like football players dress. Please help them, don't hinder them and call them a dangerous distraction.

Obtained by Judicial Watch, Inc. Via FOIA

Sincerely,

Lori Vintilescu

[REDACTED] Fairfax

----- Forwarded message -----

Moms,

I received this from my other moms group. I thought you may be interested in this since we either now have child

Amy

Fairfax Co. School Board move: Your Action

The Fairfax County School Board is poised to make a policy change for transgender employees. And it is being done for no apparent reason. The School Board ([here](#)) adding two words, “gender identity,” to the non-discrimination policy. No mention was made about disruption to the educational process. change could open bathroom and locker rooms for use by the

The vote is scheduled for May 7. If passed, the addition would allow students to school dressed as the opposite sex. This same controversy has

In Stafford County, a 9 year-old boy dresses like a girl to go to school (he does not even wear high heels to class.) He was permitted to use a girls restroom that he be able to use the girl’s restroom. The school’s legal action to allow a lavatory and locker rooms of the gender he identified with. And the school is to use these facilities after the boy or use a gender-neutral restroom.

Parents were outraged and they spoke up. The Stafford School Board according to their biological gender. The boy is once again using (http://www.staffordcountysun.com/education/article_098b7

Another situation in Gloucester County Public Schools involves a board established a policy of using bathrooms according to the gender with the U.S. Dept. of Justice on her behalf.

(http://www.gazettejournal.net/index.php/news/news_article

Fairfax parents and taxpayers must also speak up before the door to the same quandary.

You can email all Fairfax County School Board members at fairfaxcountyschoolboard@fairfaxcountyschoolboard.org

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The current FCPS Nondiscrimination Policy already prohibits discrimination against transgendered youth from harassment. The School Board does not need to allow students who are biological males to use the girls' restroom in the guise of preventing bullying. This is a violation of student and

Additionally, Fairfax County also has a very sound dress code and allowing students to wear clothing that disrupts the educational environment is unacceptable..."

Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing according to their biological gender and to provide an accommodation.

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The School Board will vote on May 7 to add “gender identit

YOUR URGENT ACTION IS NEEDED:

1. Share this information with others and implore th
2. EMAIL all Fairfax County School Board Members at
3. Attend the two School Board meetings where this
3020 Gallows Rd., Falls Church 7PM
4. To speak before the Board on this topic sign up or
<http://www.fcps.edu/schlbd/meetings/requestspeak-c>
23 meeting or May 4 for the May 7th meeting.
5. For additional information contact mbrickner@mbri

Mychele Brickner

Former Fairfax County School Board Member, At Large

Background Information

Attorney General Mark Herring produced an Opinion on March
add sexual orientation and gender identity to their nondiscrim
AG Opinion, which said school boards need General Assembly
(http://ag.virginia.gov/files/14-080_Ebbin.pdf)

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To post to this group, send email to stleomoms@googlegroups.com.

To view this discussion on the web visit <https://groups.google.com/d/msgid/stleomoms/CAOag5bxRi8RDBvmogU>

For more options, visit <https://groups.google.com/d/optout>.

--

You received this message because you are subscribed to the Google Groups "OLHCCH" group

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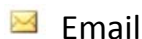
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Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: Gender identity HUNTER MILL DISTRICT

Sent:4/20/2015 1:41:03 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Fred Costello [mailto:facinc@verizon.net]
Sent: Monday, April 20, 2015 11:31 AM
To: School Board
Subject: Gender identity

On May 7, you will be asked to vote on adding "gender identity" to the FCPS non-discrimination policy. Please vote against the amendment. The amendment will permit boys to use girls restrooms and dressing rooms, play in their sports, etc. Other counties have insisted that the facilities used should correspond to the student's biological gender. You can do the same.

Although I am an officer of the Fairfax County Federation of Citizens Associations, this request is not from the Federation but from me, personally.

Frederick A. Costello, Ph.D.

[REDACTED]
Oak Hill, VA 20171-2426
[REDACTED]

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Fairfax County School Board moves to add Transgendered to Policy UNABLE TO DETERMINE DISTRICT

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Lori Vintilescu [mailto:lorihokie@gmail.com]
Sent: Monday, April 20, 2015 11:03 AM
To: School Board
Cc: olhcch@googlegroups.com
Subject: Fwd: Fairfax County School Board moves to add Transgendered to Policy

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Sincerely,

Lori Vintilescu

[REDACTED], Fairfax

[REDACTED]

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23 meeting or May 4 for the May 7th meeting.
5. For additional information contact mbrickner@mbri

Mychele Brickner

Former Fairfax County School Board Member, At Large

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(http://ag.virginia.gov/files/14-080_Ebbin.pdf)

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To post to this group, send email to stleomoms@googlegroups.com.

To view this discussion on the web visit <https://groups.google.com/d/msgid/stleomoms/CAOag5bxRi8RDBvmogU>

For more options, visit <https://groups.google.com/d/optout>.

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For more options, visit <https://groups.google.com/d/optout>.

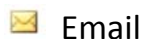
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Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Please Vote NO to Adding Gender Identity to the Code SPRINGFIELD DISTRICT

Sent:4/20/2015 1:33:03 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Lynn Gilbertson [mailto:gilbely@gmail.com]
Sent: Monday, April 20, 2015 12:53 PM
To: Schultz, Elizabeth (School Board Member)
Cc: School Board
Subject: Please Vote NO to Adding Gender Identity to the Code

Dear Liz and Distinguished School Board Members,

As the mother of [REDACTED], and as a former student, I ask that you please vote NO to adding gender identity to the nondiscrimination code. Such language will open a Pandora's Box for FCPS - transgender males will be allowed to dress in the female locker room. Transgender girls will be allowed to use the boys' bathroom even though they are physically incapable of using urinals.

The locker room is already an awkward environment. For example, (true story) last year a boy asked my [REDACTED], while they were changing in the locker room, "I'm bisexual, so what do you think of that?" [REDACTED] was highly disturbed that this boy brought up this inappropriate subject while they were changing. [REDACTED] was very upset when [REDACTED] came home and told us. This student made ALL of the boys in that locker room uncomfortable last year with his open and provocative comments and behaviors. If anyone was honest and told this boy that his words and behavior made them uncomfortable (without name calling) and to not talk about it, this student would run to the administration and complain that he was being bullied by the group. How much more awkward would it be for a locker room of boys to have a transgender female dressing in their midst?

We encourage you to consider the implications of your proposed language. Merriam-Webster's dictionary definition #2 (included below) defines discrimination as "the process by which two stimuli are responded to differently." A transgender individual thinks and acts differently than their biological makeup. Yes, please discriminate, please treat this transgender student differently **in a positive way** - allow this student the **privacy** of using a single-stall/teacher restroom or other private room for changing or for PE. Taking this course

of action protects the dignity of the gender-confused **student** (individual) while also protecting the dignity of the 5, 10, 25, however many **students** (group) who would otherwise be highly disturbed and uncomfortable sharing a bathroom or locker room with this individual student due to the explicit biological differences.

Better yet, offer a survey to FCPS students, parents, and teachers on this topic. See how comfortable they would be having to share restrooms and locker rooms with people of the opposite biological makeup.

School is challenging enough; let's make it simpler for all by being very wise and careful with your nondiscrimination language. Please vote in the best interest of **both** the transgender student and FCPS **as a whole** - please vote **NO** to this proposal.

Respectfully,

David and Lynn Gilbertson

Parents of [REDACTED] (former Sangster and Cherry Run Elementary students);
Alumna of West Springfield High School, Washington Irving Intermediate School, and Rolling Valley Elementary School

Merriam-Webster:

Full Definition of DISCRIMINATION

1

a : the act of [discriminating](#)

b : the process by which two stimuli differing in some aspect are responded to differently

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Decide against transgender change to the non-discrimination policy UNABLE TO DETERMINE DISTRICT

Sent:4/20,

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

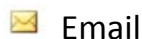
From: Kristina Kern [mailto:kar8a@yahoo.com]
Sent: Monday, April 20, 2015 9:42 AM
To: School Board
Subject: Decide against transgender change to the non-discrimination policy

Hi sir/ma'am:

As a taxpayer and parent of young children in Fairfax County, I would encourage you to drop your plan to change the Fairfax County Schools Non-Discrimination Policy. To adjust the policy would only bring litigation and costs to Fairfax County schools at a time when we don't have the funds to support all school goals in the 1st place. And on those costs? To fix a problem we don't even have! The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus the policy already protects transgendered youth from harassment. The School Board need to add more categories to an already sound policy.

But, I do understand the goal of being inclusive in a bathroom environment (like in Europe). But here in Europe, they explain the amazing amount of money used to retrofit bathrooms which took place before going to the next additional step. Bathrooms in Europe are single person, enclosed rooms which open in the front door and close behind the door (and this open/close function of the doors is unchangeable). European bathrooms alleviate the safety and privacy concerns most parents in America have for this policy change. Since we don't have these types of enclosed locker rooms, nor the money to retrofit them soon, we should not be taking this type of step now, no matter how good it seems. We don't have the facilities or the funds to have it.

Kristina Kern



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Turpin, Melanie](#)
Subject:FW: do not add "gender identity"- BRADDOCK DISTRICT

Sent:4/20/2015 10:57:43 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Irwin Oliver [mailto:irwinkaren@verizon.net]
Sent: Monday, April 20, 2015 8:08 AM
To: School Board
Subject: do not add "gender identity"

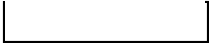
To whom it may concern,

We are opposed to adding “gender identity,” to the non-discrimination policy. The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Sincerely,
Irwin & Karen Oliver

This email has been checked for viruses by Avast antivirus software.
www.avast.com

Obtained by Judicial Watch, Inc. Via FOIA



Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity-UNABLE TO DETERMINE DISTRICT

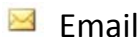
Sent:4/20/2015 10:49:42 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Martha Lamb [mailto:mrdlamb@gmail.com]
Sent: Sunday, April 19, 2015 3:47 PM
To: School Board
Subject: Gender Identity

Please do not add these words "gender identity" to your policys. These things need to be worked out privately. Thanks. Martha Lamb



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Do NOT add "gender identity" to policies-UNABLE TO DETERMINE DISTRICT

Sent:4/20/2015 10:34:28 AM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: hey ruthie1977@gmail.com [mailto:hey ruthie1977@gmail.com] **On Behalf Of** ruth williamson
Sent: Saturday, April 18, 2015 12:11 PM
To: School Board
Subject: Do NOT add "gender identity" to policies

To Whom it May Concern,

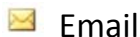
I am a parent of [REDACTED] in Fairfax County. Please, do NOT add the terms "gender identity" to the non-discrimination policy.

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern. Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to state that students must use the restrooms according to their biological gender and to provide an accommodation for the affected student.

Please, do NOT add the terms "gender identity" to the non-discrimination policy.

Sincerely,
Ruth Williamson



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: "Gender Identity" to Policy 1450 - UNABLE TO DETERMINE DISTRICT

Sent:4/20/2015 10:25:49 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Gonzalez Tony [mailto:his66gto@yahoo.com]
Sent: Saturday, April 18, 2015 2:59 AM
To: School Board
Subject: "Gender Identity" to Policy 1450

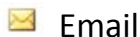
Dear FCSB members,

I do not believe "gender identity" needs to be added to the current policy that already protects transgendered youth from harassment. I can't believe this is being considered. I do not feel as a parent that my children would be safe and comfortable in the public school bathroom with someone from the opposite sex, period. Nothing physical has changed from how a student has been biologically designed since conception and should therefore use the bathroom intended for his/her biological design.

If the board decides to accommodate a minority and inconvenience a majority, then instead of my children waiting for that person to finish the latrine, I suggest a number of designated gender-neutral restrooms (and locker rooms) for those choosing to orient to a gender opposite to their biological structure. This would ultimately require new construction and increase taxes to build these facilities throughout the county which would not be favorable to your constituents.

Thank you for your time and consideration to this important matter.

Respectfully,
Tony Gonzalez
Burke, VA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject: FW: Fairfax Co. School Board moves to add Transgendered to Policy- SPRINGFIELD DISTRICT

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Melkenas@aol.com [mailto:Melkenas@aol.com]
Sent: Friday, April 17, 2015 8:33 PM
To: School Board
Subject: Fairfax Co. School Board moves to add Transgendered to Policy

Dear Sirs:

I am in receipt of this notice that is circulating the internet and I wish to express my total disdain of the idea of changing our policy regarding the use of bathrooms and locker rooms in (they are male or female. My question is: Why should the 99 and 9/10th of normal public sch accommodate the one-tenth of one percent of individuals who have a problem with gender ider but rather should attend a "special needs" facility. This bit of "social engineering" is not what have no objection to letting my tax money pay for some kind of diaper for them to wear, but kee

M. A. Kenaston

Fairfax Co. School Board moves to add Tran
Your Action is Needed!

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The vote is scheduled for May 7. If passed, the addition would likely give to school dressed as the opposite sex. This same controversy has embroiler

In Stafford County, a 9 year-old boy dresses like a girl to go to school, even not even wear high heels to class.) He was permitted to use a private staff that he be able to use the girl's restroom. The school's legal advisor recon lavatory and locker rooms of the gender he identified with. Any little girls to use these facilities after the boy or use a gender-neutral restroom.

Parents were outraged and they spoke up. The Stafford School Board quick according to their biological gender. The boy is once again using the privat (http://www.staffordcountysun.com/education/article_098b1d46-d303-11

Another situation in Gloucester County Public Schools involves a sophomore board established a policy of using bathrooms according to the biological g with the U.S. Dept. of Justice on her behalf. (http://www.gazettejournal.net/index.php/news/news_article/aclu_proc

Fairfax parents and taxpayers must also speak up before this policy cha door to the same quandary.

**You can email all Fairfax County School B
fairfaxcountyschoolboard@fcps.edu**

All children need a school environment that is safe and comfortable. Clear bullying and harassing behavior. Staff must identify such behavior and add a role in notifying adults of problem behavior. Children can be taught to b Indeed, providing alternate facilities for a child struggling with sexual ider

The current FCPS Nondiscrimination Policy already prohibits discrimination transgendered youth from harassment. The School Board does not need to They certainly do not need to allow students who are biologically male to guise of preventing bullying. This is a violation of student and staff privacy

Additionally, Fairfax County also has a very sound dress code policy. In par disrupts the educational environment is unacceptable..."

Let's keep the focus on education in a safe, and orderly environment.

The Stafford and Gloucester County School Boards did the right thing to st: according to their biological gender and to provide an accommodation for

Fairfax County parents, grandparents and taxpayers can stop this scenario the School Board.

The School Board will vote on May 7 to add "gender identity" to the FC

YOUR URGENT ACTION IS NEEDED:

1. Share this information with others and implore them to sp
2. EMAIL all Fairfax County School Board Members at: [fairfax](#)
3. Attend the two School Board meetings where this will be c
MS, 3020 Gallows Rd., Falls Church 7PM
4. To speak before the Board on this topic sign up online at t
below. <http://www.fcps.edu/schlbd/meetings/requestspeak-onl>
20th for the April 23 meeting or May 4 for the May

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity and non-discrimination policy - UNABLE TO DETERMINE DISTRICT

Sent:4/20/

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Ralph morris [mailto:ralphrmorris2@verizon.net]
Sent: Friday, April 17, 2015 6:25 PM
To: School Board
Subject: Gender Identity and non-discrimination policy

Dear Board Members,

I urge you to defeat the move to add "gender identity," to the non-discrimination policy of Fairfax count

In areas where this has been added, it has led to many issues involving students who are biologically one
to use the bathrooms of the opposite biological sex.

For our female board members - if you are holding a meeting on FFX County public school property, would y
male, coming into the ladies restroom while you were using it???

Thank you for adding whatever common sense you can to this issue.

Ralph Morris

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Transgender Bathrooms -UNABLE TO DETERMINE DISTRICT

Sent:4/20/2015 10:00:32 AM



This message was sent with High importance.

Lizette Torres-Barthel

***Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067***

From: Tann Pinney [mailto:TPinney@rkf-eng.com]
Sent: Friday, April 17, 2015 5:56 PM
To: School Board
Subject: Transgender Bathrooms
Importance: High

The bathroom situation in our schools needs to be kept to the biological, birth gender of our students. To do otherwise is obtrusive to every other student in the schools.

Tann Pinney
Burke, VA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: Transgender policy -SPRINGFIELD DISTRICT

Sent:4/20/2015 10:00:09 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Antonio Esteve [mailto:aesteve99@gmail.com]
Sent: Friday, April 17, 2015 3:50 PM
To: School Board
Subject: Transgender policy

I oppose the allowance of transgendered students the option to choose bathrooms or changing rooms of their choice. Becoming a transgender is a choice. Selection of opposite gender rooms is not. Make your choice and use a private facility. I don't want to see men dressed as women in the girls bathrooms. Thank you. A. Esteve, Springfield, VA.

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Fairfax Co. School Board Transgendered to Policy - UNABLE TO DETERMINE DISTRICT

Sent:4/17/2015 4:58:14 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: bowlinglupe13@gmail.com [mailto:bowlinglupe13@gmail.com]
Sent: Friday, April 17, 2015 3:32 PM
To: School Board
Subject: Fairfax Co. School Board Transgendered to Policy

-

Dear Board Representatives,

I would like to express my big concern and opposition regarding the proposal to amend the above policy by allowing the children categorized as Transgendered and to have access to the girls and boys bathrooms as they please.

it is my informed believe that to encourage young children to even consider the thought of being defined as "transgendered and to encourage them to continue in that mind set, will be detriment to children; at that early age those indications are not really the reality of who they are at the time, thus, adding more confusion that clarity in their minds.

All children need a school environment that is safe and comfortable

The current FCPS Nondiscrimination Policy already prohibits discrimination based on sex, thus it already protects transgendered youth from harassment. The School Board does not need to add more categories to an already sound policy. They certainly do not need to allow students who are biologically male to use female facilities, or vice versa, under the guise of preventing bullying. This is a violation of student and staff privacy and could be a safety concern.

Let's keep the focus on education in a safe, and orderly environment.

Lupe M. Bowling

TaxPayer Citizen

Sent from my iPad

Obtained by Judicial Watch, Inc. Via FOIA



Email

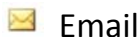
From: [Ramona Weaver](#) Sent: 4/15/15
To: [McElveen, Ryan \(School Board Member\)](#) ; [Moon, Ilryong \(School Board Member\)](#) ; [Velkoff, Theodore \(School Board Member\)](#) ; [McLau \(School Board Member\)](#) ; [Strauss, Jane \(School Board Member\)](#) ; [Hynes, Patricia \(School Board Member\)](#) ; [Derenak Kaufax, Tamara \(Member\)](#) ; [Evans, Sandy \(School Board Member\)](#) ; [Storck, Dan \(School Board Member\)](#) ; [Reed, Patty \(School Board Member\)](#) ; [Schult \(School Board Member\)](#) ; [Smith, Kathy L \(School Board Member\)](#)
Subject: proposed Gender Identity restroom policy change

I strongly urge you, in the name of common sense and in rejection of Democrat "Progressive" Politically (dogma conveniently and trendily labeled "non-discrimination," to keep the public school restrooms of Fair restricted to biological gender. If a child is struggling with "gender identity," please permit him/her teachers/staff restroom.

We the public will be eagerly watching how each of you vote. Your NO vote on May 7 will be appreciated.

Thank you,

Ramona Weaver
concerned voter



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Gender Identity Privileges - SULLY DISTRICT

Sent:4/17/2015 2:33:35 PM



Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Humenik Cyndie [mailto:cyndieluhu@verizon.net]
Sent: Friday, April 17, 2015 1:34 PM
To: School Board
Subject: Gender Identity Privileges

Do not allow children to choose which locker room or bathroom they think they should use.

This would be allowing an **extreme** minority to cause extreme **distress** on the majority of the other children.

Please use some common sense. Political correctness has gone beyond reason and serves no purpose here.

Cynthia Humenik

[REDACTED]

Chantilly, VA 20151

[REDACTED]

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
Subject:FW: Transgender policy -UNABLE TO DETERMINE DISTRICT

Sent:4/17/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Anne Fleming [mailto:metrocom23@gmail.com]
Sent: Friday, April 17, 2015 1:19 PM
To: School Board
Subject: Transgender policy

Dear Fairfax County School Board,

I am extremely disappointed in you for even considering to add transgender to the anti- discrimination policy in our school system! This has failed in other counties and I do not want Fairfax County to implement a failed policy for learning, Not for social issues.
I am strongly against adding transgender to this or any other policy!

I urge you to vote "No."

Thank you,
Anne Fleming
Springfield, VA

Sent from my iPhone

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Fields, Melissa](#)
Subject:FW: "Gender identity" - SPRINGFIELD DISTRICT

Sent:4/17/2015 10:24:00 AM

*Lizette Torres-Barthel*

*Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067*

From: Dave Wilson [mailto:maryndavew@verizon.net]
Sent: Friday, April 17, 2015 9:28 AM
To: School Board
Subject: "Gender identity"

The School Board will vote on May 7 to add “gender identity” to the FCPS Nondiscrimination Policy 1450.

We oppose this addition. Current school policies fully protect all students. Vote No to ‘gender identity.’

Mary and Dave Wilson

[REDACTED]
Springfield, 22153

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Hook, Mary Ellen](#)
Subject:FW: Do Not Add Gender Identity to FCPS Policy 1450- MOUNT VERNON DISTRICT

Sent:4/17/2015 10:22:54 AM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Jim Albanese [mailto:jim.albanese@gmail.com]
Sent: Friday, April 17, 2015 8:43 AM
To: School Board
Subject: Do Not Add Gender Identity to FCPS Policy 1450

Boad-

As a former FCPS student and current parent of kids in FCPS I strongly urge the board NOT to add 'Gender Identity' to the FCPS Nondiscrimination Policy 1450. This will negatively impact so many students and all children should already be protected of discrimination based on sex.

--

Jim Albanese


Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Adding "Gender identity" to non-discrimination policy -NOT A FFX CO RESIDENT

Sent:3/13/2015 11:24:48 AM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 [GLSEN 2013 Virginia State Snapshot.pdf \(62Kb\)](#)  [Highlights from Harsh Realities about staff comments and educational outcomes for transgender students.doc \(24Kb\)](#)  [Harsh Realities--Transgender students in MS and HS.pdf \(2255Kb\)](#)

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Rigby, Robert N
Sent: Friday, March 13, 2015 10:14 AM
To: School Board
Cc: Case, Alexander
Subject: Adding "Gender identity" to non-discrimination policy

Dear members of the Fairfax County School Board,

My name is Robert Rigby. I have been a teacher in Fairfax County since 1999, in elementary, middle and high schools, and am currently a Latin teacher at West Potomac High School. I am also the sponsor of the Gay-Straight Alliance at WestPo. I was a member of the group working in 2001 and 2002 for the inclusion of "sexual orientation" in the SR&R anti-harassment policy, and the school system's non-discrimination policy (we succeeded in the former, but not the latter).

I was pleased to learn that the school board added "sexual orientation" to the non-discrimination policy this fall. I support Mr. McElveen's move to include "gender identity" in the policy.

As the sponsor of the GSA at two schools over the years, and from hearing from students and parents, I can say that harassment and discrimination based on sexual orientation have decreased during my time working for Fairfax. However, transgender students and students who do not display traditional gender expression (i.e. may not be typically "masculine" or "feminine", to varying degrees) continue to experience a great degree of harassment; their friends and family members also hear some amazingly negative comments. Many staff may not be aware of how to treat students with different gender identities and expressions, and, quite frankly, some have had some fairly negative impacts on students over the years. Our whole community (staff and students) needs to be more conscious of the concerns of students who are different in this way.

The school board has the authority and opportunity to make a crucial difference in the lives of our students, to take the first steps towards making school a tolerable place for transgender students.

I have attached three files: 1) the Virginia Snapshot from the 2013 National School Climate Survey (by GLSEN, the Gay, Lesbian and Straight Educational Network), about the experiences of transgender and non-gender-conforming students in our state; 2) some highlights from Harsh Realities related to staff comments and education outcomes (missed school, GPAs, college attendance) for transgender students; and 3) the full Harsh Realities report (it's a little long, I know, but worth reading if you have time), based on the 2007 National School Climate Survey.

As a brief note, if you receive negative communications anchored on the bathroom issue, I would say they're a red herring. To my knowledge, there has never been a voyeur relieved of responsibility based on a gender identity claim. Such negative statements amount to scare tactics, a sort of modern-day blood libel.

I have a couple of suggestions (my students will tell you I always have suggestions!):

- 1) First, you may want to change the anti-harassment policy in the SR&R to include gender identity or gender identity/expression;
- 2) You may want to modify the new policy statement from "gender identity" to "gender identity/expression." I realize that is not the language that Mr. Herring used, but it is a broader policy with clearer protections for students who may not have identified as a different gender, but simply may not have a traditional gender expression (i.e. may not be "boy enough" or "girl enough" for someone).

Thank you for taking the time to read this.

Sincerely,

Robert Rigby, Jr.

rrigby@fcps.edu

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject: FW: Please support gender identity protections for students and faculty - UNABLE TO DETERMINE DISTRICT

Sent: 3/12/2015 2:07:34 PM



Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 [image001.jpg \(0Kb\)](#)

Lizette Torres-Barthel

**Deputy Executive Assistant and
Deputy Clerk of the School Board**

Ph: 571-423-1062

Fax: 571-423-1067

From: Lindsey Aitcheson [mailto:lratcheson@gmail.com]

Sent: Thursday, March 12, 2015 1:15 PM

To: School Board

Subject: Please support gender identity protections for students and faculty

To whom it may concern:

I'm writing to express my support for the addition of gender identity protections for FCPS staff and students. I'm an alumna of Fairfax County Public Schools (TJHSST and West Potomac High School, 2004) and was the Gay-Straight Alliance president at West Potomac HS. In addition to being a queer Virginian, I am also the spouse of a transgender individual.

Transgender youth are at high risk of depression and are frequent targets of violence and harassment. A [groundbreaking study](#) by the Gay and Lesbian Task Force found that, due to gender identity:

- 78 percent of transgender youth experienced severe harassment in schools
- 35 percent experienced physical assault in schools
- 12 percent experienced sexual assault in grades K-12
- One-sixth of students were so severely harassed that they dropped out before completing high school

Without gender identity protections they have no rights and no recourse.

My spouse, Avery, grew up in southern Virginia and was often scared for his physical safety. Without gender identity nondiscrimination policies, he was left to fend for himself when harassed and threatened by other students and even teachers. Without these protections he could have been expelled from school for simply existing, as happens to six percent of trans youth. As though adolescence isn't difficult enough, trans students frequently face the additional burdens of cruel peers and family rejection, so neither school nor home is safe.

Obtained by Judicial Watch, Inc. Via FOIA

Trans nondiscrimination is the burgeoning frontier of human rights in the US and FCPS has the opportunity to be a leader and a model for the country. While the South is not known for its acceptance of LGBT folks like Avery and me, I would be proud to have come from a state and a school district that stood up for the next generation of kids like us. We all deserve the chance to be safe and nurtured, especially at school. Our children, the children of transgender and queer parents, deserve to be respected and told that their families are valid and valued.

Thank you for considering this action and taking steps toward a fair future. I look forward to one day telling my children how much the world has changed since I was their age, and you can help Avery and me make that world possible.

Very sincerely,
Lindsey Aitcheson

--

Lindsey Aitcheson

Research Analyst

SEIU 775

 | lraitcheson@gmail.com

 [Hear my name](#)

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: Please add transgender students and staff - UANBLE TO DETERMINE DISTRICT

Sent:3/11/15

Lizette Torres-Barthel

Deputy Executive Assistant and
Deputy Clerk of the School Board
Ph: 571-423-1062
Fax: 571-423-1067

-----Original Message-----

From: Susan Brickman [mailto:sbbrickman@gmail.com]
Sent: Thursday, March 12, 2015 1:01 PM
To: School Board
Subject: Please add transgender students and staff

Dear School Board Members,

Thank you for serving on the School Board. I know it is a bigger job than most of us realize.

I was thrilled when you courageously added sexual orientation to the non-discrimination policy last Nover

I urge you to continue to stand up for all students and staff by adding transgender folks to the policy.
that matters.

Susan Brickman
Reston

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [Partlow, Kathy](#)
Subject:FW: Transgender protections in Fairfax County Schools- PROVIDENCE DISTRICT

Sent:3/12/2015 2:05:04 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: Kelly Schlageter [mailto:kschlageter@yahoo.com]
Sent: Thursday, March 12, 2015 1:01 PM
To: School Board
Subject: Transgender protections in Fairfax County Schools

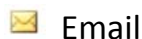
To all Fairfax county school board members,

I am a parent whose children attend school in Fairfax County, and I want to express my support for including transgender students and staff in the non-discrimination policy. I hope you'll make this very needed change.

Thanks for all the work you do.

Sincerely,
Kelly

Obtained by Judicial Watch, Inc. Via FOIA



Email

From: [TorresBarthel, Lizette](#)
To: [School Board Members](#) ; [TorresBarthel, Lizette](#)
CC: [School Board Office](#)
Subject:FW: please add transgender students and staff- UNABLE TO DETERMINE DISTRICT

Sent:3/12/2015 1:51:17 PM

*Lizette Torres-Barthel*

**Deputy Executive Assistant and
Deputy Clerk of the School Board**
Ph: 571-423-1062
Fax: 571-423-1067

From: purpledogwood@gmail.com [mailto:purpledogwood@gmail.com] **On Behalf Of** Marianne Vakiener
Sent: Thursday, March 12, 2015 12:39 PM
To: School Board
Subject: please add transgender students and staff

Dear School Board Members,

Thank you for serving on the School Board. I know it is a bigger job than most of us realize.

I was thrilled when you courageously added sexual orientation to the non-discrimination policy last November.

I urge you to continue to stand up for all students and staff by adding transgender folks to the policy. You set an example that matters.

Marianne Vakiener

Obtained by Judicial Watch, Inc. Via FOIA



Email



From: Hynes, Patricia (School Board Member)
To: Moon, Ilryong (School Board Member)
Subject: Re: Attorney General Mark Herring on DACA recipients' eligibility for in-state tuition

Sent: 4/29/2014 8:04:42 PM



Good news! Elections matter!!

Pat Hynes
Fairfax County School Board
Hunter Mill District

Sent from my iPhone

On Apr 29, 2014, at 4:01 PM, "Moon, Ilryong (School Board Member)" <IMoon@fcps.edu> wrote:

The attached is FYI.

Sincerely,

Ilryong Moon
Chairman
Member At Large
Fairfax County School Board
Joann V. Kinney, Executive Administrative Assistant
571.423.1065 (voice); 571.423.1067 (fax)

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it--- even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students and personnel information about individual employees.

<VACOLAO PR - AG Announcement in state tuition for DACA holders BILINGUE.pdf>

 Email

From: Mark Herring
To: Moon, Ilryong (School Board Member)
BCC: bounce@bounce.myngp.com
Subject: Evening with Mark Herring for Attorney General

Sent: 9/4/2013 10:00:19 AM



Please Join

The Honorable Chap Petersen

Naila Alam | Aneesh Chopra | Justin Fairfax

Mary Ann Hovis | Sue Langley

to support:

Virginia's Next Attorney General

State Senator Mark Herring

Tuesday September 10th

7:00pm-9:00pm

At the home of:

Sue Langley

Obtained by Judicial Watch, Inc. Via FOIA

**2435 Flint Hill Rd
Vienna, VA 22181**

Friend: \$50 Supporter: \$100

Sponsor: \$250 Benefactor: \$500 Host: \$1000

**You may RSVP by going to
<https://secure.actblue.com/page/9.10.13vienna>
By emailing megan@herringforag.com or by calling
703.928.5770**

***State Senator Mark Herring, Democratic Nominee for Attorney General, has served in the State Senate since 2006, representing Loudoun and Western Fairfax Counties. He is running because he believes we need an Attorney General who puts the law first, not politics. To learn more go to
<http://www.herringforag.com>***

Paid for and authorized by Mark Herring for Attorney General. Contributions are not deductible for federal income tax purposes.

If you believe you received this message in error or wish to no longer receive email from us, please [unsubscribe](#).

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Megan Fitzgerald
To: Moon, Ilryong (School Board Member)
BCC: bounce@bounce.myngp.com
Subject: Join Mark Herring for Attorney General in Lake Ridge!

Sent: 8/13/2013 12:05:30 PM



Please join us at the home of Jeff Dion and Dinh Nguyen

for a meet and greet with

Virginia's Next Attorney General

State Senator Mark Herring

Saturday August 17th

5:00pm-7:00pm

11954 Holly View Drive

Lake Ridge, VA 22192

Event is held outside, dress casually

Click [here](#) to RSVP

[unsubscribe](#)

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: [Megan Fitzgerald](#)
To: [Moon, Ilryong \(School Board Member\)](#)
BCC: bounce@bounce.myngp.com
Subject: Join Us to Meet Democratic Candidate for Attorney General Mark Herring in Lake Ridge!

Sent: 8/1/2013 10:40:08 AM



*Please join us at the home of Jeff Dion
for a meet and greet with*

Virginia's Next Attorney General

State Senator Mark Herring

Saturday August 17th

5:00pm-7:00pm

11954 Holly View Drive

Lake Ridge, VA 22192

Click [here](#) to RSVP

[unsubscribe](#)

Obtained by Judicial Watch, Inc. Via FOIA

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Ashley Sulewski
To: Moon, Ilryong (School Board Member)
BCC: bounce@bounce.myngp.com
Subject: Reminder! Join Senator Mark Warner this Sunday in Support of Mark Herring

Sent: 7/25/2013 11:40:35 AM



*You are invited to join featured guest
United States Senator Mark Warner
to support*

**Virginia's Next Attorney General
State Senator Mark Herring**

with

*Former Chairman Brian Moran | Delegate Rob Krupicka
Supervisor Jeff McKay | Mayor William Euille | Vice Mayor Allison Silberberg
Councilman Paul Smedberg | Councilman Justin Wilson*

(Host committee in formation)

Sunday, July 28th

1:30-3:00pm

**at the home of Brooke & Christopher Curran
2413 King St.**

Obtained by Judicial Watch, Inc. Via FOIA

Alexandria, VA 22301

Friend: \$125 Supporter: \$250 Sponsor: \$500

Host: \$1,000 Benefactor: \$2,500

You may RSVP by clicking [here](#)

If you believe you received this message in error or wish to no longer receive emails from us, please [unsubscribe](#)

All funds solicited in connection with this event are by Mark Herring for Attorney General, and not by Senator Mark Warner.

Obtained by Judicial Watch, Inc. Via FOIA

 Email

From: Ashley Sulewski
To: Moon, Ilryong (School Board Member)
BCC: bounce@bounce.myngp.com
Subject: Join Senator Mark Warner on Sunday, July 28 in Support of Mark Herring!

Sent: 7/19/2013 11:25:54 AM



You are invited to join featured guest
United States Senator Mark Warner
to support
Virginia's Next Attorney General
State Senator Mark Herring
with

Former Chairman Brian Moran | Delegate Rob Krupicka
Supervisor Jeff McKay | Mayor William Euille | Vice Mayor Allison Silberberg
Councilman Paul Smedberg | Councilman Justin Wilson

(Host committee in formation)

Sunday, July 28th

1:30-3:00pm

at the home of Brooke & Christopher Curran
2413 King St.

Obtained by Judicial Watch, Inc. Via FOIA

Alexandria, VA 22301

Friend: \$125 Supporter: \$250 Sponsor: \$500

Host: \$1,000 Benefactor: \$2,500

You may RSVP by clicking [here](#)

If you believe you received this message in error or wish to no longer receive emails from us, please [unsubscribe](#)



**FAIRFAX COUNTY
PUBLIC SCHOOLS**

Office of Communication
and Community Relations

8115 Gatehouse Rd., Suite 5100
Falls Church, Virginia 22042

October 27, 2015

Kristi Jespersen
Kate Bailey
Judicial Watch, Inc.
425 Third St, SW, Ste. 800
Washington, DC 20024

Dear Ms. Jespersen and Ms. Bailey:

This letter responds to your seven requests for information under the Virginia Freedom of Information Act (FOIA) relating to the Fairfax County Public Schools (FCPS) Policy 1450, transgender, gender equality, and/or same-sex marriage, and the recruiting and hiring of a consultant to advise regarding the implementation of FCPS Policy 1450.

As we noted in our May 12, 2015, letter, it appears from the 3 separate requests received May 5, 2015 along with the other four received April 23 (2) and April 29 (2) that you seek all communications to and from all Fairfax County School Board Members and FCPS personnel, from October 1, 2014 – May 5, 2015.

Your payment of \$562.32 for the single combined cost estimate for staff time to search for the seven submitted requests was received by FCPS on October 8, 2015. On October 16, we timely informed you that given the breadth and scope of your request, we would need 7 additional working days to respond to your request, as provided by FOIA.

Enclosed you will find a CD containing e-mail communications from all FCPS School Board members and various FCPS personnel relating to the above mentioned topics.

As allowed per the Code of Virginia Section 2.2-3705.1(2), 147 pages were withheld in their entirety because they contain the written advice of legal counsel and other records protected by the attorney-client privilege. Additionally, as permitted per the Code of Virginia Section 2.2-3705.7(2), 231 pages are withheld in entirety because they contain the working papers of the chief executive officer, Dr. Karen Garza.

Please note we have redacted from some of the records, items of individually identifiable personnel information, written advice of legal counsel, personal information, and working papers of the chief executive officer, as authorized by Virginia Code Sections 2.2-3705.1(1), 2.2-3705.1(2), 2.2-3705.1(10), 2.2-3705.7(2).

Sincerely,

A handwritten signature in blue ink that reads 'Brandy Reaves'.

Brandy Reaves
Public Information Specialist

BR/sk
Enclosure