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April 15, 2018

Dear Antietam School District Community Member:

Our district is committed to providing a respectful, caring and supportive environment - free from any form of discrimination or harassment – to every student in every school program and building. This means being responsive to the ever-evolving needs of our diverse student population, including students that identify as transgender.

We take this opportunity to inform members of our school community of the procedure that has been developed by the administration, with Board input, after consultation with our district solicitor. Specifically, the procedure relates to bathroom access and accommodation. The procedures will go into effect on April 23, 2018 and will be used to make decisions on a case-by-case basis. While many school districts across Pennsylvania – and throughout the country – have previously developed such procedures, this is new ground for our District. In many respects, our procedures reflect the practices based on the experiences of other school districts.

For the most part, it is quite possible that these procedures will have no direct impact on your student(s). Regardless, we believe it is important to ensure that every community member is aware of the procedures and that any questions they might have are answered fully and in a timely manner. Accordingly, we are posting the new procedures to the ASD website ([www.antietamsd.org](http://www.antietamsd.org)). We would also like you to be aware of the following:

- Training on the new procedure is underway in every ASD school building for faculty and staff members.
- At this time, the procedures only apply to bathroom access and accommodation. Should a question arise down the road regarding, for example, locker rooms, we will address it in the same manner that is focused on being respectful and supportive.
- It should be noted that any transgender student who seeks access/accommodations will go through the procedures as attached.

If you have any questions, please contact me. Thank you in advance for your interest and support of the Antietam School District.

Regards,

Melissa G. Brewer, Ed.D.