

**Seattle Education Association  
Gender Expansive Students and Educators  
Know Your Rights**

## **Why have a “Know Your Rights” Toolkit for Educators?**

Since being in office Trump has signed [two executive orders](#) particularly targeting trans, non-binary and intersex people. The first Executive Order, which we will focus on here, directed the federal government to recognize only two biologically distinct sexes- male and female and directed agencies to ensure grant funds do not promote “gender ideology.”

### **Key Definitions:**

- **Intersex:** People whose genetic sex chromosomes are a variation of, but are not, xy or xx
- **Non-Binary:** A person who does not choose to conform within the gender binary.
- **Transgender:** a person who transcends the sex they are assigned at birth and chooses a new path
- **Cisgender:** a person whose gender identity matches their sex assigned at birth.
- **AFAB:** Assigned female at birth
- **AMAB:** Assigned male at birth
- **Gender Dysmorphia:** mental distress of one's sex not conforming to one's gender identity.

## **What are the issues and concerns we are hearing from our members after recent executive orders focused on Trans, Intersex and Nonbinary people?**

- Transgender, Intersex and Non-Binary Educators want to know their rights under the current climate
- Educators want to know how they can protect their transgender, intersex and nonbinary children and community
- Educators do not want to face retaliation based on what they do or do not do

## **Who will protect trans, intersex and non-binary students from institutionalized discrimination considering the presidential executive order?**

There are many different entities that can protect our students from discrimination on a daily basis. Even when the federal government fails to protect students' rights, our state, and local governments can step up.

- [In Washington State discrimination based on gender orientation, gender expression or identity is still prohibited.](#)
- The Washington State [Office of Superintendent Public Instruction \(OSPI\)](#) has a policy on Gender Inclusive schools that is still in place
- [The Seattle Public School \(SPS\) Board](#) has SPS Board Policy 3211 that speaks to transgender and gender expansive student rights and supports that are still relevant even in this climate
- Your union knows there is a lot of fear out there right now. View WEA's [LGBT Resources](#) for support and check out NEA's [Guidance on what Educators should know about the Gender Identity Order and LGBTQIA+ Rights](#)

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**What are other actions I can take to protect my students and fellow educators?**

- Be aware and conscious about the experience of [intersex](#) people
- [Understand why this is a conversation now](#)
- [Learn how to be a strong\(er\) trans, intersex and non binary ally](#)
- [Remember LGBTIA+ history is Black history.](#) The LGBTQIA+ movement in the US was made possible because of the contributions of Black trans people.
- [Share Know Your Rights Information with others in your building](#)
- [Read more](#) resources to expand your knowledge
- If you have concerns state law is not being followed, contact your district's Gender Inclusive school coordinator or file a written complaint with OSPI's Equity and Civil Rights Office.
- Consider joining SEA's LGBTIA+ organizing committee around this work. Sign up here