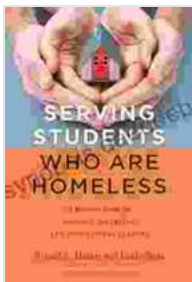


# Resource Guide for School Districts and Educational Leaders on Creating a Safe and Supportive LGBTQ+ School Environment

All students deserve to feel safe, supported, and respected in their school environment. For LGBTQ+ students, this is especially important, as they often face discrimination and harassment. School districts and educational leaders have a responsibility to create a safe and supportive school environment for all students, regardless of their sexual orientation or gender identity.



## Serving Students Who Are Homeless: A Resource Guide for Schools, Districts, and Educational Leaders

by Claire Jamieson

★★★★☆ 4.7 out of 5

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This guide provides school districts and educational leaders with resources and best practices for creating a safe and supportive LGBTQ+ school environment. The guide is divided into the following sections:

- Creating a Welcoming School Climate
- Supporting LGBTQ+ Students
- Addressing Discrimination and Harassment
- Professional Development and Training
- Resources

## **Creating a Welcoming School Climate**

A welcoming school climate is one in which all students feel safe, respected, and valued. This means creating a school environment that is free from discrimination and harassment, and where all students are treated fairly and equitably. There are a number of things that school districts and educational leaders can do to create a welcoming school climate for LGBTQ+ students, including:

- Using inclusive language that respects all students, regardless of their sexual orientation or gender identity.
- Displaying LGBTQ+ symbols and flags in classrooms and schools.
- Providing professional development for staff on LGBTQ+ issues.
- Creating LGBTQ+ student clubs and organizations.
- Partnering with LGBTQ+ community organizations.

## **Supporting LGBTQ+ Students**

In addition to creating a welcoming school climate, it is also important to provide specific support for LGBTQ+ students. This may include providing counseling services, academic support, and peer support groups. It is also

important to ensure that LGBTQ+ students have access to restrooms and locker rooms that are consistent with their gender identity.

Here are some specific ways that school districts and educational leaders can support LGBTQ+ students:

- Providing access to confidential counseling services.
- Offering academic support programs for LGBTQ+ students.
- Creating peer support groups for LGBTQ+ students.
- Ensuring that LGBTQ+ students have access to restrooms and locker rooms that are consistent with their gender identity.
- Working with parents and guardians of LGBTQ+ students to provide support.

## **Addressing Discrimination and Harassment**

Unfortunately, LGBTQ+ students are often the targets of discrimination and harassment. It is important for school districts and educational leaders to have a plan in place to address discrimination and harassment when it occurs. This plan should include procedures for reporting and investigating discrimination and harassment, as well as consequences for those who engage in such behavior.

Here are some specific steps that school districts and educational leaders can take to address discrimination and harassment:

- Developing a clear and comprehensive anti-discrimination and harassment policy.

- Providing training for staff on how to identify and respond to discrimination and harassment.
- Creating a safe and confidential reporting system for students who experience discrimination or harassment.
- Investigating all reports of discrimination and harassment promptly and thoroughly.
- Taking appropriate disciplinary action against those who engage in discrimination or harassment.

## **Professional Development and Training**

It is essential that school districts and educational leaders receive professional development and training on LGBTQ+ issues. This training should cover a range of topics, including the following:

- The unique challenges faced by LGBTQ+ students.
- The importance of creating a safe and supportive school climate for LGBTQ+ students.
- How to support LGBTQ+ students.
- How to address discrimination and harassment.

There are a number of organizations that offer professional development and training on LGBTQ+ issues. These organizations include:

- The Gay, Lesbian & Straight Education Network (GLSEN)
- The Trevor Project
- The Human Rights Campaign (HRC)

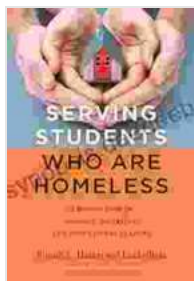
- The National Education Association (NEA)
- The American Federation of Teachers (AFT)

## Resources

There are a number of resources available to school districts and educational leaders who are working to create a safe and supportive LGBTQ+ school environment. These resources include:

- The GLSEN website: <https://www.glsen.org/>
- The Trevor Project website: <https://www.thetrevorproject.org/>
- The HRC website: <https://www.hrc.org/>
- The NEA website: <https://www.nea.org/>
- The AFT website: <https://www.aft.org/>

Creating a safe and supportive LGBTQ+ school environment is essential for the success of all students. School districts and educational leaders have a responsibility to create a school environment where all students feel safe, respected, and valued. This guide provides school districts and educational leaders with resources and best practices for creating a safe and supportive LGBTQ+ school environment.



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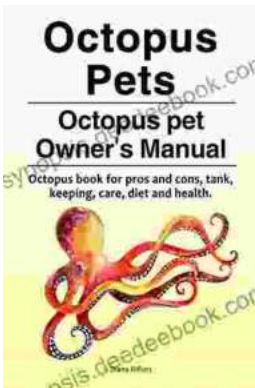
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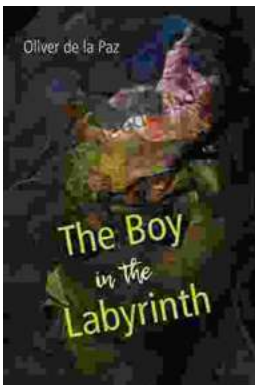
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