



Athletic Support Plan

CONFIDENTIAL

to be shared only w/individuals named

Use this as a tool to guide the conversation and to create a shared understanding of how the student's authentic identity will be accounted for and nurtured while participating in sports. School staff, the student, and their caregiver(s) or other trusted adult (if the student wishes) should work through this together; this is an iterative process and thus, you should expect to return to this document to make changes as the student's needs change.

The School Support Plan has been reviewed prior to this meeting.

Student Demographic Information

Asserted Student Name :

Student's Current Full Name in
Synergy (First, Last) :

Gender pronouns:

Sex assigned at birth: Intersex Female Male

Grade: Age:

List name(s) of everyone participating & their relationship to
student (ex: parent, therapist etc.)

Name and Gender Pronouns	Relationship
--------------------------	--------------

What are the student's biggest concerns about their emotional, physical or spiritual safety (if any) while participating in sports?

Logistics

Please list the sport(s) and its season(s) the student would like participate in this school year.

Is the sport(s) gender-segregated or gender specific?

Gender- segregated
Gender-specific

What, if any, uniform exceptions need to be made? Please list N/A if none are needed. If exceptions are needed, please contact OSAA for additional guidance.



How does the student want to handle locker room needs? Select an option below or develop an different plan that best fits the needs of the student.

In the locker room with everyone else

In the locker room at an alternate time

In a private space in the locker room

In an alternate space in proximity to the locker room

Other

If other, please explain.

Confidentiality

Is the student open about their gender identity? Yes No Partially

If yes, coaches, announcers, teammates, etc will refer to the student as _____and use the pronouns _____.

If partially open about their identity, please fill in the following below:

Person's name/Group	Knows		Name/pronoun to use
	Yes	No	
	Yes	No	
	Yes	No	
	Yes	No	
	Yes	No	



If they are not open, do they want to maintain their right to confidentiality? Yes No Unsure

If they do want to maintain confidentiality, please discuss who, if anyone, else is a "need to know" person and how the student would like to discuss this with them.

If not, discuss how the student would like to share this aspect of their identity with their team and coach(es). If the student and athletic staff would like additional support with this, they may contact the Program Manager for LGBTQ2SIA+ Supports (lgbtq@pps.net).

Additional Information

What else does the student need to feel supported in their athletic endeavors?



STUDENTS' FREQUENTLY ASKED QUESTIONS



Revised
July 2023





Student FAQ

What are my rights?

All students in Portland Public Schools have the right to:

- Be treated equally and be free from bullying, harassment and discrimination, regardless of sexual orientation, gender identity or gender expression.
- Have a GSA (QSA/SAGA) club at their school, and for that club to be treated the same as other clubs on campus.
- Assert their gender identity at school and be addressed by the name and pronouns that correspond to their gender identity.
- Have access to restrooms and locker rooms that correspond to their gender identity.
- Make alternative arrangements to dress down for PE if they feel uncomfortable in the locker room.
- Participate in PE and sports that correspond with their gender identity.
- Wear clothing that expresses their gender identity (as long as it follows PPS dress code, which applies to all students regardless of gender).
- Report bullying or harassment without fear of consequences or retaliation and have that report acted on by administrators.
- Be out about their identity at school. (And also, to keep their identity private if they choose to do so).



Student FAQ

- Students can change the "First Name" field or "Preferred Name" field in Synergy by filling out the Name Change/Gender Marker Change form. No legal name change documentation is needed. Students can change their gender marker to male, female, or nonbinary in Synergy by filling out the Name Change/Gender Marker Change form. No legal/medical documentation is needed.

These rights are based on the Oregon Equality Act of 2007, Title IX, Oregon Department of Education's *Supporting Gender Expansive Students: Guidance for Schools* (updated January 5th, 2023), and the PPS Administrative Directive on Transgender, Nonbinary and Gender Expansive Students (updated June 2023).

How do I request a meeting to make sure my school knows the plan for restrooms, field trips, sports, and other things?

Your school office or counselor has a form to request a meeting. You can also find it in this guide. This meeting would be led by a school administrator and/or school counselor and should be scheduled within 10 school days of your request.

What do I do if 10 days have passed since my family and/or I have requested a school support plan meeting?

If the form was sent by email, start by checking that it was received. You or your family should report the delay to the Program Manager for LGBTQ2SIA+ Supports (lgbtq@pps.net).

How do I start the process of changing my name and/or gender marker in Synergy?



Student FAQ

Students can request to change their names and/or designated gender marker Synergy using the Name Change/Gender Marker Change form in this guide. The form can also be found on the LGBTQ2SIA+ Supports webpage (left column, click on "Forms") or in your school's counseling office or main office.

Legal First Name Field: A change to the “Legal First Name” field will be visible to everyone, including parents, and will be printed on attendance rosters, report cards and other official PPS documents. If a student is not out to their family/guardian, they should discuss all options with a trusted adult in their school building prior to making a change/update.

A student who changes their name with the government can bring documentation into their school and the name change, as shown in those documents, will be made in the student information system.

Preferred Name Field: Students/and families should be aware that this option may result in the legal first name still showing up on school related documents. This is especially important in the context of guest educators and the attendance rosters. Students with a name in the “Preferred Name” field will likely be dead named when a guest educator fills in for the day.

This field also appears in ParentVue, though not on the main screen.

Gender Marker: Current options include female, male, or nonbinary. This written request is considered sufficient documentation.

Students/families should be aware that gender categories are not confidential and can be viewed by school staff.



Student FAQ

What is the difference between the "Legal Name" and "Preferred Name" in Synergy?

The name in the "Legal Name" field is what most often appears in school documents and reports, and therefore will be seen by staff and possibly students as well. The name in the "Preferred Name" field may be seen by PPS staff. However, it does not guarantee consistent use without advocacy despite district stance on using affirmed name and pronouns for all students. Names in the "Preferred Name" field don't appear on school documents and reports. We are working to ensure that the most commonly used reports, such as guest educator lists, default to using the "Preferred Name" field.

What do I do if school staff still mess up my name and pronouns?

Develop a plan, and misgendering and/or dead naming persists, it is bullying and should be reported to Title IX (www.pps.net/TitleIX) and the Program Manager for LGBTQ2SIA+ Supports.

What if my caregiver(s) doesn't support my identity?

You have the right to initiate a Support Plan meeting with your school that would address access to facilities that align with your gender identity, safety, and any other issues you wish to address. Use the Meeting Request Form in this guide. The support meeting with school staff can take place without having to involve your family if you choose.

In this meeting, you also have the opportunity to clarify what name and pronouns you would like to use at school, and how you would like school staff to refer to you when speaking with your caregiver(s). This may be different, depending on your needs. School staff is also available to support you in speaking with your caregiver(s) about making a plan for how to talk with them.



Student FAQ

What if my caregiver(s) doesn't support my identity?

If your school has an LGBTQ+ affinity group (Gender and Sexuality, Queer Straight Alliance, Sexuality and Gender Alliance, etc), the advisor can serve as a support in setting meetings with school staff.

If you do not have a GSA, QSA, or SAGA at your school, you can start one. Please contact the Program Manager for LGBTQ2SIA+ Supports (lgbtq@pps.net), visit the Genders and Sexualities Alliance page on the PPS website www.pps.net/lgbtq, and/or speak with a trusted staff person at your school for assistance with getting a group up and running.

Can I play sports?

Absolutely! The PPS Administrative Directive states that students may participate in gender segregated PE activities and intramural athletic teams that align with their gender identity. Additionally, students may compete with OSAA teams that align with their gender identity. Students who are currently transitioning are encouraged to speak with the school's Athletic Director to get support with determining which team(s) is the right one for them.

For more information, please see the OSAA Gender Identity Participation policy (Section 40) and reach out to the Program Manager for LGBTQ2SIA+ Supports (lgbtq@pps.net).



Additional Notes



Additional Notes



**THANK
YOU**

