

From: ["Jacalyn Kay Jackson-Dean" <Jackson-Dean>](#)
To: ["Linda Ann" <Hughes>](#)
["Tanya Michelle" <Keene>](#)
CC: ["Megan E." <Pursel>](#)
["Sarah K." <Quispe>](#)
["Natalie D." <Ferrera>](#)
["Charity D." <Cornett>](#)
["Andrea Grace" <Smith>](#)
["Maeghan L." <Whelan>](#)
["Jennifer Lee" <Strasser>](#)
["Katelyn R." <CuvIELlo>](#)
["Andrea Lyn" <Wilson>](#)
["Beth Ann" <Strickland>](#)
["Whitney A." <Batista>](#)
["Allison Carolyn" <Cohen>](#)
["Kimberlee Marie" <Nash>](#)
["Lynn Lyman" <Young>](#)
["Lorynn E." <Gutierrez>](#)
Date: 11/13/2017 9:48:14 AM
Subject: Re: in response to Linda/Tanya
Attachments: [Excerpts GLSEN Safe Space Kit.pdf](#)

Hi Tanya (and others),

Thank you, Linda, for copying me on this. One thing we typically don't expect is for kids to "come out" in elementary school. And in all honesty, she may just be curious or feel "different" and she may end up having romantic feelings towards girls, or she may not.

For those on this email who identify as straight, you might think back to your elementary days and remember having a "crush" on a boy or even identifying a boy as your boyfriend. Even if I didn't have a boy at school that I liked, I knew that I wanted to marry Sean Astin at a very early age $m = m8$. So even as early as elementary school, we start to have romantic-like feelings towards others, regardless of sexual orientation. The American Academy of Pediatrics has suggested that sexual orientation is developed by the age of 10.

A couple things to remember if a student comes out ... first, listen and really hear what they're saying, if they're confused, if they're curious, etc. Try not to say "are you sure?" Be accepting and affirming, and honor their bravery for talking to you about such a difficult topic.

A common question is whether or not to call home. We have a number of parents who would not be accepting of gender fluidity or of a sexual orientation other than straight (or they would question how a child so young would know this), so I would be careful not to discuss this with the child's parents unless the child gives you permission to do so. If the child is safe, then you are able to keep this in confidence, per ethical guidelines and FERPA/HIPAA.

Below is a link with very brief information about a student coming out to you and I've attached an excerpt of GLSEN's Safe School Kit that addresses what to do/say when someone comes out to you.

<https://www.glsen.org/blog/when-student-comes-out-youtoday-or-any-day>



When A Student Comes Out to You...Today or Any Day! | GLSEN

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Educators often worry about b

