

From: ["Jacalyn Kay Jackson-Dean" <Jackson-Dean>](#)

To: ["Dawn K." <Nunmer>](#)

CC:

Date: 4/19/2018 7:04:05 AM

Subject: Re: Student Concern

Unfortunately, there are many parents (and staff) in our community that do not think about things the way we do. That is where 99% of the complaints in our district lie, so when you and I don't see a problem with it, it's the parents and our community who will. And they have. And unfortunately I've seen schools and district leaders cave to parents.

For every success story out there, I typically hear several more where parents of the students or parents of other students have complained. Just yesterday at my school a parent got very upset with a teacher who is respecting his child's preferred name and pronouns. He threatened to call the district because she's doing the right thing, but he doesn't agree. Those are the stories I hear about, so I think that's why I go to the "slippery slope" thinking.

I really like your suggestion, so let me talk with the people of a higher pay grade to see what they say. When we make changes like that it has to go through our school board attorney and the third-floor and that's where we typically run into barriers. It took me over six months to get the guide approved, so there's pockets of progressiveness, but we're not as far as I think we should be for our students.

Thanks for being his champion and clarifying key details. This has really been weighing on my mind so I like to know as much info as possible!!

Jackie

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From: Dawn K. Nunmer

Sent: Thursday, April 19, 2018 7:39:50 AM

To: Jacalyn Kay Jackson-Dean

Subject: Re: Student Concern

I don't know. [REDACTED] is assumed to be female wherever he goes. It took his teachers/coaches weeks to realize that he was male. If he walked into a male bathroom anywhere, people would think he was lost. He clearly does not belong there.

I think the slippery slope argument is used for transgender bathroom use as well. But I'm not sure that those scenarios are realistic. Most people don't want to go into a bathroom and feel out of place. People with male gender expressions would feel out of place in a female bathroom and vice versa. I just don't foresee it being a problem, but maybe I'm wrong. I hate that a bunch of people that do not know [REDACTED] are making decisions about him based on

who he is on paper. Even the administrators here, other than Allison Taylor, don't know him.

By the way, [REDACTED] was originally told (according to him) that girls complained that they felt uncomfortable. When that administrator recounted the story to Ms. White, he did not claim that students complained. Maybe [REDACTED] misheard, but I wanted to clear that up for you. Apparently, no student had an issue with his bathroom choice.

Would it be possible to change the bathroom use policy on Pg 44 to read: "Transgender and gender nonconforming students shall have access to the bathroom that corresponds to their consistently held gender identity and/or expression."

I know that Pasco County is completely progressive because we even have a Best Practices for LGBTQ+ students, and I know that this is all because of your hard work. So, I am extremely grateful to you. Let me know what you think.

Sent from my Sprint Samsung Galaxy S7 edge.

----- Original message -----

From: Jacalyn Kay Jackson-Dean <jajackso@pasco.k12.fl.us>

Date: 4/18/18 11:23 PM (GMT-05:00)

To: "Dawn K. Nummer" <dnummer@pasco.k12.fl.us>

Subject: Re: Student Concern

This is a tough one because it's sort of a slippery slope. Our guide supports students using the restroom of their identified gender and/or another designated single stall or gender neutral restroom. So if I was considering the guide and trying to make it very black and white, I would say he should be using the male restroom or a gender neutral restroom. But, it sounds like he feels most comfortable using the female restroom based on his gender expression and androgyny and we want students to feel affirmed and safe on campus at all times. The slippery slope enters the equation when students say they want to use another restroom due to their comfort (or discomfort)... and it becomes more difficult to decide where to draw the line. For example, a gay boy may feel more comfortable using the female restroom. But, that could invite others to begin saying "I feel more comfortable in this other bathroom and you've said he could, so why can't I?" We can't disclose gender identity or sexual orientation to others, so it becomes tricky to explain "why a boy is using the female restroom."

In cases of androgyny and/or GNC I think we have to problem-solve on a case by case basis. It becomes difficult to draw a hard line in the sand when you know someone's story. But, we also know teens will take advantage of situations, which could lead to bigger problems for all involved.

So I don't think I answered your question. It's difficult because the professional in me sees the other side and would want to know where we draw the line when it comes to comfort. But the person in me totally gets it and wishes there were no problems with him using the female restroom and/or that schools would make entire restrooms gender neutral.

This has definitely promoted more attention and conversation so I appreciate that greatly!!

Jackie

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From: Dawn K. Nummer
Sent: Wednesday, April 18, 2018 1:33:32 PM
To: Jacalyn Kay Jackson-Dean
Subject: Re: Student Concern

I appreciate what you are doing to help with this.

So, just for clarity. Evan identifies as male. He has not said that he is GNC. I said that because he presents himself the way a typical female would. He has used the word androgynous.

In your opinion, which bathroom should he be using?

From: Jacalyn Kay Jackson-Dean
Sent: Wednesday, April 18, 2018 12:58:05 PM
To: Dawn K. Nummer
Subject: Re: Student Concern

Hi Dawn,

Thanks for keeping me updated - I appreciate being in the loop because I'm finding our GNC and GF students prompt more questions than pretty much anyone else under the LGBTQ umbrella.

I have asked a colleague/friend to weigh in about other districts. This situation has also prompted me to create another FAQ for the guide since I think this will become more and more prevalent.

In an ideal world, we would have gender neutral restrooms throughout school campuses so ANY student feels safe to use the restroom.

Jackie

Jackie Jackson-Dean (she, her)
School Psychologist & LGBTQ+ Liaison
Ext. 6-3217

From: Dawn K. Nummer
Sent: Monday, April 16, 2018 1:42 PM
To: Jacalyn Kay Jackson-Dean
Subject: Student Concern

Hi Jackie,

I wanted to let you know that I spoke to Ms. White regarding my concern about the situation with [REDACTED]. She is planning on reaching out to district for clarification on policies. I did point out to her that on PG. 44 of the best practices document, the restroom use language includes “gender non-conforming” as well as “transgender.” [REDACTED] is a freshman, and though he has not changed the pronouns given to him at birth, he has made it very clear that he feels more comfortable in the girl’s bathroom. In all respects, Ms. White was extremely supportive.

I appreciate your help with this situation.

Best,

Dawn Nummer
GSA Sponsor
Wiregrass Ranch High School