



## Guidance for Responding to Common Pushback

This document provides best practice on how to respond to pushback regarding supporting Transgender, Non-Binary & Gender Nonconforming Students. This document provides general examples; however, your responses may vary depending on the relationship you have with the individuals you are communicating with.

### Common Pushback & Responses:

1. *"I don't believe in this. This goes against my religious or personal values."*

**Response:** Everyone is entitled to their own personal beliefs. However, at the same time, CPS holds and enforces clear, specific core values. Every CPS employee has a professional responsibility to ensure safe and welcoming learning environments for all students and colleagues, including transgender, nonbinary and gender nonconforming students and staff. These shared values and professional responsibilities define who we are and how we work as an institution.

2. *"I think trans people are just confused and we're making them more confused."*

**Response:** Student self-determined needs - we believe what students are saying and respond to the needs they express.

3. *"What about the feelings/rights of girls in the bathroom when a trans person comes in to use it. "*

**Response:** The person who is trans is also a girl and has the right to use the bathroom that aligns with their gender identity according to the [CPS Guidelines regarding the support of TGNC Students](#). If someone is uncomfortable with using a shared bathroom with other students in the school, they have the right to access a single stall bathroom if that would make them more comfortable. The onus should not be on the transgender student to use a different bathroom to make cisgender students more comfortable.

4. *"Students should not be able to make a name change in ASPEN or other school*



*systems without notifying their caregiver. If their caregiver learns that we are calling their child a different name, they may be upset."*

**Response:** The student may not be comfortable sharing their affirmed name with their caregiver due to a number of reasons, including their safety. It is our responsibility as district staff to affirm the name and pronouns that a student wants to go by in order to ensure they feel safe and comfortable at school. It is also a Title IX violation to not use a student's affirmed name and pronouns, which can be reported to the Office of Student Protections. Students also have a right to privacy about their gender identity. It is never okay to talk to someone about a student's gender identity, even their parent or caregiver, unless they have given explicit permission to do so.

5. *"What if someone just says they're a girl just to get into the girls' bathroom."*

**Response:** This is not something that happens. We trust that our students and staff members are using the facilities to tend to their needs. If there is an issue that arises in the bathroom, the [Office of Student Protections \(OSP\)](#) has procedures to ensure that this is addressed in an appropriate manner. It is our responsibility to take every request for facility accommodations seriously.

6. *"Should I tell parents about a trans girl using the girls bathroom or locker room?"*

**Response:** No, we do not disclose information about a student without a student's consent, especially to someone who is not their caregiver.

7. *"I don't want my child learning about LGBTQ+ History in school."*

**Response:** [State law](#) requires LGBTQ+ History to be taught in social sciences in all grades K-12.

**Quick General Pushback Response:** I'm happy to talk to you about this one-on-one, but right now we're going to problem-solve how to keep our students safe and affirmed.

If school leaders need more support, they can reach out to [OSHW@cps.edu](mailto:OSHW@cps.edu)

