

JIAA STUDENT PRIVACY

(Access to Restrooms, Locker Rooms and Showers in District Facilities, Sleeping Accommodations on Overnight Trips and Reasonable Accommodations)

It is the policy of the Board to provide protections and privacy for women and girls at school sponsored events, such as overnight field trips, and in school facilities, including in multi-occupancy bathroom facilities, locker rooms, and showers.

Definitions

For purposes of this policy, the following definitions apply:

A. "Multiple Occupancy Restroom or Changing Room" means an area designed or designated to be used by more than one (1) individual at the same time and in which one (1) or more individuals may be in various stages of undress in the presence of other individuals. Such term includes, but shall not be limited to, the following:

1. Restrooms;
2. Locker rooms; and
3. Shower rooms.

B. "Sleeping quarters" means a room with more than one bed and in which more than one (1) individual is housed overnight for all field trips.

C. "Sex" refers to an individual's biological classification as either male or female as observed or clinically verified at birth. "Sex" does not include "gender identity" or "sexual orientation."

1. "Female" means a person belonging, at conception, to the sex that produces the large reproductive cell.
2. "Male" means a person belonging, at conception, to the sex that produces the small reproductive cell.

Safety and Privacy in Restrooms of District Facilities

To safeguard the privacy and safety of students, the District shall:

A. Designate multiple occupancy restrooms, locker rooms or shower rooms that are accessible by multiple persons at the same time for the exclusive use of females, or for the exclusive use of males.

B. Ensure that all restrooms, locker rooms and showers that are designated for one sex shall be used only by members of that sex; and, no person shall enter a restroom, locker room or shower that is designated for one (1) sex unless he or she is a member of that sex.

C. In any setting where a person may be in a state of undress in the presence of others, the District shall provide separate, private areas designated for use by persons based on their biological sex, and no person shall enter these private areas unless he or she is a member of the designated sex.

D. Provide a reasonable accommodation to an individual who is unwilling or unable to use a multiple occupancy restroom or changing area designated for such individual's biological sex.

1. A reasonable accommodation under this paragraph may include, but shall not necessarily be limited to, allowing such individual to access a single-occupancy restroom or changing area.

2. A reasonable accommodation under this paragraph shall not include allowing such individual to access a restroom or changing area that is designated for use by members of the opposite sex while members of the opposite sex of the individual are present or may be present in the restroom or changing area.

Overnight Trips

At a District sponsored or supervised overnight trip involving District students, a student attending the overnight trip shall only share sleeping quarters with a member of the same sex or, if necessary, multiple members, of the same sex; or be provided single-occupancy sleeping quarters, except that a student attending an overnight trip may share sleeping quarters with a member of the opposite sex if the member of the opposite sex is a member of such student's immediate family.

Exceptions

This policy shall not be construed or applied to prohibit an individual from entering a multiple occupancy restroom or changing room designated for the opposite sex when he or she enters such area for one (1) of the following reasons:

A. For authorized custodial, maintenance, or inspection purposes.

B. To render medical assistance.

C. To render assistance by law enforcement.

D. To provide services or render aid during a natural disaster, a declared emergency, or when necessary to prevent a serious threat to good order or safety; or

E. In the case of young children, to accompany an adult caretaker.

Nothing in this policy shall be construed to prohibit accommodations to persons protected under the Americans with Disabilities Act.

Adopted: March 13, 2025

