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Memorandum of Understanding

Los Angeles Unified School District and United Teachers Los Angeles

Support for LGBTQIA+ Students and Staff

In reaffirming its commitment to providing a safe and inclusive learning and working environment, the District and UTLA agree to the following in support of LGBTQIA+ students and staff.

- 1.0 The District shall convene a collaborative task force to support LGBTQIA+ students and staff. The task force shall be composed of 4 representatives from the District and 4 representatives from UTLA. Representatives may be self-identified members of the LGBTQIA+ community. The task force will meet at least once each semester during the term of this Agreement to provide the District with feedback/recommendations in the following areas:
 - a. Reviewing District policy regarding reporting processes and protections for addressing incidents of anti-LGBTQIA+ harassment.
 - b. Reviewing current and proposed resources for families and staff and provide feedback regarding LGBTQIA+ matters.
 - c. Reviewing existing feedback systems for students and staff to make recommendations for ensuring a welcoming working and learning environment for the LGBTQIA+ community and making recommendations to strengthen systems.
 - d. Continuing supports and exploring additional ways to support LGBTQIA+ students and staff, including teacher outreach efforts.
 - e. Supporting trainings for staff that focus on inclusive learning and working environments.
 - f. Providing reports to the Board of Education with feedback/recommendations on the matters identified above. The task force may also provide additional feedback/recommendations and is expected to provide at least one written report per school year.
- 2.0 In accordance with applicable laws and District policy:
 - a. The District is committed to providing a safe and supportive learning and working environment that is free from discrimination, harassment, bullying or intimidation and has the affirmative obligation to combat bias, including sex discrimination or sexism on the basis of actual or perceived gender/sex (including gender identity and gender expression), sexual orientation, or a person's association with a person or group with one or

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more of these actual or perceived characteristics. Any District employee who believes they have experienced or witnessed discrimination or harassment is encouraged to report it to their supervisor and/or as outlined in District policy.

b. In support of students:

1. In accordance with the FAIR Education Act, the District shall continue to provide instruction in social sciences that includes the early history of California and a study of the role and contributions of people of all genders, Native Americans, African Americans, Latino Americans, Asian Americans, Pacific Islanders, European Americans, LGBTQ+ Americans, persons with disabilities, and members of other ethnic, cultural, religious, and socioeconomic status groups, to the economic, political, and social development of California and the United States of America, with particular emphasis on portraying the role of these groups in contemporary society.
2. Students shall continue to have equal access to the District's educational programs, activities, and facilities, including access to restrooms and locker room facilities that correspond to their gender identity. If a student desires increased privacy, regardless of the reason, the administrator shall make every effort to provide the student with reasonable access to an alternative restroom or increased privacy.
3. The District shall continue to permit students to use the name and gender with which they identify on school records, including pupil records, with parent/guardian/educational rights holder authorization. The records may include, but are not limited to, identification badges, classroom and homeroom rosters, certificates, programs, announcements, office summons and communications, team and academic rosters, diplomas, newspapers, newsletters, yearbooks and other site-generated records.

c. In support of employees:

1. Employees are to be recognized by their affirmed name and gender, regardless of legal documents.
2. All employees have a right to use restroom facilities that correspond to the employee's gender identity.

UTLA Proposal 2-18-25
District Counter 5-19-25
UTLA Counter 6-17-25
District Counter 9-10-25

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3. If/when an employee seeks to change the name and/or gender marker by which they are recognized in the workplace, the employee may contact the Office of Employee Relations, or other appropriate office to access resources in facilitating the change in accordance with District policy.

3.0 Additional supports for gender diverse staff: If an employee is changing the name and/or gender marker by which they have been recognized, or planning to do so, and chooses to disclose this information to their school community, they may request:

- a. A meeting with site administration, a representative if they choose, and the staff member to develop a plan of support.
- b. Ongoing administrative support, which could include consult or coaching per policy requesting that the site community refer to the employee with their preferred pronouns and name.

This non-precedent setting agreement is in effect through June 30, 2028 and may be renewed by mutual agreement of the parties.

LAUSD

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