Non-Discrimination Policy

In accordance with Title VI of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, Section 504 of the Americans with Disabilities Act, and the rules and regulations promulgated by the Secretary of Health, Education and Welfare, it is the policy of Sheldon Academy that no person, upon the basis of race, color, national origin, creed or faith, gender or age, handicapping condition and/or disability, shall be excluded from participation in any educational program or activity at the school.

Gender Policy

Title IX of the Education Amendments of 1972, and 9 V.S.A. 45021 protect all students from sex discrimination, including transgender students and students who do not conform to traditional gender stereotypes. It is the policy of the Vermont Achievement Center to provide a safe, orderly, civil and positive learning environment for all students, regardless of perceived or actual sex, sexual orientation, gender identity, or gender expression. This policy is designed to provide direction for administrators, staff, students, and parents to address issues that may arise concerning the needs of transgender and gender nonconforming students. Understanding personal identity, developing trust in self, strength in skills and emotional confidence to be comfortable in society are a part of this awareness. It is the position of Sheldon Academy to use a therapeutic approach for the treatment of emotional and behavioral needs, challenges and growth for all students.

Definitions:

- Cisgender: means a person whose gender identity corresponds to their assigned sex at birth.
- Gender Identity: means a person's actual or perceived gender identity, or gender related characteristics that are intrinsically related to a person's gender or gender identity, regardless of the person's assigned sex at birth.
- Gender Expression: means the way a person externally communicates gender to other people such as through behaviors, clothing, hairstyles, voice, mannerisms, activities, or body characteristics.
- Gender Nonconforming: refers to a person whose gender-related identity and/or gender expression does not conform to the social expectations or norms for a person of that sex assigned at birth. Other terms that have the same or similar meaning include gender creative, gender variant, gender expansive, gender fluid or gender atypical.
- Sexual Orientation: is a person's emotional and sexual attraction to other people based on the gender of the other person. Sexual orientation is not the same as gender identity. Not all transgender students identify as gay, lesbian or bisexual, and not all gay, lesbian and bisexual students display gender nonconforming characteristics.
- Transgender: is a term that describes a person whose gender identity or gender expression is different from the person's assigned sex at birth.

Privacy

- All students have the right to privacy. Consistent with those rights provided under the Family