

IDEA PUBLIC SCHOOLS BOARD POLICY MANUAL
POLICY GROUP 3 – STUDENTS
ASSISTANCE WITH SOCIAL TRANSITIONING POLICY

Sec. 1. DEFINITIONS

“Social transitioning” means a person’s transition from the person’s biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person’s biological sex at birth.

Education Code § 11.401(a).

Sec. 2. PROHIBITIONS

Employees, contractors, and volunteers of IDEA Public Schools are prohibited from assisting a student enrolled in IDEA schools with social transitioning, which includes providing any information about social transitioning or providing guidelines to assist a student with social transitioning.

Sec. 3. PARENT COMPLAINTS

A parent of a student enrolled in IDEA schools may report a suspected violation of the policy and may seek relief for a violation the policy, which may include filing a grievance, as outlined in the Student and Parent Complaints & Grievances Policy (3.30).

Education Code §§ 11.401(c), 11.402.

Sec. 4. BOARD ACTION

The governing board of IDEA schools shall investigate any suspected violation of this policy and determine whether the alleged violation occurred. If the governing board determines that an IDEA employee has assisted a student enrolled at IDEA schools with social transitioning, the governing board shall immediately report the violation to the Texas Education Agency.

Education Code § 11.401(c).

Sec. 5. EMPLOYEE ACTION

An IDEA employee or contractor who intentionally or knowingly engages in assisting students with social transitioning is subject to disciplinary consequences in accordance with IDEA Employee Handbook, up to and including termination.

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An IDEA employee or contractor who receives discipline under this Policy may appeal the disciplinary consequence under IDEA employee grievance procedures as defined in the IDEA Employee Handbook and the Employee Complaints & Grievances Policy (4.24) or termination grievance procedure, whichever is applicable.

Education Code § 11.005(d).

A volunteer at IDEA who intentionally or knowingly engages in assisting students with social transitioning is subject to having their privileges and access to volunteering at the school revoked. Should a volunteer who has had their privileges and access revoked due to non-compliance with this Policy, they may choose to make a complaint using the process defined in the Public Complaints Policy (1.10).

Sec. 5. ADMINISTRATIVE PROCEDURES

IDEA shall formally implement administrative procedures as reasonably necessary to properly administer this policy and to adhere to applicable law and rule. In doing so, IDEA shall not adopt, and are prohibited from adopting, an administrative procedure that conflicts with applicable law or this policy. Accordingly, IDEA shall confer with the Board or legal counsel before deviating from the requirements set forth in this policy. In the event that a deviation from this policy becomes necessary, IDEA shall either recommend an amendment to this policy or the Board's approval of a specific deviation, including the purpose, scope and duration of the requested deviation.

Sec. 6. DATE ADOPTED AND EFFECTIVE

As set forth in the pertinent minutes to the meeting of the Board, the Board adopted this policy on October 8, 2025, and it became effective on October 8, 2025.

Sec. 7. RETENTION

This policy shall be retained until superseded, expired, or discontinued and for five (5) years thereafter in accordance with state law.

Sec. 8. CERTIFICATION

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The Undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of the Board Policy relating to Assistance with Social Transitioning policy, as originally adopted by the Board on October 8, 2025, which Policy, is in full force and effect and has not been revoked or amended.

Signed by:

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Ed Rivera, Secretary

10/9/2025

DATE