



FAQs FOR ALL PPS EMPLOYEES REGARDING LGBTQ MATTERS
(LGBTQ: Lesbian, Gay, Bisexual, Transgender, Queer or Questioning)
Portland Public Schools is an equal opportunity educator and employer

Portland Public Schools is committed to providing a welcoming and supportive environment for LGBTQ students, families and employees. Our LGBTQ students must feel safe and supported at school, so that they can thrive academically and socially. Our LGBTQ families are similarly entitled to an environment in a workplace where they are welcomed and affirmed. PPS prohibits any discrimination based on sexual orientation, gender expression or gender identity and discrimination is prohibited under state law (ORS 659A.003).

The goal of this FAQ document is to provide consistent guidance to PPS employees so that every school and department creates and sustains a welcoming, supportive environment for LGBTQ students, families and employees.

- LGBTQ is an umbrella term for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning.
- x Lesbian refers to a female with romantic and emotional attractions to females.
- x Gay refers to a male with romantic and emotional attractions to males; it is also used as a general term for people who are attracted to people of their own gender.
- x Bisexual refers to someone with romantic and emotional attractions to both males and females.
- x Transgender refers to people whose gender identity is different from their gender assigned at birth.
- x Queer is an umbrella term to refer to all LGBTQ people.
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If possible, engage students in a conversation about restrictive gender norms and/or homophobia. For example, if a student says "being gay is wrong" or "it's wrong with being gay, so it hurts people to use it as an insult."

Let the targeted student know the school does not tolerate actions such as these and you are sorry this incident occurred. Asking what the student might need or offering additional support of some kind may need to be done privately versus publicly.

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§ Write the person a letter specifying what they have done that you consider offensive or harassing and that you want it to stop. Keep a copy. Again, make note of everything, documenting the incident that occurred. You might choose to wait and see if your letter is effective or you might present a copy of your letter and notes to your supervisor.

I want to learn and do more to support our LGBTQ students, staff and families. What are good resources?

There are a number of websites that our school district has used to gather and share information:

GLSEN - Gay, Lesbian and Straight Education Network (www.glsen.org) is an

DISTRICT CONTACTS

Who can I go to in this district for more support or if I have more questions?

There are many people and departments at PPS that can help with questions you may have regarding support for our LGBTQ students, families and employees. We suggest that you start with your direct supervisor. In addition, the contacts in the following departments can provide additional support:

Human Resources:	Dr. Aisha Hollands	503-916-3124	ahollands@pps.net
Office of Equity and Partnerships:	Jeanine Fukuda	503-916-3769	jfukuda@pps.net
Student Services:	Brenda Martinek	503-916-3360	bmartinek@pps.net
Office of Legal Counsel	Mary Kane	503-9163274	mkane1@pps.net
Office of Equity and Partnerships:	Matti Girardi	503-916-3769	mgirardi@pps.net
Title IX Coordinator	Elisa Schorr	503-916-3963	TitleIX@pps.net

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