



## NOVA School Districts Transgender Nondiscrimination Policy Defense Talking Points

### *Protect Our Inclusive Schools from Federally Mandated Bullying*

The talking points were developed by parents and community members representing families in Alexandria, Arlington, Fairfax County, Loudoun County, and Prince William County.

- 1. Everyone benefits from strong nondiscrimination policies.** Nondiscrimination policies ensure that all of our kids can thrive at school by protecting them from bullying, harassment, and other unfair treatment. The Trump Administration should not get to re-write federal laws based on animus toward certain groups.
- 2. Rescinding school transgender nondiscrimination policies goes far beyond bathroom and locker room access.** Without these policies, transgender and nonbinary students will not be entitled to be called by their proper names and pronouns, will not be protected from bullying and harassment, will not be able to participate in school sports, and will not be able to participate fully in school life.
- 3. Transgender and nonbinary students deserve the same dignity and privacy when using bathrooms and locker rooms as any other student.** School districts have already approached this issue with commonsense and sensitivity, ensuring that the privacy needs of all students are met. Instead of allowing school districts to continue to work with their communities on implementation of their nondiscrimination policies, the Trump Administration has demanded a cruel and completely unworkable policy that would make school staff responsible for determining the sex assigned at birth of each student to assess appropriate bathroom and locker room use. No parents in our school districts want school staff examining students' genitalia.
- 4. The threatened loss of federal funding is a deliberate attempt to pit communities against each other.** The funding at stake is unrelated to Title IX or protecting girls. The Trump Administration is willing to hurt all of our communities to target a small vulnerable group. Transgender and nonbinary students are not threatening to take away any school's federal funding; the Trump Administration is.
- 5. The federal government has targeted the transgender and nonbinary community, with a campaign to dehumanize and hurt them.** But they will not stop at this community. Standing strong for our values now not only protects transgender and nonbinary students, it protects every marginalized group who has been threatened by this Administration.

**6. The Trump Administration should not dictate the policies of local school districts.**

The transgender nondiscrimination policies in each district were developed through a transparent and community-driven process, with input from parents, students, School Board members, local policymakers, and residents. This top-down federal edict to eliminate our nondiscrimination policies is not only illegal, it is anathema to how public schools operate in this country.

**7. The Trump Administration wants you to see political theater instead of what this is: a blatant attack on our children because they are different from your children**

and to pit important student interests against one another. As parents, we all want our kids to have every opportunity to thrive at school. They cannot do this unless they are allowed to be exactly who they are.

**8. The Trump Administration is requiring our school districts to violate established federal and state law.**

In *Grimm v. Gloucester County School Board*, the Fourth Circuit Court of Appeals (which includes Virginia) held that Title IX protects transgender students, including in bathroom and locker room access. The transgender nondiscrimination policies are also consistent with the Virginia Human Rights Act and the Equal Protection Clause of the 14th Amendment.

**9. Demanding local school districts to remove nondiscrimination policies is a blatant attack on parental rights.**

The Trump Administration is essentially saying that it knows better than we do who our children are, what their names are, and how they should be addressed. If the federal government can threaten local schools to dictate something as fundamental as a child's identity, how else might they undermine your rights as a parent to help shape your child's learning environment?

**10. If this were really about protecting girls, we would be focusing on real threats, not scapegoating transgender kids.**

Every parent wants their daughter to be safe, but the biggest threats to girls in schools – bullying, online harassment, and physical and sexual violence – are not coming from transgender students. Inclusive policies do not erase protections for girls. It's not either or; we can care about girls and treat transgender students with dignity.

**Contact us at:**

- Arlington Gender Identity Alliance: [agia4students@gmail.com](mailto:agia4students@gmail.com)
- Equality Arlington: [equalityarlington@gmail.com](mailto:equalityarlington@gmail.com)
- Alexandria City Coalition for Equality: [alexandriaCoalition4Equality@gmail.com](mailto:alexandriaCoalition4Equality@gmail.com)
- Equality Loudoun: [contact@eqloco.com](mailto:contact@eqloco.com)
- Loudoun4All: [info@loudoun4all.com](mailto:info@loudoun4all.com)
- FCPS Pride: [fcpspride@gmail.com](mailto:fcpspride@gmail.com)
- Defenders of Public Education PW County: [DefendersofPublicEducationPWC@gmail.com](mailto:DefendersofPublicEducationPWC@gmail.com)
- Transgender Education Association of Greater Washington: [tgeagw@gmail.com](mailto:tgeagw@gmail.com)