Resource Guide for LGBTQIA+ and Gender-Expansive FCPS Employees, Students, and Their Families

Fairfax County Public Schools (FCPS) Policies and Resources

⁕ **FCPS Non Discrimination Policy 1450** No student, employee, or applicant for employment in the Fairfax County Public Schools shall, on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, as required by law.

⁕ **FCPS LGBTQIA+ Student Resources Web Page and Guide** (dated 01/24)

⁕ **FCPS Family Resource Center**

⁕ **FCPS Employee Affinity Groups** FCPS offers affinity groups and employee associations that foster connection and support for LGBTQ+, Black, Hispanic, Asian, and other identity-based communities.

⁕ **Superintendent's Update Regarding FCPS Gender Identity Policies and Regulations** as of 08/2025

⁕ **FCPS Regulation 2603.3 Gender Expansive Students** as of 07/01/2026

⁕ **FCPS Ombudsman** The FCPS Office of the Ombuds serves as an independent, confidential resource for students, families, community members, and employees who are seeking informal help to answer questions, resolve concerns, and voice complaints regarding FCPS matters.
⇨ Contact: 📞571-423-4014 or ✉ombuds@fcps.edu

Community Support and Advocacy Organizations

⁕ **FCPS Pride** FCPS Pride is a registered FCPS employee organization and community of LGBTQIA+ staff, students, families, and allies working to ensure every student in Fairfax County Public Schools feels welcome, safe, included, and respected. We advocate for inclusive schools and host community events, including coffees and rallies, throughout the year. Learn more and join the mailing list here.
⇨ Contact: ✉fcpspride@gmail.com https://www.facebook.com/FCPSPride

⁕ **TransGender Education Association (TGEA)** Serves the needs and interests of the gender-diverse community through advocacy, support, and education. TGEA also hosts monthly support groups for adults, parents, teens, and tweens.

⁕ **The Canopy Initiative** Founded by FCPS parents, The Canopy Initiative exists to bring people together in support of our youth through structured teen group gatherings.

⁕ **Safe Space NOVA** Works collaboratively with families, schools, communities, and policymakers to implement policies and practices that promote inclusivity and to create spaces where LGBTQ+ youth feel valued, respected, and supported.

⁕ **NOVA Prism Center and Library** Private library and community center for the Northern Virginia LGBTQIA+ community with regular weekly open hours, public workshops, and community events.

⁕ **PFLAG Metro DC** Promotes equality and the well-being of LGBTQIA+ people and their families through support, education, and advocacy. Hosts community groups for youth and adults in Northern Virginia.

⁕ **GLISTEN** Dedicated to creating safe and respectful learning environments for youth of all sexual orientations, gender identities, gender expressions, race, and abilities. Inclusive lesson plans and educator resources.

Fairfax County and VirginiaPolicies and Resources

⁕ **Equality Virginia** Advocates and organizes across Virginia to build a future where all LGBTQIA+ people thrive.

⁕ **ACLU Virginia** Fairfax County's joint racial and social equity policy, guiding county and school decisions to promote fairness, opportunity, and inclusive access to programs and services.

⁕ **Virginia Human Rights Act** Nonpartisan organization that defends and promotes the civil liberties and civil rights of all Virginians.

⁕ **Fairfax County Office of Human Rights and Equity Programs (OHREP)** Ensures equal opportunity and promotes justice, diversity, and inclusiveness by protecting the civil rights of all in Fairfax County.

⇨ Fairfax County Human Rights Ordinance Bans discrimination in areas like employment, housing, and public places.

Mental Health Support and Crisis Resources

⁕ **Bias Crimes** Since 2020 via House Bills 276 and 618, Virginia's hate crime definitions explicitly include intimidation, harassment, physical violence, and vandalism motivated by a victim's sexual orientation or gender identity. 📞911 emergency line or 703-691-2131 non-emergency line.

⇨ Virginia Anti-Violence Project (VAVP) Committed to addressing and preventing violence within and against diverse LGBTQ+ communities across Virginia. 📞866-356-6998

⁕ **Mental health and crisis support lines**

- The Trevor Project: 1-866-488-7386 or text 'START' to 678-678
- LGBT National Youth Talkline: 1-800-246-7743 for youth and young adults.
- LGBT National Hotline: 1-888-843-4564 for peer support, community resources
- Crisis Text Line: Text START to 741-741
- Trans Lifeline: 1-877-565-8860
- Fairfax County Domestic and Sexual Violence 24-Hour Hotline 703-360-7273