



or other gender-related characteristics of a person (whether by way of medical intervention or not) with

maintaining appropriate privacy and confidentiality — consider the privacy of the student, and only share information to those who have an appropriate reason to know  
in consultation with the student and family, determine whether key staff members, such as a student welfare coordinator or the physical education teacher, need to be advised in order to effectively support or teach the student  
make a list of the names of staff members who know of the gender identity change  
the referencing of and recording of student's affirmed name, gender identity, and pronouns (he, she, they)  
the use of toilets, showers and change rooms that meet the needs of the student (this should be based on the student's gender identity and whichever facilities they will feel most comfortable using and students without a disability should not be required to use disabled toilets or facilities)  
the appropriate uniform that reflects the gender identity of the student and meets the school's dress or uniform code  
developing a communications plan that includes what information staff members and other students need to know to best support the student  
make plans to address potential community concerns, ensuring students' right to privacy is maintained  
providing support to staff through professional learning and briefings on the arrangements for the student where appropriate  
updating Keysborough Secondary College policies to include support for transgender and gender diverse students and responses to transphobic bullying  
consider scheduling regular Student Support Groups to support, guide and monitor the student's progress

Note: a letter from a gender identity specialist may be requested by Keysborough Secondary College to support development of the plan. This letter is not a conditional requirement for providing support to the student, but it may help to ensure that Keysborough Secondary College can adequately discharge their Duty of Care to a student by planning appropriately (Gender identity specialists are available through Royal Children's Hospital and Monash Medical Centre).

#### Parental consent

There may be circumstances in which students wish or need to undertake gender transition without the consent of their parent/s (or carer/s), and/or without consulting medical practitioners.

If no agreement can be reached between the student and the parent/s regarding the student's gender identity, or if the parent/s will not consent to the contents of a student support plan, it will be necessary for the school to consider whether the student is a mature minor.

If a student is considered a mature minor, they can make decisions for themselves without parental consent and should be affirmed in their gender identity at school without a family representative/carer participating in formulating the school management plan.

Department policy addresses situations in which students, though under the age of 18 years, may be sufficiently mature to make their own decisions, refer to [Mature Minors and Decision-Making](#).

#### Legal considerations

It is unlawful under state and federal laws to discriminate against a person on the grounds of their sexual orientation, gender identity or intersex status.

#### Anti-discrimination laws:

- require schools to take reasonable and proportionate measures to eliminate discrimination on the basis of sexual orientation, gender identity or intersex status, including by taking positive steps to promote an inclusive school environment
- prohibit direct and indirect discrimination on the basis of sexual orientation, gender identity or intersex status

#### Direct discrimination

This occurs when a person treats a person with a protected attribute (such as a gender identity, intersex status or sexual orientation) unfavourably because of that attribute. Direct discrimination may occur if the school denies or limits any access to any benefit provided by the school or subjects the student to any other detriment.

For example: excluding a transgender student from using the toilet that matches their gender because of the sex they were assigned at birth, may limit or deny that student's access to the benefit.

#### Indirect discrimination

This occurs where a requirement, condition or practice is applied to all students equally, but its application is likely to have the effect of disadvantaging students with a protected attribute (such as gender identity, intersex status or sexual orientation), and it is not reasonable. For example, it might be indirect discrimination for a school to apply a uniform policy with only 'male' and 'female' options to all students equally without regard to a student's gender