

# Making Schools Safe for Gay, Lesbian, Bisexual & Transgender Students & Staff

By Warren J. Blumenfeld  
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1. Hearings: Hold public hearings in your community and/or your state to access the needs, concerns, and life experiences of LGBT youth, their families, and school staff.
2. Policies
  1. Schools are encouraged to develop policies protecting LGBT students from harassment, violence, and discrimination.
  2. Include "Sexual & Gender Orientation" as protected categories in your anti-discrimination policies.
  3. Extend "Domestic Partnership" benefits to LGBT employees on par with heterosexual employees.
3. Personnel Trainings
  1. Schools are encouraged to offer training to school personnel in violence prevention, suicide prevention, and specifically to the needs and problems faced by LGBT youth.
  2. Implement and participate in a "Safe Space" program in your school.
4. LGBT Support Groups: Schools and communities are encouraged to offer school- and community-based support groups for LGBT and heterosexual youth. ("Gay/Straight Alliances").
5. Counseling: Schools and communities are encouraged to provide affirming school- and community-based counseling for LGBT youth and their families.
6. Information in School Libraries: School and community libraries are encouraged to develop and maintain an up-to-date collection of books, videos, journals, magazines, posters, and other information on LGBT issues.
7. Curriculum & School Programs: Schools are encouraged to include accurate, honest, up-to-date, and age-appropriate information on LGBT issues at every grade level, across the curriculum, and in other school programs and assemblies. Include LGBT issues in your school newspapers.
8. Adult Role Models: Schools are encouraged to recruit "open" LGBT faculty and staff to serve as supportive role models for all youth.
9. Teacher Certification: Include information and trainings on LGBT youth issues in college and university teacher education programs.
10. Be An Ally
  1. Educate yourself to the needs and experiences of LGBT youth and their families.
  2. Attend LGBT cultural and community events.
  3. Wear pro-LGBT buttons and T-shirts, and display posters.
  4. Interrupt homophobic jokes and epithets.
  5. Be aware of the generalizations you make. Assume there are LGBT people at your school.
  6. Notice the times you disclose your heterosexuality.
  7. Monitor politicians, the media, and organizations to ensure accurate coverage of LGBT issues. H. Work and vote for candidates (including school board members) taking pro-LGBT stands.
  8. Use inclusive, affirming, or gender-neutral language when referring to sexuality and human relationships in every-day speech, on written forms, etc. Say the words "lesbian," "gay," "bisexual," "transgender" each day in a positive way.

PrideWorks Conference for  
LGBT Youth and their Allies  
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Downloadable from:

[www.prideworksforyouth.org](http://www.prideworksforyouth.org)  
[info@prideworksforyouth.org](mailto:info@prideworksforyouth.org)

