ATIXA Protecting Gender Diversity in Education Workshop Agenda

Description:
This half-day workshop offers practical skills for navigating the complex and emerging landscape related to gender identity and expression in education environments. ATIXA’s expert faculty members will discuss best practices to comply with relevant federal laws and court decisions, including when state or local laws conflict.

ATIXA’s expert faculty members and the workshop participants will discuss best practices within a school, district, or institution’s education program or activity to support gender diverse individuals. Additionally, faculty will explore recommendations to ensure a supportive and inclusive educational community. Participants will work on case studies in small groups, followed by a group discussion led by ATIXA’s faculty.

Learning Outcomes:
After completing this workshop, participants will be able to…

▪ Define terms individuals who identify along the gender spectrum
▪ Identify opportunities within the education program or activity to develop and enhance inclusive practices
▪ Recommend program modifications to promote Title IX’s protection of gender identity and expression
▪ Understand how First Amendment issues intersect with non-discrimination laws

Workshop Topics

Introduction and Terminology
▪ Title IX and Equity
▪ Essential Compliance Elements
▪ Key Terms

Legal Frameworks
▪ Title IX
▪ Bostock and Its Progeny
▪ 2024 Title IX Regulations
▪ De Minimis Harm
▪ Retroactivity
• Title IX Proposed Regulations: Sex-Related Eligibility Criteria for Male and Female Athletic Teams
• State Laws
• First Amendment
• Title VII Undue Hardship

Special Topics
• Parents' Rights
• 2024 Regulations: Bathrooms
• Bathroom Policy Best Practice
• Dress Codes
• Gender-affirming Care

Practical Takeaways

Case Studies

Note: Workshops do not include a standard break. Participants are welcome to eat and/or drink during the workshop and step away for other needs as necessary. Workshop start and end times for in-person events are determined by the host site. All virtual workshops take place from 11 AM – 3 PM ET unless otherwise specified.