



Missouri Music Educators Association

A Federated State Association of the National Association for Music Education

Position Regarding Transgender Student Participation

This is the official position statement of the Missouri Music Educators Association regarding non-discrimination against Transgender and Gender Non-Conforming Individuals/Students and their participation in the Missouri All-Collegiate Ensembles and selected ensembles for the annual MMEA In-Service Workshop/Conference.

Statement:

Missouri Music Educators Association supports the laws that protect the civil rights of transgender and gender non-conforming individual/students and will not prohibit participation in any activities associated with the annual MMEA In-Service Workshop and All-Collegiate Ensembles.

Legal Information:

No federal legislation explicitly prohibits discrimination based on gender identity or expression, the United States Constitution's equal protection clause, Title VII and Title IX may be interpreted to address discrimination against transgender people or gender non-conforming people. The Equal Employment Opportunity Commission, the Department of Education and the Department of Justice have made it clear it is illegal to discriminate against transgender students.

Legal protection from discrimination based on gender identity or expression is currently available in a limited number of states and localities in Missouri. You may visit <http://promooonline.org/nondiscrimination-ordinances-in-missouri.html> to research the law in your jurisdiction. Legal protections for students based on gender identity in a particular locality may result in liability for schools and the association under federal or state laws that prohibit gender or sex discrimination.

Recommendations for Interaction:

Many transgender people adopt new names as one aspect of expressing their gender identity. Not all transgender people choose to change their names, but when they do, it is important to respect these requests. Most transgender people also want to be referred to with the pronoun that best corresponds to their gender identity. It is important to abide by a transgender individual/student's preferences because names and pronouns are an essential part of validating and respecting a transgender individual/student's gender identity and expression.

Housing/Lodging:

It is the policy of MMEA to address comfort and privacy issues by providing single room accommodations for transgender students should the need arise with members of the MMEA All-Collegiate Ensembles.

Restroom:

It is the position of MMEA that a transgender individual/student participating in the All-Collegiate Ensembles will be expected to use the restroom in the lodging accommodations provided by MMEA. Therefore no additional requests are to be made of Tan-Tar-A Resort or MMEA. It will be at the discretion of selected performing ensembles to see to these necessary requirements while on Tan-Tar-A property. It will remain at the discretion of the selected performing ensemble Director to allow students to use restrooms of the student's gender presentation.

Concert Attire:

Appropriate dress for the All-Collegiate Ensembles and selected performing ensembles is at the discretion of the director of the individual/student's school/institution and in compliance with the policies established by the individual/student's designated school/institution.

Clarification of Gender Terminology:

To better understand this policy recommendation it is important to clarify information about gender terminology and address misconceptions.

- *Birth/Assigned Sex* refers to sex assigned at birth based on the anatomical physiological and chromosomal characteristics associated with males, females or intersex people.
- *Gender Identity*, refers to a person's internal, deeply felt sense of being a man or a woman. A person's gender identity can be different from their gender assigned at birth.
- *Transgender* is an umbrella term that describes people whose gender identity or expression does not conform to prevailing social expectations and can be used to describe people whose gender identity or expression is different from their gender assigned at birth.
- *Transsexual* is a term commonly used to refer to someone who transitions from one gender to another. It includes people who were identified as male at birth but whose gender identity is woman or girl (MTF) and people who were identified as female at birth, but whose gender identity is man or boy (FTM).
- *Transitioned*, is a descriptor preferred by some people who have completed their gender transition and no longer want to be referred to as either transgender or transsexual.
- *Gender Non-Conforming* refers to people who are perceived to have a gender characteristic or gender expression that does not conform to traditional social expectations.