

BALTIMORE CITY PUBLIC SCHOOLS

GENERAL ORDER 18-05 SECTION K

INTERACTIONS WITH LESBIAN, GAY, BI-SEXUAL, TRANSGENDER AND QUEER PERSONS

Approved: June 12, 2018

This General Order contains the following numbered sections:

- I. Directive
- II. Purpose
- III. Definitions
- IV. Required Action
- V. General
- VI. Effective Date

I. DIRECTIVE

This General Order establishes guidelines for interactions with members of the Lesbian, Gay, Bisexual, Transgender and Queer (“LGBTQ”) community.

The Baltimore City School Police Force:

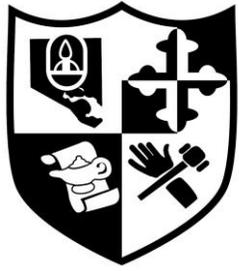
1. Department members should act, speak, and conduct themselves in a professional manner and maintain a courteous and professional attitude in all contacts with the public.
2. May not exhibit any bias, prejudice, or discriminate against an LGBTQ individual or a group of LGBTQ individuals.

II. PURPOSE

Safeguard the rights of all people, without consideration to a person’s actual or perceived sexual orientation or gender identity/expression.

III. DEFINITIONS

- A. **Bisexual**- An individual who is sexually attracted to more than one gender.
- B. **Gay**- A sexual orientation used to describe an individual primarily sexually attracted to people of the same gender.
- C. **Gender Expression**- The way an individual represents or expresses their gender identity to other through characteristics or behaviors generally classified as masculine or feminine, such a dress appearance and mannerisms.
- D. **Gender Identity**- An individual’s deeply held internal knowledge or sense of being



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male, female, or another gender which may or may not correspond to the individual's person's body or assigned sex at birth.

- E. **Gender Transition**- Refers to the period during which an individual takes steps to change that physical characteristics and/or gender expression to be consistent with their gender identity. It can include changing their name, taking hormones, having surgery or changing legal documents such as a driver's license.
- F. **Lesbian**- Refers to women who are sexually attracted to other women.
- G. **Sexual Orientation**- A term to describe an individual's attraction to people of the same and/or different sex.
- H. **Transgender**- An individual whose gender identity or expression is different than those typically associated with the gender they were assigned at birth. Not all individuals who consider themselves transgender take steps to alter their body in order to make it match their gender identity. A transgender woman is someone whose gender identity is woman and was assigned male at birth, and a transgender man is someone whose gender identity is man and was assigned female at birth.
- I. **Transsexual**- A person whose personal sense of their gender conflicts with their anatomical sex at birth.

IV. REQUIRED ACTION

1. Use pronouns as requested by the individual (e.g., "she, her, hers" for an individual who self-identifies as female; "he, him, his" for an individual who self-identifies as male). If uncertain of the individual's gender identity, respectfully ask for clarification.
2. Officers are prohibited from using language that a reasonable person would consider demeaning or derogatory; in particular, language or expressions aimed at a person's gender identity or expression.
3. When completing incident reports, the individual's sex will be classified as it appears on the individual's government issued identification card. If the individual identifies themselves using a different name, that name will be listed as an alias. In the event that there is uncertainty regarding the appropriate sex classification, contact the Equal Employment Opportunity (EEO) office.
4. If a weapons pat-down or search is necessary, it shall be conducted in accordance



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with departmental General Orders and under no circumstances shall it be used to determine the individual's sex.

- a. Transgender persons will not be subject to more invasive search or pat down procedures than non-transgender persons
5. Requests to remove identity-related items such as prosthetics, clothing, wigs and cosmetic items will be consistent with requirements for the removal of similar items for non-LGBTQ individuals.
6. If it is necessary to transport a passenger of the opposite sex or an individual whose gender identity is the opposite of the officer's, it shall be done in accordance with departmental General Orders.
7. An individual's sexual orientation or gender identity/expression cannot be the only factor used to determine reasonable suspicion that the individual is or has engaged in a crime.

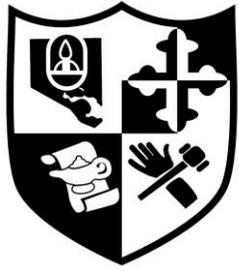
V. **GENERAL**

1. Crimes in which an LGBTQ person is reported victim will be fully investigated and the victim will be treated with the same respect, courtesy and dignity as non-LGBTQ persons.
2. Officers will be cognizant that a crime involving LGBTQ persons as victim(s) may have been motivated by hate bias and will ensure all appropriate resources are recommended to the person.
3. Other requests for service or complaints generated by LGBTQ persons will be addressed and investigated professionally and in accordance with Departmental General Orders.

VI. **EFFECTIVE DATE**

This Order shall be effective on the date of publication.

I certify that I have read and fully understand this Order.



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Signature_____

Date_____