



KNOW YOUR RIGHTS: FLORIDA EDUCATOR EDITION

LGBTQ individuals, relationships, families, and topics can be discussed or referenced in schools, but can't be a part of a classroom lesson plan or assignment.

Educators/staff must be responsive to anti-LGBTQ bullying.

GSAs (Gender-Sexuality Alliances) are able to form in any secondary schools that allow other non-curricular clubs, and educators/staff are permitted to be the sponsor.

Books with LGBTQ characters and stories are allowed in school libraries.

Educators/staff may dress in a manner that is affirming to their gender identity, so long as their clothing still abides by the school district's professional attire policies.

Educators/staff are allowed to honor the request of a parent to have their child's affirmed name and affirmed pronouns utilized.

While Florida law prevents transgender educators/staff from sharing their affirmed title or pronouns with students, they may use an academic honorific (e.g., Coach Smith or Prof. Smith) with students instead.

LGBTQ educators/staff can't be fired because of their sexual orientation or gender identity.

Educators/staff are permitted to have rainbow stickers, posters, lanyards, pins, buttons, and "safe space" stickers in their classrooms.

Schools must have single-user, unisex restrooms available for any transgender educators/staff.

Educators/staff must respect a parent's right to protect their family's privacy, including their ability to control who knows about their child's sexual orientation or gender identity.

This document intends to provide an understanding of Florida's laws and how they impact LGBTQ educators/staff. Educators/staff should use this document alongside district policy and guidance, and avoid actions that contradict official directives.

Educators/staff should always use professional judgment, with support from their administration, when navigating questions or concerns.