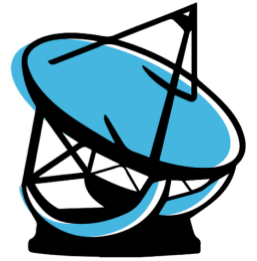


National Youth Science Academy

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Notice

The National Youth Science Academy (NYSAcademy) strives to create and nurture diverse communities of learners; individuality is respected. As such, the NYSAcademy fosters an atmosphere where the exchange of differing and conflicting views, opinions, and perspectives is welcome and encouraged. To maximize the participation and intellectual growth of all community members, all students, staff members, presenters, and guests should make their best effort to comply with community standards of behavior.

- Engage in the ongoing education of self and others as a part of the process of creating and maintaining an affirming and inspiring academic environment at all NYSAcademy facilities, programs, and social media posts affiliated with NYSAcademy program.
- Be respectful of each other's persons, ideas, and characteristics. Listen to each other, and treat each other kindly.
- In the interests of sustaining a community of trust, avoid jokes or comments that are exclusionary or denigrate any race, religion, ethnicity, sexual orientation, gender identity, or socio-economic status.
- If you feel someone's behavior is offensive or derogatory, please say something to that person if you feel you can. If you cannot talk directly to the other person, please talk to program staff, the program director, or the NYSAcademy Leadership. If another student, staff member, presenter, or guest asks you to stop the behavior they find offensive or unwanted, please do so.
- The NYSAcademy strives to ensure that its owned or operated facilities provide sufficient privacy. Lodging and hygiene facility access will be handled with care, respect, privacy, and consideration. Students, staff, presenters, and guests should use the facilities that correspond with their gender identity; the individual makes this determination themselves – it is not assigned by the NYSAcademy.
 - When single-use, gender-neutral lodging and hygiene facilities are not readily available, each person should use the multiple-occupant, gender-segregated facilities that correspond with their gender identity. For example, a person who identifies as a man should use the men's facilities, and a person who identifies as a woman should use the women's facilities.
 - The NYSAcademy encourages everyone to respect the expression of each individual's gender and their right to privacy.
 - The NYSAcademy accepts requests for special accommodations for additional privacy.

Education

The NYSAcademy's program directors and hiring managers will provide copies of this policy to each employee and ensure that it is available to participants and guests.

If a member of the NYSAcademy community approaches you with concerns over sharing facilities with a transgender person, consider the following:

- Listen. What exactly is the concern? Are they concerned for privacy or safety? If so, an honest and upfront conversation may help alleviate their concerns.
- Refocus: Acknowledge apprehension while reminding the person that everyone needs to use the restroom and reiterating that the policy is about ensuring access for all. Refocus conversation on behavior: we all know what appropriate restroom behavior looks like. If everyone is behaving appropriately, then there should not be an issue.
- Reinforce: It may help to reinforce the NYSAcademy's values of respect for all members of the community noting that everyone is allowed, by NYSAcademy policy, to use the facilities that correspond to their gender identity.
- Remind: If the person is still reluctant and concerned, maintain the policy and remind them of other options. For example, the concerned person may request a special accommodation for additional privacy. If no other facilities are available, the person can wait for the transgender person to exit before using the restroom.

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