

# Clara Barton Elementary School

25 Depot Road, Oxford MA 01540

508-987-6066

Norman P. Yvon, Principal

August 2008

Dear Clara Barton Families,

Welcome back to a new school year! I hope that you all had a safe, rest filled and refreshing summer. A lot of work has taken place over the summer to get the school ready for this year.

Although we do not usually make formal announcements about our employee's personal lives, a matter has come up that has the potential to impact the school environment. We believe that it is important to inform everyone openly. Our night custodian has informed us of his decision to change his gender and, as we begin the school year, he will begin living and working as a woman. He has been a valued employee of the Oxford Public Schools for many years, and we expect his exemplary performance to continue as he changes gender roles.

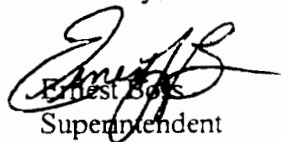
The custodial uniform is the same for men and women. However, our students may notice and ask about the differences in our custodian from last year to this. If they ask at school, they will be given a simple and straightforward answer. The best thing to tell them is that our custodian used to be a man. She has changed her gender role and is now a woman.

This can be a difficult topic about which to talk and likely a conversation that no one expected to have. Included with this letter are some resources that provide information about transgender issues that will be helpful should you choose to learn more.

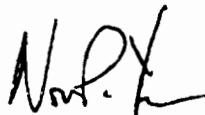
Whether or not one agrees with or supports the decision of our custodian, it is important to note that the Oxford Public Schools does not discriminate on the basis of race, color, sex, religion, national origin, sexual orientation, or disability. We expect our custodian to be treated with the same respect as every other employee. We teach respect by demonstrating respectful behavior.

If you have any questions or concerns that are not addressed by this letter or the resources provided, please do not hesitate to contact either one of us.

Sincerely,



Ernest B. B. B.  
Superintendent  
Oxford Public Schools



Norman Yvon  
Principal  
Clara Barton School

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## Internet Resources

### Gender Education and Advocacy:

URL: <http://www.gender.org/resources/files.html>

\*Nonprofit organization that provides educational materials on many aspects of transgender issues and other gender variance.

### Harry Benjamin International Gender Dysphoria Association:

URL: [http://www.wpath.org/resources\\_transgender.cfm](http://www.wpath.org/resources_transgender.cfm)

\*Provides opportunities for scientific interchange among professionals; develops and publishes Standards of Care for the treatment of gender identity disorders.

Center for Gender Sanity: PO Box 30313, Bellingham, WA 98228

Phone: 360-398-2878

URL: [www.gendersanity.com](http://www.gendersanity.com)

\*Consults with employers who have transgendered workers; provides transgender diversity training; helps resolve specific issues related to transition in the workplace.

### Transkids Purple Rainbow Foundation:

URL: [www.transkidspurplerrainbow.org](http://www.transkidspurplerrainbow.org)

\* Dedicated to funding research and education about transgender issues to build a brighter future for all TransKids.

International Foundation for Gender Education: PO Box 540229, Waltham MA 02154

Phone: 781-899-2212

URL: [www.ifge.org](http://www.ifge.org)

\*Educational organization that addresses transgender issues, publishes a magazine, distributes books, and sponsors conferences; has a bookstore with many print resources

## References

Transsexual Workers: an Employers Guide. Janis Walworth. Center for Gender Sanity, 2003. Available through <http://www.ifge.org/catalog/>

Working with a Transsexual. Janis Walworth. Center for Gender Sanity, 1999. Available through <http://www.ifge.org/catalog/>

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