

**i. NEW B-7. U.S. Constitution** (existing resolutions renumbered): The WEAC believes that the U.S. Constitution safeguards freedoms fundamental to our society. The Council also believes that all proposed changes to the Constitution should be directed through the traditional congressional proposal and state ratification process rather than through the convening of a constitutional convention, which opens the Constitution to the possibility of total revision.

#### **New B-18**

The WEAC believes that all persons, regardless of sexual orientation or gender identity, should be afforded equal opportunity and guaranteed a safe and inclusive environment within the public education system. The Council also believes a safe and inclusive environment ensures that all transgender students are able to use self-identified names, pronouns and gender, have access to the bathroom or locker room of their choice, and are protected from breaches of confidentiality. The Council further believes that gender-neutral options should be available. The Council believes that LGBTQ+ students have the right to privacy and confidentiality regarding their sexual orientation, gender identity, and gender expression. Further, educators must respect these students and their choice of whether to reveal their orientation, identity, or expression. The Council also believes that, for students who are struggling with their sexual orientation, gender identity, or gender expression, every school district and educational institution should provide counseling services and programs—staffed by trained personnel—that deal with high suicide and dropout rates and the high incidence of teen prostitution. The Council further believes that therapies designed to alter a student’s orientation or identity are harmful to the emotional development of lesbian, gay, bisexual, transgender, non-binary, and questioning (LGBTQ+) students. Therefore, students should have access to gender-affirming health care.

#### **New C-22**

The WEAC believes that education and other public employees, including transgender and transitioning individuals, should be afforded equal opportunity and guaranteed a safe and inclusive work environment and should be protected from all forms of harassment on the basis of gender identity, gender expression, or sexual orientation.

The Council encourages its affiliates to work with school districts and higher education institutions to:

- Promote a safe and inclusive environment where employees can openly self-identify their gender, gender expression, and sexual orientation.
- Establish procedures and educational programs to address and prevent such harassment.
- Develop, maintain, and publicize a grievance procedure that encourages the reporting of incidents of such harassment, resolves complaints promptly, and protects the rights of all parties.