

**Board of Education of Harford County**  
Rachel Gauthier, Board President  
410-588-5347 • [Rachel.Gauthier@hcps.org](mailto:Rachel.Gauthier@hcps.org)

October 4, 2022

Via Electronic and Regular Mail

Senator Bob Cassilly  
District 34 Harford County  
1015 South Main Street  
Bel Air, Maryland 21014

Email: [Bob.Cassilly@senate.state.md.us](mailto:Bob.Cassilly@senate.state.md.us)

Dear Senator Cassilly:

Thank you for your letter dated September 26, 2022 regarding a discussion that you had with an \_\_\_\_\_ who attends \_\_\_\_\_ School. Your letter was the first that this Board, Superintendent Bulson, or even the \_\_\_\_\_ School principal and staff had heard of the situation, so we appreciate that you brought this concern to our attention. Please also note that there is no disciplinary consequence or threatened disciplinary action relating to this situation or issues of this nature.

Harford County Public Schools follows Maryland State Department of Education guidance regarding issues of gender identity. I am attaching a copy of those guidelines, titled "Providing Safe Spaces for Transgender and Gender Non-Conforming Youth: Guidelines for Gender Identity Non-Discrimination" (the "Guidelines"). The Guidelines specifically include information relating to non-discrimination in locker rooms, restrooms, PE and athletics, and other extracurricular activities.

Importantly, the Guidelines seek to not only ensure non-discrimination relating to a transgender or gender non-conforming student, but they also seek to offer respect, safety, and comfort for all students in these sensitive situations. In particular, while a student may be permitted to use a locker room that corresponds to that student's gender identity, other students, such as the \_\_\_\_\_ you referenced in your letter, should also be allowed to feel comfortable. We encourage students to share their comfort level with staff so that appropriate arrangements can be made to address these matters. We also take measures to ensure that parents are aware that accommodations can be made, and we reiterate our bullying and harassment policies in our Parent-Student Handbook. Unfortunately, in the situation you have shared, the student did not make staff aware of \_\_\_\_\_ lack of comfort and thus the school was not afforded an opportunity to work with the student and address the matter promptly.

I hope that this response is helpful to you. Again, on behalf of the Board, we appreciate your willingness to bring these matters to our attention and to allow us an opportunity to provide you with additional details and facts. Our Board and school leadership will continue to explore and pivot to ensure the most appropriate and legally sound policies are implemented as we also adhere to important MSDE guidelines. Please do not hesitate to reach out should you have additional questions or concerns or should you wish to discuss this matter further.

Sincerely,

A handwritten signature in dark ink, reading "Rachel Gauthier". The signature is fluid and cursive, with a large initial "R" and a long, sweeping underline.

Rachel Gauthier  
President  
Board of Education of Harford County

*RG/yer*

cc: All Board Members (email only w/attachment)  
Sean W. Bulson, Ed. D., Superintendent of Schools (email only w/attachment)  
Senator Jason Gallion (email only w/attachment)  
Senator J.B. Jennings (email only w/attachment)

attn: MSDE guidelines, titled "Providing Safe Spaces for Transgender and Gender Non-Conforming Youth: Guidelines for Gender Identity Non-Discrimination"