



PROTECTING CONFIDENTIALITY WITH LGBTQ PEOPLE

DO:

- Clearly inform the LGBTQ person that you will keep information about their identity private unless they say otherwise. For example, you might say:

"I will keep this information confidential, until you say otherwise. Thank you for trusting me."

- Listen without judgment or a specific agenda, such as convincing the person to share with others before they are ready.



DO NOT:

- Tell family, friends, or anyone else about someone's LGBTQ identity unless they give you permission.
- Ask questions out of curiosity.

Before asking a LGBTQ person a personal question, ask yourself: *Is my question necessary for my job and/or role?*

If the question is relevant to your job, ask yourself: *How can I gather the information in a sensitive way?*



CONFIDENTIALITY OF LGBTQ STUDENTS IN SCHOOLS



Under California law, LGBTQ students have the right to keep sexual orientation and gender identity private. For more information, see:

<https://www.aclusocal.org/en/lgbtq-know-your-rights>



LAUSD schools do not have the right to "out" LGBTQ youth to anyone without permission, including parents. (Citation: LAUSD Policy Bulletin: BUL-6224.2) For more information, see the LAUSD Educational Equity and Compliance Office resource page:

<https://achieve.lausd.net/domain/383>

