Sexual Orientation, Gender Identity, Gender Expression

**Purpose:**  The intent of this policy is to ensure that all youth are provided a safe and therapeutic environment.

**Policy:** CDS shall provide all youth with an environment where they feel respected and free from persecution based on their actual or perceived sexual orientation, gender identity, and gender expression. Staff and volunteers serving youth must be familiar with policy guidelines outlined in Florida Network CINS/FINS Policy and Procedure Manual policy #5.08.

**Procedure and/or Process:**

Staff and volunteers shall adhere to the following guidelines when serving youth:

1. Youth are addressed according to their preferred name and gender pronouns.
2. Youth’s preferred name and gender pronouns are used in the logbook and on all outward-facing documents and census boards.
3. All staff, services providers and volunteers have knowledge of the Florida Network CINS/FINS Policy #5.08 and the terms defined therein.
4. Youth in need of specialized support are referred to qualified resources.
5. Youth is not roomed in isolation due to sexual orientation, gender identity or gender expression.
6. Youth preference is considered and documented for room assignment.
7. Youth will be provided hygiene products, undergarments and clothing that affirms their gender identity or gender expression.
8. The program will have signage placed in common areas indicating that all youth are welcome regardless of sexual orientation, gender identity and gender expression.