

Deerfield Academy Gender Inclusion Guidelines 2023-2024

Deerfield's gender inclusion guidelines are driven by school values. This approach allows the Academy to adapt to evolving research in the field of adolescent gender development, using it to help ensure that our support for gender-diverse students is individualized, consultative, attentive, sympathetic, and responsive. We work closely with parents in these efforts—transparently and openly—recognizing that gender-diverse students in particular benefit from better emotional health outcomes when their parents, too, are involved and supportive. This approach also emphasizes our desire to foster an environment of inclusiveness, respect, and community throughout the campus.

- Deerfield partners closely, openly, and collaboratively with parents of its gender-diverse students to help ensure the broadest possible base of support and care.
- Deerfield welcomes gender-diverse students and supports them in all facets of their Deerfield experience—including in classrooms, the Dining Hall, and during cocurriculars.
- Within our binary housing structure, we also seek to create a welcoming residential environment. In consultation with families and guided by research in the field of adolescent gender development, Deerfield applies its best judgment when housing gender-diverse students. The process is highly individualized and based on each student's needs and circumstances.
- Deerfield provides access to gender-inclusive restrooms.
- In accordance with NEPSAC policy, Deerfield provides access to gender-inclusive locker and changing rooms.
- Deerfield provides access to a broad range of support services for its gender-diverse students, including individual counseling, affinity group support, and referral to specialists off campus and within our advising system.
- Deerfield addresses topics related to gender through its residential, health, inclusion, and leadership programs.
- Deerfield's admission process welcomes and recognizes gender-diverse applicants.
- Deerfield carefully monitors State and Federal laws related to gender to ensure it remains in full compliance.