

# **Stephen L. Nass**

Wisconsin State Senator

## **Testimony of State Senator Steve Nass AB 469 – Use of Changing Rooms by Pupils**

November 18, 2015

Thank you Chairman and members of the Assembly Education Committee for the opportunity to present testimony regarding 2015 Assembly Bill 469, relating to the use of changing rooms by pupils. Senator Nass commends Representative Jesse Kremer for taking the lead in drafting a proposal responding to a growing societal debate regarding the appropriate use of school restrooms and locker rooms based on a student's gender.

AB 469 is a simple proposal with common sense provisions that establish a statewide standard to balance the interests of a diverse population of students and parents. The bill does the following:

-It requires school boards to designate restrooms, changing rooms, and locker rooms (under the bill all are all characterized as "changing rooms") in each public school building for the exclusive use of only one sex. This provision doesn't apply to unisex restrooms (single occupancy) since the designation of only one sex applies to rooms designed for access by multiple students at one time.

-It defines sex for purposes of this bill as male or female based on the individual's anatomy at birth.

-Insures that the privacy interests of students in all corners of the state are treated equally by prohibiting females from using changing rooms designated for males and males from using the changing rooms of females.

-Authorizes school boards to temporarily alter the designation of changings rooms for special events including athletic competitions.

-Protects the ability of parents and students to seek reasonable accommodations from school boards for the use of single occupancy changing rooms by a student under two conditions:

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- 1.) The pupil identifies as a member of the opposite sex.
- 2.) The pupil or the pupil's parent/guardian submits a written request to the school board seeking the use of a single occupancy changing room.

-Creates a process for a parent/guardian or a pupil to complain to the school board in the event that the provisions of this legislation are being violated. Upon receiving a complaint, the school board is required, within 30 days, to determine if a violation has occurred and then attempt to resolve the complaint. If the complaint isn't resolved to the satisfaction of the filing party, they would then have the ability to seek relief from the circuit court.

Why a state law? It's undeniable that the State of Wisconsin will need to address this matter in a way that provides a fair and equitable standard for both transgender students and students concerned with their personal privacy in public school changing rooms. State action is also necessary to counter some of the existing school district policies that unfairly prioritize the wishes of transgender students and their parents over the privacy concerns of other students and their parents.

In some instances, school district policies and the conduct of school staff clearly indicate a preference to promote the interests of transgender students in granting full access to the changing rooms of the opposite sex. Further, some public school officials will claim their local policies prioritizing the interests of transgender students are mandated by federal law. While that statement is inaccurate, it is often cited to justify local policies that favor granting unrestricted access to the changing rooms of opposite sex students.

To assist in understanding what federal law actually says on this topic, I have attached a letter (dated October 19, 2015) prepared by the legal counsels of the Alliance Defending Freedom and the Thomas More Society sent to the school board of the Township High School District 211 in Palatine, Illinois, summarizing in great detail federal law in this area.

The legal analysis contained in the letter establishes very clearly that schools are not required to allow students to use opposite sex restrooms, showers and changing rooms. More importantly, it specifically notes that no federal law requires the accommodation of allowing a transgender student to utilize the changing rooms of the opposite sex. In fact, the regulations implementing Title IX allow schools to "provide separate toilet, locker room, and shower facilities on the basis of sex." [34 C.F.R. ss 106.33]

This legal analysis observes that no court has ever interpreted Title IX as requiring schools to grant access to opposite sex changing rooms. Instead, the courts have determined in these cases that schools didn't discriminate when limiting use of sex-specific changing rooms to the designated sex.

I would also draw to your attention that the letter effectively identifies through federal case law the very serious threat of tort liability for school districts if they grant transgender students access to opposite sex changing rooms due to the potential violation of students' and parents' rights for those opposite sex students impacted by the district's decision. Federal case law indicates that students have a fundamental right to bodily privacy and that right is violated when students are forced to share changing rooms with the opposite sex.

From the letter: As the Ninth Circuit has recognized, "[s]hielding one's unclothed figure from the view of strangers, particularly strangers of the opposite sex, is impelled by the elementary self-respect and personal dignity." *Michenfelder v. Sumner*, 860 F.2d 328, 333 (9<sup>th</sup> Cir. 1988)

Additionally, I suspect the committee will hear many references to the agenda driven position of the U.S. Department of Education's Office for Civil Rights (OCR) because it claims that every school must allow transgender students to have unrestricted access to changing rooms of the opposite sex, under their interpretation of Title IX. As already noted earlier in this testimony, the case law and the actual wording of Title IX doesn't necessarily support that interpretation.

AB 469 strikes an appropriate balance between the differing interests in this sensitive matter by specifying school districts must accommodate a transgender student's request for access to opposite sex facilities by offering the use of unisex (single occupancy) changing rooms. The bill protects the bodily privacy rights of students not wanting to expose themselves to members of the opposite sex.

I am certain you will hear arguments opposed to AB 469 based on local control and the need to let school boards decide policies in each district based on community values. How is it that a student in Superior or Dodgeville or New Berlin or Green Bay can have a differing right to bodily privacy? This legislature has repeatedly recognized the right of bodily privacy for adults and children with the passage of statutes in recent years relating to upskirting, the unauthorized use of nude or partially nude pictures on social media and the prohibition on the use of cell phones with cameras in school locker rooms.

The purpose of our K-12 school districts is to educate children in core academic areas and provide them with the critical thinking skills to effectively participate in our society and economy as adults. It is not the role of our public school districts to indoctrinate children on the social agenda of the moment.

Please protect the rights of all students and parents by supporting AB 469.



October 19, 2015

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**Re: Schools Are Not Legally Required to Allow Students to Use  
Opposite-Sex Restrooms, Showers, and Changing Rooms**

Dear Members of the Board and Superintendent Cates:

On behalf of several parents and community members, we have been asked to provide you with information pertaining to the legal issues surrounding requests by transgender students to use school restrooms, showers, and changing areas of their choice.

The information that follows will establish that (1) no federal law requires public schools to open sex-specific restrooms, showers, and changing areas to opposite-sex students, (2) providing such access violates the fundamental rights of the vast majority of students and parents, and (3) schools have broad discretion to regulate the use of school restrooms, showers, and changing areas. To assist school districts concerning this issue, ADF has drafted a model Student Physical Privacy Policy that they can adopt or use as a resource either when drafting policies, or when handling specific situations, impacting this important area.

**No Federal Law Requires School Districts to Grant Students  
Access to Facilities Dedicated to the Opposite Sex.**

According to Title IX, “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” 20 U.S.C. § 1681. Importantly, the regulations implementing Title IX

specifically allow schools to “provide separate toilet, locker room, and shower facilities on the basis of sex.” 34 C.F.R. § 106.33. Accordingly, no court has ever interpreted Title IX as requiring schools to give students access to opposite-sex restrooms and changing areas. Rather, courts have consistently found that schools do not discriminate under Title IX when they limit use of sex-specific restrooms to members of the specified sex.

For example, in *Kastl v. Maricopa County Community College District*, 325 F. App’x 492, 493 (9th Cir. 2009), a community college banned Kastl, who was both a student and employee of the college, from using the women’s restroom even though Kastl was a transsexual who identified as a woman. Kastl sued the college for discrimination under Title IX, Title VII, and the First and Fourteenth Amendments. The United States Court of Appeals for the Ninth Circuit ruled in the college’s favor because “it banned Kastl from using the women’s restroom *for safety reasons*” and “Kastl did not put forward sufficient evidence demonstrating that [the college] was motivated by Kastl’s gender.” *Id.* at 494 (emphasis added). Kastl’s claims were therefore “doomed.” *Id.*

In March 2015, a Pennsylvania federal court similarly examined “whether a university, receiving federal funds, engages in unlawful discrimination, in violation of the United States Constitution and federal and state statutes, when it prohibits a transgender male student from using sex-segregated restrooms and locker rooms designated for men on a university campus.” *Johnston v. Univ. of Pittsburgh of Com. Sys. of Higher Educ.*, 2015 WL 1497753, at \*1 (W.D. Pa. Mar. 31, 2015). The court concluded that “[t]he simple answer is no.” *Id.* It held that “the University’s policy of requiring students to use sex-segregated bathroom and locker room facilities based on students’ natal or birth sex, rather than their gender identity, does not violate Title IX’s prohibition of sex discrimination.” *Id.* at \*11.

Likewise, in September 2015, a federal judge in Virginia dismissed a Title IX discrimination claim brought by a female-to-male transgender student (represented by the ACLU) who sought access to male restrooms at a public high school. *G.G. v. Gloucester Cnty. Sch. Bd.*, No. 4:15-cv-00054-RGD-DEM, slip op. at 1 (E.D. Va. Sept. 17, 2015). The judge also denied preliminary injunctive relief under the Equal Protection Clause. *Id.* The case arose when the Gloucester School Board errantly allowed the student to use the boys’ restroom for seven weeks. *Id.* at 4. But in response to the concerns of parents and students and after having received legal counsel, the Board reversed its decision and voted to require all students to use the restrooms corresponding to their biological sex or one of several single-stall private restrooms. *Id.* at 4-5. Focusing on the privacy rights of other students, the court held that “[n]ot only is bodily privacy a constitutional right, the need for privacy is even more pronounced in the state educational system. The students are almost all minors, and public school education is a protective environment.” *Id.* at 22.

Federal caselaw thus explicitly permits school districts to regulate access to restroom and locker room facilities based upon students' sex without violating a transgender student's rights under Title IX.

The U.S. Department of Education's April 2014 significant guidance document, which states that "Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity," does not change this analysis. First, the guidance document does not mention access to restrooms nor change the controlling Title IX regulations that authorize sex-specific restrooms. Second, federal regulations make clear that significant guidance documents issued by executive agencies are "non-binding [in] nature" and should not be "improperly treated as legally binding requirements." 72 Fed. Reg. 3432, 3433, 3435 (Jan. 25, 2007). The court in *Gloucester County School Board* noted that the Department of Education lacked authority to unilaterally redefine Title IX. It characterized deferring "to the Department of Education's newfound interpretation" as "nothing less" than allowing "the Department of Education to 'create de facto a new regulation' through the use of a mere letter and guidance document" in violation of the Administrative Procedure Act *G.G. v. Gloucester Cnty. Sch. Bd.*, No. 4:15-cv-00054-RGD-DEM, slip op. at 15. The Department's significant guidance document therefore does not bear the force of law.<sup>1</sup>

Courts' reasoning in Title VII cases, which involve claims of employment discrimination, validate this legal analysis. These cases are instructive because Title IX and Title VII are highly similar and courts have repeatedly interpreted Title VII to permit employers to prohibit employees from using restrooms and locker rooms dedicated to the opposite sex. *See, e.g., Etsitty v. Utah Transit Auth.*, 502 F.3d 1215, 1222-1225 (10th Cir. 2007) ("Because an employer's requirement that employees use restrooms matching their biological sex does not expose biological males to disadvantageous terms and does not discriminate against employees who fail to conform to gender stereotypes, UTA's proffered reason of concern over restroom usage is not discriminatory on the basis of sex."); *Johnston*, 2015 WL 1497753, at \*13 (reviewing all Title VII cases involving transgendered individuals and concluding that "Title VII does not provide an avenue for a discrimination claim on the basis of transgender status"). Simply put, school districts have no federal legal duty to open sex-specific restrooms and locker rooms to opposite-sex students. And no "discrimination" results from protecting young children from inappropriate exposure to the opposite sex in intimate settings, like restrooms or changing areas.

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<sup>1</sup> If, as may be the case, the Department begins treating the guidance document as a binding rule applicable to all school districts and enforces the guidance document against school districts, then it is likely that the Department has violated the Administrative Procedures Act, which requires a federal agency to go through a formal rulemaking process before it implements and enforces binding rules.

## Granting Students Access to Opposite-Sex Changing Areas Could Subject Schools to Tort Liability for Violating Students' Rights

Not only may school districts prevent students from accessing opposite-sex restrooms and locker rooms, school districts should do so to avoid violating the rights of students. Students have the fundamental right to bodily privacy and that right is clearly violated when students—much less kindergarteners as young as five years old—are forced into situations where members of the opposite sex may view their partially or fully unclothed bodies. As the Ninth Circuit has recognized, “[s]hielding one’s unclothed figure from the view of strangers, *particularly strangers of the opposite sex*, is impelled by elementary self-respect and personal dignity.” *Michenfelder v. Sumner*, 860 F.2d 328, 333 (9th Cir. 1988) (emphasis added).

Forcing students into vulnerable interactions with opposite-sex students in secluded restrooms and locker rooms would violate this basic right. *See, e.g., Sommers v. Budget Mktg., Inc.*, 667 F.2d 748, 750 (8th Cir. 1982) (finding that a transgender individual’s use of a women’s restroom threatened female employees’ privacy interests); *Rosario v. United States*, 538 F. Supp. 2d 480, 497-98 (D.P.R. 2008) (finding that a reasonable expectation of privacy exists in a “locker-break room” that includes a bathroom); *Brooks v. ACF Indus., Inc.*, 537 F. Supp. 1122, 1132 (S.D. W. Va. 1982) (holding that a female would violate a male employee’s privacy rights by entering a men’s restroom while the male was using it). These scenarios create privacy and safety concerns that should be obvious to anyone truly concerned with the welfare of students.

Courts have found that even prisoners have the right to use restrooms and changing areas without regular exposure to viewers of the opposite sex. *See, e.g., Arey v. Robinson*, 819 F. Supp. 478, 487 (D. Md. 1992) (finding that a prison violated prisoners’ right to bodily privacy by forcing them to use dormitory and bathroom facilities regularly viewable by guards of the opposite sex); *Miles v. Bell*, 621 F. Supp. 51, 67 (D. Conn. 1985) (recognizing that courts have found a constitutional violation where “guards regularly watch inmates of the opposite sex who are engaged in personal activities, such as undressing, using toilet facilities or showering” (quotation omitted)). Students possess far more robust legal protections and are obviously entitled to greater privacy rights than prisoners. *See, e.g., Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503, 506 (1969) (noting that students do not “shed their constitutional rights ... at the school house gate”). School districts, quite simply, must ensure that students entrusted to its care may use restrooms and locker rooms without fear of exposure to the opposite sex.

Finally, many state constitutions also provide strong protections to religious liberty. Religious students are precluded by basic modesty principles of their faith from sharing restrooms and locker rooms with members of the opposite sex. State courts faced with claims that school districts’ actions violate students’ right to the free exercise of religion frequently apply the compelling state interest/least

restrictive means test. There is no real argument that providing students access to restrooms and locker rooms dedicated to the opposite sex could pass this test. No compelling interest supports this action and there are numerous less restrictive means of furthering any legitimate goals that school districts seek to promote.

**Granting Students Access to Opposite-Sex Changing Areas Could Subject Schools to Tort Liability for Violating Parents' Rights**

Parents also have the fundamental right to control their children's education and upbringing, including the extent of their children's knowledge of the difference between the sexes. *See, e.g., Troxel v. Granville*, 530 U.S. 57, 66 (2000) (holding that the Constitution "protects the fundamental right of parents to make decisions concerning the care, custody, and control of their children"); *Washington v. Glucksberg*, 521 U.S. 702, 720 (1997) ("In a long line of cases, we have held that, in addition to the specific freedoms protected by the Bill of Rights, the 'liberty' specially protected by the Due Process Clause includes the rights ... to direct the education and upbringing of one's children ..."); *Santosky v. Kramer*, 455 U.S. 745, 753 (1982) (recognizing "[t]he fundamental liberty interest of natural parents in the care, custody, and management of their child"); *Wisconsin v. Yoder*, 406 U.S. 205, 233 (1972) (recognizing "the liberty of parents and guardians to direct the upbringing and education of children under their control").

Interaction between males and females in restrooms and locker rooms will necessarily result in students uncovering anatomical differences. It would, for example, be quite obvious to male students that female students do not use the urinals. Such revelations of anatomical differences, and the potential for other inappropriate discoveries, give rise to questions that most parents would deem inappropriate for younger students to ponder. These sensitive matters should be disclosed at home when parents deem appropriate, not ad-hoc in a school restroom. Respecting such parental choices requires school districts to prohibit students from accessing restrooms and locker rooms dedicated to the opposite sex.

**School Districts Have Broad Discretion To Regulate The Use Of Restrooms And Similar Facilities And To Balance Students' And Parents' Competing Interests In This Delicate Context**

It is well-settled law that public school districts enjoy broad authority and discretion in operating their schools. *Edwards v. Aguillard*, 482 U.S. 578, 583 (1987) ("States and local school boards are generally afforded considerable discretion in operating public schools."). It should go without saying that this discretion includes regulating the use of school restrooms and similar facilities.

In this context, protecting every student's privacy and safety is at a premium. Allowing students to access restroom and locker room facilities dedicated to the opposite sex accomplishes neither goal. Not only would such a policy endanger

transgender students, it would also sacrifice the clearly established First and Fourteenth Amendment freedoms of 99.7% of their classmates. See Gates, Gary, *How Many People are Lesbian, Gay, Bisexual and Transgender?* (2011), Executive Summary at 5-6, available at <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf> (last visited Nov. 25, 2014) (estimating that only 0.3% of adults in the United States identify as transgender).

The most important point is this: schools have broad discretion to handle these delicate matters. They can:

- (1) continue to handle these matters as they arise utilizing the advice given;
- (2) adopt a policy that provides an accommodation for students who, for any reason, desire greater privacy when using the restroom or similar facility (see Option 1 in ADF's Student Physical Privacy Policy);
- (3) adopt a policy that provides an accommodation specifically to students struggling with their gender identity (see Option 2 in ADF's Policy); or
- (4) adopt a substantially similar policy that is tailored to their specific needs and facilities.

But under no circumstances should schools operate under the mistaken belief that federal law requires them to treat sex as irrelevant to the restroom, shower, or locker room that students may access.

### CONCLUSION

Allowing students to use opposite-sex restrooms and locker rooms would seriously endanger students' privacy and safety, undermine parental authority, violate religious students' free exercise rights, and severely impair an environment conducive to learning. These dangers are so clear-cut that a school district allowing such activity would clearly expose itself to tort liability. Consequently, school districts should reject policies that force students to share restrooms and locker rooms with members of the opposite sex.

Instead, we advise school districts to continue to handle these matters as they arise utilizing the advice given, or to adopt the version of ADF's model policy that best meets their needs. ADF's policy (a copy of which is attached) allows schools to accommodate students with unique privacy needs, including transgender students, while also protecting other students' privacy and free exercise rights, and parents' right to educate their children. It also serves to better insulate school districts from legal liability. If a district adopts our model policy and it is challenged in court, Alliance Defending Freedom will review the facts and, if appropriate, offer to defend that district free of charge.

If you should have any questions regarding this matter, please do not hesitate to contact us at 1-800-835-5233. We would be happy to speak with you or your counsel and to offer any assistance we could provide.

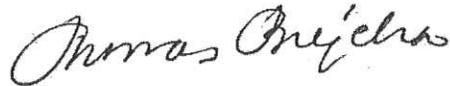
Sincerely,

ALLIANCE DEFENDING FREEDOM



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## STUDENT PHYSICAL PRIVACY POLICY

### I. PURPOSE

In recognition of student physical privacy rights and the need to ensure student safety and maintain school discipline, this Policy is enacted to advise school site staff and administration regarding their duties in relation to student use of restrooms, locker rooms, showers, and other school facilities where students may be in a state of undress in the presence of other students.

### II. DEFINITIONS

“Sex” means the biological condition of being male or female as determined at birth based on physical differences, or, when necessary, at the chromosomal level.

### III. POLICY

#### A. Use of School Facilities

Notwithstanding any other Board Policy, student restrooms, locker rooms, and showers that are designated for one sex shall only be used by members of that sex.

In any other school facilities or settings where a student may be in a state of undress in the presence of other students (*i.e.*, changing costumes during school theatrical productions, etc.), school personnel shall provide separate, private areas designated for use by students based on their sex.

#### B. (Option 1) Accommodation for Students Desiring Greater Privacy

Students who, for any reason, desire greater privacy when using a facility described in subsection A may submit a request to the principal for access to alternative facilities. The principal shall evaluate these requests on a case-by-case basis and shall, to the extent reasonable, offer options for alternate facilities, which may include, but are not limited to: access to a single-stall restroom; access to a uni-sex restroom; or controlled use of an employee restroom, locker room, or shower. Under no circumstances shall the options offered involve use of a facility described in subsection A that is designated for use by members of the opposite sex.

#### B. (Option 2) Accommodation of Students Who Do Not Self-Identify With Their Sex

Students that assert that their gender is different from their sex and request special accommodations regarding the facilities described in subsection A shall, to the extent reasonable, be provided with an available accommodation that meets their needs. Such accommodations may include, but are not limited to: access to a single-stall restroom; access to a uni-sex restroom; or controlled use of an employee restroom, locker room, or shower. In no event shall the accommodation be access to a facility described in subsection A that is designated for use by members of the opposite sex.



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**Testimony in Favor of Assembly Bill 469**  
**Assembly Committee on Education**  
**Public Hearing, November 19, 2015**  
**Julaine Appling**  
*President of Wisconsin Family Action*

Chairman Thiesfeldt and members of the committee, thank you for the opportunity to speak in favor of Assembly 469. I am Julaine Appling, president of Wisconsin Family Action, Wisconsin Family Action supports Assembly Bill 469 and respectfully requests your support of this important bill for the following reasons.

The issue of public facility co-use by members of the opposite biological sex is a matter of much debate in the public sphere right now. What we are talking about here is how a Wisconsin public school district addresses a matter where students—minors—do not have a choice as to whether they use a public restroom or not during the day, unless they are willing to experience serious physical discomfort and even perhaps risk physical harm. I am grateful to Rep. Kremer and Senator Nass for working hard to ensure this bill is reasonable and respects and protects the privacy of all students. In that regard, I believe Rep. Kremer's amendment is an excellent change to the bill.

Over the last year and a half, our office has been contacted by parents, grandparents, and taxpayers from numerous school districts around the state, including Sparta, Janesville, Menasha, Oconomowoc, Baraboo, and elsewhere. These folks have been alarmed at policies their school boards have considered, and in most instances adopted, policies that basically allow for boys' to use the girls' restrooms and changing rooms and girls to use the boys'. Some of these people are here today to tell their stories or at least support this bill by their presence and registration.

In virtually every instance, these parents, grandparents, and taxpayers were told that the federal government was requiring these policies. That is simply not true. However, even when confronted with legal documentation clearly showing that no federal law compels a school district to allow boys to use the girls' restroom and locker room and vice versa, the majority of these school districts, fearing allegations of discrimination and possible lawsuits, yielded to the intense pressure of those pushing these policies that advance a particular agenda. It is most unfortunate that school board members have been cowed into adopting these policies that so clearly violate the privacy protections of the vast majority of students and also very likely the constitutional right of parents to control their children's education and upbringing, including the extent of their children's knowledge of the difference between the sexes. Our attorney, Mr. Michael Dean, will testify in just a moment regarding these legal matters, but the fact is that schools have been put in an unenviable and perhaps untenable position. Assembly Bill 469 addresses that by protecting all students, their parents, and the school districts.

In matters of public education local control is the preference, I believe, of most of the members of the legislature. As a former school board member, that is certainly my general preference. However, we have to recognize that a school district in its role of administering public education mandated by the state constitution functions as an agent of the state.

Wisconsin Statute 120.12(12) clearly stipulates that it is the duty of the school board to "[p]rovide and maintain enough suitable and separate toilets and other sanitary facilities for both sexes at each school." Well and good. That statute was sufficient back when it was enacted, but in 2015 it has become necessary to further delineate

what is meant by “separate” and “suitable” facilities for the sexes, which is exactly what AB 469 does. I think there is a good possibility that those school districts in the state currently allowing transgender students to use facilities of the opposite biological sex may be in violation of Wisconsin Statute 120.12(12).

This is a matter that requires clarification for school districts who are dealing with the need to accommodate students who are uncomfortable using the bathroom of their biological sex. And I would like to note that being uncomfortable using a public school bathroom or changing room is something any student can experience, regardless of their gender identification. Unfortunately, school bathrooms and changing rooms have a notorious reputation as places of bullying, intimidation, harassment and teasing for any student that has some physical, emotional, social or mental difficulties. This is because they are facilities in which students are necessarily vulnerable and which are fairly tightly enclosed for privacy purposes.

It is important to remember that a public school district has a responsibility for the privacy and safety of *all* students, not just any one class of students. Those opposing this bill tell us that a student’s gender identification is not something a school district is in a position to question or even qualify. However, we assert that a school district most definitely does not have the right to force students to share private facilities with students who are of the opposite biological sex. It is very interesting to me that those who would open public school restrooms to students of the opposite biological sex often contend that any student uncomfortable with the situation should be the one directed to use a single-occupancy stall. Yet, those holding this position do not support this bill which makes a similar concession but in a much more reasonable manner—giving students who request it or require it much more privacy and protection for facility use.

Assembly Bill 469 offers you a solution that allows a school district to accommodate all students and to do so in the only objective way allowed to a school district, since bathroom use is an essentially biological function. The bill prohibits school districts from forcing or allowing, depending on one’s perspective, students to share bathroom and changing room facilities with members of the opposite biological sex and creates a process by which a student can be allowed the use of a single-occupancy facility or faculty facility—regardless of their gender identification—through the application of a parent or guardian.

Please recognize that use of public school bathrooms and changing rooms is not the appropriate vehicle for anyone to seek affirmation and recognition regarding gender identity either personally or as a cause. It is not the appropriate vehicle because it involves the privacy of minors in the setting of a public school where the district, the faculty and the staff act as the agents of the state and are responsible for the safety and privacy of every single student. It is not appropriate for school districts to treat the use by minors of bathroom and changing room facilities as a cause—it is a social experiment that borders on child exploitation. It *is* appropriate for schools districts to address this matter objectively and with the privacy of all students in mind in order to comply with the statutory requirement already in existence in this state: that it is the duty of school districts to provide suitable and separate facilities for both sexes, and now for those who are not comfortable using the facilities designated for their biological sex.

Bathroom use and changing room use center around biological body functions and anatomy. For adults to impose a policy on or to allow underage students to be exposed to the anatomy of the opposite sex—or to expose themselves in front of the opposite sex—is inherently wrong and beyond the jurisdiction of the state. Please note that holds true for *all* students—regardless of their gender identification.

Consider, please, members of the committee, that we are talking about personal bodily privacy and safety for all public school students, many of whom are underage, in bathrooms and changing rooms. I call on members of this committee to remember your duty to the youngest of your constituents—all of them. I respectfully ask you to support this bill in committee and on the floor of the Assembly. Thank you for your time and consideration.

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November 19, 2015

To: Rep. Jeremy Thiesfeldt, Chairman  
Assembly Committee on Education  
Wisconsin State Capitol  
Madison, Wisconsin

Re: 2015 Assembly Bill 469

**WISCONSIN LAW REQUIRES SEX-SEPARATED  
STUDENT RESTROOMS IN PUBLIC SCHOOLS**

Sec. 120.12(12), Wis. Stats., provides, "The school board of a common or union high school district shall: . . . Sanitary facilities. Provide and maintain enough suitable and separate toilets and other sanitary facilities for both sexes at each school." *Id.*

The Wisconsin Administrative Code adopts the International Building Code. WI ADC § SPS 361.05(1). Plumbing systems are governed by IBC Ch. 29. IBC § 2902.1 provides the minimum number of fixtures required in educational and other facilities, and § 2902.2 requires that restrooms be sex-separated: "Where plumbing fixtures are required, separate facilities shall be provided for each sex."<sup>1</sup>

**WISCONSIN LAW REQUIRES SEX-SEPARATED  
RESTROOMS IN OTHER YOUTH FACILITIES.**

The Wisconsin Dept. of Children and Families requires sex-separated facilities in youth facilities under their jurisdiction. Sec. DCF 57.01 provides, "The purpose of this chapter is to protect and promote the health, safety and welfare of children placed in group homes . . ." *Id.* Wis. Admin. Code § DCF 57.40(6)(a).2. provides, "A group home initially licensed on or after January 1, 2006, serving males and females shall have 2 full bathrooms that are gender specific,

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<sup>1</sup> [http://publicecodes.cyberregs.com/icod/ibc/2012/icod\\_ibc\\_2012\\_29\\_par005.htm](http://publicecodes.cyberregs.com/icod/ibc/2012/icod_ibc_2012_29_par005.htm) The Code also regulates toilet facilities in older buildings under Ch. SPS 378, "Schools and Other Places of Instruction." Sec. SPS 378.10 provides, "Sanitary equipment. Separate toilets shall be provided for each sex in connection with all schools, as required by ss. Ind 52.62 and 56.16, 1956." Sec. SPS 378.10.

each containing a toilet, sink and a tub or shower, unless the department grants an exception under s. DCF 57.02.”<sup>2</sup>

In *Stonecipher v. Wisconsin Dep’t of Indus., Labor & Human Relations*, No. 146-433, 1976 WL 3769 (Wis. Cir. Ct. May 28, 1976), the circuit court rejected a Fair Employment Law claim challenging a requirement that workers be the same sex as juveniles under their care. The court cited *Korsts v. Department of Administration*, Comm. Dec. August 27, 1974, where the court approved an agency holding that a position could be restricted to only male workers because “the job involved supervising shower and toilet facilities and conducting body searches of nude male inmates.” *Stonecipher* at 4.<sup>3</sup> Commenting on regulations requiring sex-separated toilet facilities, the court affirmed the agency’s finding that “it was important to have a child care worker of each sex on duty to insure the juveniles’ right to privacy.” *Id.* at 4.

### **WISCONSIN LAW PERMITS SEX-SEPARATED RESTROOMS IN ADULT FACILITIES AND PUBLIC ACCOMMODATIONS.**

Wisconsin statutes approve sex-separated restroom and shower facilities for adults and the public as well. Ch. 321, “Department of Military Affairs,” provides at § 321.37, “Nothing in this section prohibits separate facilities for persons of different sexes with regard to dormitory accommodations, toilets, showers, saunas, and dressing rooms.” *Id.*

Wisconsin’s Public Accommodations Law authorizes sex-separated bathroom, shower, and similar facilities:

(b) Nothing in this subsection prohibits separate dormitories at higher educational institutions or separate public toilets, showers, saunas and dressing rooms for persons of different sexes.

(c) Nothing in this subsection prohibits separate treatment of persons based on sex with regard to public toilets, showers, saunas and dressing rooms for persons of different sexes.

Wis. Stat. Ann. § 106.52(3)(b)(c), *See Novak v. Madison Motel Associates*, 188 Wis. 2d 407, 417, 525 N.W.2d 123, 127 (Ct. App. 1994) (the statute “was not intended to prohibit separate dormitories, public toilets”) (citations omitted).

<sup>2</sup> The Department may grant an exception only if “the department determines that the exception will not jeopardize the health, safety, or welfare of any child served by the group home.” Sec. DCF 57.02.

<sup>3</sup> The court explained:

3. The Importance of Both Male and Female Child Care Workers to Insure the Juveniles’ Right to Privacy. The commission found that it was important to have a child care worker of each sex on duty to insure the juveniles’ right to privacy. . . . In *Korsts*, the commission held that the Wisconsin State Correctional Camp System could restrict applications for a work and study release coordinator to males only because the job involved supervising shower and toilet facilities and conducting body searches of nude male inmates.

. . . . Since the boys’ rooms are in a separate wing from the girls’ rooms, the commission properly concluded that it is important to have child care workers of the same sex as the juveniles making the bed checks (at which time the juveniles may not be fully clothed) in order to protect the juveniles’ right to privacy.

Concern over preserving the juveniles’ right to privacy and maintaining their personal self-esteem is supported by the comments of John Vick, Agency Licensing Supervisor, Division of Family Services, Department of Health and Social Services, in his June 25, 1973 letter to Luther Simonson, Dane County Juvenile Court Administrator (Respondent’s Exhibit 1):

*Stonecipher*, 1976 WL 3769, at \*4.

**UNDER FEDERAL AND OTHER JURISDICTIONS' LAW,  
STUDENTS' BODILY PRIVACY RIGHTS BAR SCHOOL BOARDS  
FROM OPENING SEX-SPECIFIC RESTROOMS AND LOCKER  
ROOMS TO MEMBERS OF THE OPPOSITE SEX.**

Public school boards are “state actors” that must honor students’ constitutional rights. *See, e.g., Morse v. Frederick*, 551 U.S. 393, 424 (2007) (Alito, J., concurring) (“The public schools are invaluable and beneficent institutions, but they are, after all, organs of the State”); *New Jersey v. T.L.O.*, 469 U.S. 325, 337 (1985) (“We have held school officials subject to the commands of the First Amendment, and the Due Process Clause of the Fourteenth Amendment” (quotations omitted)).

Student rights include the fundamental right of bodily privacy. *See, e.g., Beard v. Whitmore Lack Sch. Dist.*, 402 F.3d 598, 604 (6th Cir. 2005) (“Students of course have a significant privacy interest in their unclothed bodies.”); *Thomas ex rel. Thomas v. Roberts*, 261 F.3d 1160, 1168 (11th Cir. 2001), *vacated on other grounds by* 122 S. Ct. 2653 (2002) (“[T]here is no question that schoolchildren retain a legitimate expectation of privacy in their persons, including an expectation that one should be able to avoid the unwanted exposure of one’s body, especially one’s ‘private parts.’”).

Opening boys’ or girls’ restrooms and locker rooms to members of the opposite sex would directly violate students’ right to privacy. “[C]hildren are extremely self-conscious about their bodies.” *Cornfield v. Consol. High Sch. Dist. No. 230*, 991 F.2d 1316, 1323 (7th Cir. 1993). This “adolescent vulnerability intensifies the patent intrusiveness of [bodily] exposure.” *Safford Unified Sch. Dist. v. Redding*, 557 U.S. 364, 374 (2009). Requiring students to use a restroom or undress themselves in the vicinity of members of the opposite sex would be an “embarrassing, frightening, and humiliating” experience that would undermine their basic human dignity. *Id.* at 374-75. *See Vernonia Sch. Dist. v. Acton*, 515 U.S. 646, 657 (1995) (“Public school locker rooms [and restrooms] . . . are not notable for the privacy they afford”).

Public school boards have authority to protect students’ privacy and welfare, and federal constitutional and statutory provisions do not create any contrary rights to use opposite sex restrooms. *See, e.g., Kastl v. Maricopa Cnty. Cmty. Coll. Dist.*, 325 F. App’x 492, 493 (9th Cir. 2009) (rejecting a students’ Title IX, Title VII, and First and Fourteenth Amendment arguments for opposite-sex restroom use because a public college was motivated by privacy and safety reasons, not the student’s sex); *Johnston*, 2015 WL 1497753, at \*8 (noting that ensuring “the privacy of . . . students to disrobe and shower outside of the presence of members of the opposite sex” is a “justification [that] has been repeatedly upheld by courts” in rejecting a student’s Title IX and equal protection arguments for opposite-sex restroom use).

Allowing an individual claim of right to supersede school board authority and other students’ privacy would risk “permanent emotional impairment [to students] under the guise of equality.” *City of Philadelphia*, 300 A.2d at 103. There are “differences between males and females that the Constitution necessarily recognizes.” *Michael M. v. Superior Court of Sonoma Cnty.*, 450 U.S. 464, 478 (1981) (Stewart, J., concurring).

**FAIR EMPLOYMENT LAWS DO NOT REQUIRE OPENING SEX-  
SEPARATE BATHROOMS AND SIMILAR FACILITIES TO OPPOSITE-  
SEX EMPLOYEES, AND YOUNGER, MORE VULNERABLE STUDENTS  
HAVE EVEN GREATER PRIVACY INTERESTS IN SCHOOL.**

The right of bodily privacy applies in any circumstance in which government action, including the application of nondiscrimination laws, would require the co-mingling of sexes in places where personal privacy is required and where the potential exists for exposure of individuals who may be unclothed or engaging in personal functions.

For example, the United States District Court for the Southern District of West Virginia rejected a female employee's sex-discrimination claim based on her employer's refusal to assign her to clean male "bath-toilet-locker-room facilities." *Brooks v. ACF Indus., Inc.*, 537 F. Supp. 1122, 1125 (1982). The court did so because "while using any of the bathhouses, the male employees had legitimate privacy rights that would have been violated by a female's entering and performing janitorial duties therein during their use thereof." *Id.* at 1132. The court explained that male employees had the right "to protect [their privacy] rights" by "insist[ing] that" biological females not have access to bathhouse facilities while they were in general use. *Id.* Even if separate changing and shower facilities were available, the court recognized that male employees "would still be unable to use the toilet facilities . . . without suffering violation of their privacy rights." *Id.* at 1132. Indeed, one of the plaintiff's proposed "schemes" required the employer to "erect doors and/or walls which would obstruct the shower and toilet areas from her view." *Id.* The court rejected the feasibility or reasonability of this suggestion because building doors and walls "would merely divide the milieu in which the conflict exists rather than provide a solution to the conflict itself." *Id.*

Similarly, in *Norwood v. Dale Maintenance System, Inc.*, 590 F. Supp. 1410, 1417 (N.D. Ill. 1984), the court denied a woman's sex-discrimination complaint based on her private employer's refusal to allow her to clean male restrooms during the workday because "an opposite sex procedure would cause embarrassment and increased stress in both male and female washroom users (e.g., men would not be able to urinate if a woman were present in the men's washroom)" and "the invasion of privacy that would be created by an opposite sex procedure would be extreme." Once again, the court rejected a proposed solution whereby the restrooms would be closed during a scheduled time so that they could be cleaned by a member of the opposite sex.

As the evidence at trial demonstrated, privacy would be invaded to a degree under *any* opposite sex system. Even the least intrusive alternative, the scheduled closing of the washrooms each day, would still cause stress to tenants and guests when an attendant knocked on the opposite sex's washroom's door to determine if the washroom were in use. A person using the washroom at the time would not know if the attendant would, nevertheless, enter the washroom, not realizing the washroom was still in use.

*Id.* at 1422. Nor would a policy requiring "the attendant to leave the opposite sex washroom during the cleaning process whenever a person wishes to use the washroom" alleviate the privacy concerns, because "tenants would be faced with a greater probability of embarrassing or stressful confrontations with cleaning attendants of the opposite sex in their washroom." *Id.* at 1422-23.

The rationale recognizing employers' right to maintain separate restroom and locker facilities among adults applies with even greater force among vulnerable school children. Just as the interests of a single employee must yield to the constitutional privacy rights of opposite-sex

employees, so too must the interest of a single student yield to the established privacy rights of other students. Subjecting students to comingling with an opposite sex student in sensitive restroom and locker facilities would create particular risk to their privacy interests “at a time in life when sex is a mysterious and often troubling force.” *Rider v. Com. of Pa.*, 850 F.2d 982, 986 n.6 (3d Cir. 1988).

Courts have thus avoided “risk[ing] a permanent emotional impairment [in children] under the guise of equality.” *City of Philadelphia v. Pa. Human Relations Comm’n*, 300 A.2d 97, 103 (Pa. Commw. Ct. 1973). See also *id.* at 102-04 (rejecting an interpretation of a Pennsylvania, sex-nondiscrimination law that would allow opposite-sex employees at a youth center to supervise children “who range in age from seven to sixteen in various stages of undress”).

**BODILY PRIVACY RIGHTS PROTECT PLACES OF PUBLIC  
ACCOMMODATION FROM BEING FORCED TO OPEN SEX-  
SPECIFIC FACILITIES TO MEMBERS OF THE OPPOSITE SEX.**

Public accommodations law in other jurisdictions also supports the rationale recognizing student privacy. In *Livingwell (North) Inc. v. Pa. Human Relations Comm’n*, 606 A.2d 1287 (Pa. Commw. Ct. 1992), a Pennsylvania court rejected the state human rights commission’s efforts to force health clubs designed solely for women to open their doors to men. The court recognized an automatic defense to sex-discrimination claims in any situation “where there is a distinctly private activity involving exposure of intimate body parts.” *Id.* at 1291. Otherwise, “sex segregated accommodations such as bathrooms, showers and locker rooms would have to be open to the” opposite sex. *Id.*

The court explained that “in relation to one’s body, there are societal norms, *i.e.*, a spectrum of modesty, which one either follows or respects, and if one is required to breach a modesty value, one becomes humiliated or mortified.” *Id.* at 1292. Disregarding these essential modesty norms and causing feelings of mortification in other citizens is not a matter of simple discomfort, it “invade[s] the individual’s most fundamental privacy right, the right of privacy of one’s own body.” *Id.* (quoting *City of Philadelphia*, 300 A.2d at 103 n.8).

Significantly, *Livingwell* explains that the fundamental right of bodily privacy is “not determined by the lowest common denominator of modesty that society considers appropriate.” *Id.* at 1293. The state human rights commission’s efforts to “impose” a “different sense of modesty” on the public failed because the purpose of sex-nondiscrimination laws “is to eliminate sex discrimination . . . not to make over the accepted mores and personal sensitivities of the American people in the more uninhibited image favored by any particular” individual or group. *Id.* at 1294 (quoting *Backus v. Baptist Med. Ctr.*, 510 F. Supp. 1191, 1195 (E.D. Ark. 1981). Because no “overriding considerations” weighed against the “legitimate privacy interest” of “women who want[ed] to exercise at an all-female facility” and it was “impossible to allow men to be present while these women are exercising and, at the same time protect their right to privacy,” *id.*, the court approved of banning males from health clubs designed solely for female customers.

**EVEN IN A PRISON CONTEXT, THE RIGHT OF PRIVACY FORBIDS  
EXPOSURE TO THE VIEW OF OPPOSITE-SEX GUARDS.**

Although a convicted prisoner “must surrender many rights of privacy,” *Lee v. Downs*, 641 F.2d 1117, 1119 (1981), the United States Court of Appeals for the Fourth Circuit established over thirty years ago that a prisoner does *not* surrender his or her constitutional right of bodily privacy

because it is so fundamental:

Most people ... have a special sense of privacy in their genitals, and involuntary exposure of them in the presence of people of the other sex may be especially demeaning and humiliating. When not reasonably necessary, that sort of degradation is not to be visited upon those confined in our prisons.

*Id.* “[D]espite the fact that the general employment of guards may be required to be open to persons of both sexes under equal employment opportunity legislation,” *id.* at 1119-20, the “right of privacy” prohibits stationing male guards “in rooms in which female prisoners [are] required to dress or undress,” *id.* at 1120. Vice versa, the constitutional right of privacy bans placing female guards “in positions to observe . . . men while undressed or using toilets.” *Id.* See also *Strickler v. Waters*, 989 F.2d 1375, 1387 (4th Cir. 1993) (“[W]hen not reasonably necessary, exposure of a prisoner’s genitals to members of the opposite sex violates [prisoners’] constitutional rights”).

Inmates’ constitutional right to “privacy encompasses the . . . interest in not being viewed unclothed by members of the opposite sex.” *Teamsters Local Union No. 117 v. Wash. Dep’t of Corr.*, No. 13-35331, \_\_\_ F.3d \_\_\_, 2015 WL 3634711, at \*10 (9th Cir. June 12, 2015) (quotations omitted). See also *Poe v. Leonard*, 282 F.3d 123, 136, 138-39 (2d Cir. 2002) (explaining that the right to privacy extends beyond the “context of prison confinement and search or seizure by the government” and that “there is a right to privacy in one’s unclothed or partially unclothed body, regardless of whether that right is established through the auspices of the Fourth Amendment or the Fourteenth Amendment”).

The right of bodily privacy is so fundamental that prisoners are not forced to change clothes, shower, or use the restroom in plain view of the opposite sex. See, e.g., *Arey v. Robinson*, 819 F. Supp. 478, 487 (D. Md. 1992) (noting that “[b]asic human dignity requires some minimal protection of privacy, at least from the opposite sex” and that “there is no alternative way for the prisoners to exercise this right of privacy than to be adequately shielded from view while performing ordinary bathroom functions”); *Dawson v. Kendrick*, 527 F. Supp. 1252, 1317 (S.D. W. Va. 1981) (ordering “that female prisoners . . . be supplied with suitable sleepwear and be enabled to use the toilet and undress without being needlessly observed by male guards”); *Hudson v. Goodlander*, 494 F. Supp. 890, 892-93 (D. Md. 1980) (finding an inmates’ rights “were violated by the assignment of female guards to posts where they could view him while he was completely or entirely unclothed,” such as when “washing, undressing or performing other private functions”).

#### SUMMARY

Wisconsin law already clearly recognizes that the privacy rights of Wisconsin public school students requires sex-segregated restrooms, locker rooms, and similar facilities. Privacy rights protecting adults in the workplace, places of public accommodation, and prisons apply with even greater force to much younger, vulnerable school children. “Students” do not “shed their constitutional rights . . . at the schoolhouse gate.” *Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503, 506, 89 S. Ct. 733, 736 (1969).

**Testimony in favor of Assembly Bill 469**  
**Assembly Education Committee**  
**Public Hearing, November 19, 2015**  
**E. Lee Webster, MSW, LCSW, BCD**

Credentials:

Master of Social Work, University of Denver, Psychiatric Social Work  
Licensed Clinical Social Worker, Wisconsin  
Board Certified Clinical Social Worker

Employment experience:

Director and Psychotherapist, Center for Human Development, State Certified Outpatient Mental Health  
Psychotherapist Lutheran and Catholic Social Service  
Supervisor, Child Protective Services, Marathon County, WI

Good Morning, Thank you for the opportunity to speak in support of AB 469. My name is Lee Webster; I am a parent of 3 children, Grandparent to 13 and Licensed Clinical Social Worker with over 40 years of clinical experience working with Adults, Children, Couples and Families. I am the director, and therapist in a State Certified Outpatient Mental Health Center. I supervised child protective services for the Marathon County Department of Health and Social Services for five years. In addition I have had the opportunity to teach and supervise Social Work and Counseling students and trainees from numerous graduate programs including the Universities of Wisconsin at Madison, Stout and Milwaukee. I am a former chairman of the North Central Wisconsin NASW Chapter and during my chairmanship we completed a significant Area Child Abuse Survey. In addition I was the first behavioral science consultant to the Wausau Family Practice Residency program.

Guy Doud, International Speaker and former "Teacher of the year" relates the following locker room story: "The gym instructor said, ok everybody take a shower...the worst thing about the shower was that I was supposed to take it naked...I went into the shower and I got sick, I went home sick, I missed the next two weeks of school sick...I was flunking all of my classes."(1)

I would venture that everyone here has a Locker Room memory!

Fat or thin?  
large or small?  
long or short?  
pubic hair or not?  
developed or undeveloped?

In addition to all of the self-image issues there was the teasing and harassment, that today we would call bullying. Does anyone really want to subject children to another variable, exposure to the genitals of the opposite sex? In any other setting we would call that "indecent exposure."

Children are fragile! Our society has always set up guidelines for their safety. The primary institutions of our culture, family, education, religion and government share these responsibilities to insure that proper safeguards are in place and to provide opportunities that will prepare them for adult life. Their personal, physical and emotional development are key components of this protection. Assembly bill 469 simply

makes good sense from both a mental health and safety standpoint. It is not about sexual preference or desire; it addresses issues that could be embarrassing, shaming and possibly traumatic to students regardless of their gender or orientation.

Think for a moment about what is best for children and adolescents. Younger children must be respected and supported in their searches for identity within a safe environment. They learn to respect their bodies and are taught proper boundaries with peers and adults. I hear my children saying to our grandchildren the same things we said to them:

“Don’t talk with strangers,”

“Your body is so good that we protect it and keep it safe,”

“This is your private area. Private means that nobody else looks or touches here.”

“It good to say NO and then you can tell mommy or daddy if something happens you are uncomfortable with.”

Children need to be protected from potentially harmful situations so the child is safe from inappropriate and unhealthy experiences that are simply developmentally inappropriate. They need to develop safe boundaries so that they are not embarrassed, injured or exploited. To do otherwise is simply not healthy and may be traumatic. School Boards have already recognized this fact; they have placed filters on computers to prevent exposure to pornography; and they have also restricted the use of cell phones in locker rooms. Why then not restrict exposure to the genitals of the opposite sex or being forced to expose oneself. This inconsistency would be confusing and potentially damaging to children. It would violate all good training about modesty and the clear setting of personal boundaries. If the exposure was by someone much older it could cause extreme fear and danger. Those of us that have worked in Child Protective Services have many stories and experiences which illustrate the trauma related to these kinds of situations.

Adolescents are facing other challenges with their personal identity and physical development. This is an extremely difficult and fragile time where they are experiencing significant physical and emotional changes with their developing sense of sexuality. To add the issue of having someone who is biologically male and who claims to identify with females (or vice versa) enter a locker or bathroom is inappropriate and potentially traumatic to all parties. What, for example, would prevent a number of teen boys, jocks for example, from daring one another, to say they identified with the female gender to gain access to the girl’s locker room?

I am personally acquainted with a PE teacher, who has a master’s degree in education relates the following: “In the girls locker room most of the girls wait in line for the 1 or 2 private showers, If they are not available they attempt to dress modestly holding a towel over themselves, many of them avoid taking a shower at all if at all possible.”

Another woman remembers that she developed earlier than her peers and the embarrassment of being seen, she would pretend to be sick to avoid PE.

To purposely place any child in an unnatural environment or expose them to someone of the opposite sex in a place where that is not expected is a form of bullying. The private accommodations provided for in this bill offer protection to prevent embarrassment to all children, boys, girls or those questioning. Dr. Paul R. McHugh, former psychiatrist in Chief for Johns Hopkins Hospital (2) quoting studies from

Vanderbilt University and London's Portman Clinic indicated that 70 to 80% of children who had expressed transgender feelings had, over time, "spontaneously lost those feelings" (3). The locker room or bathroom is simply not a place to experiment with one's sexuality or identity regardless of gender. One teen stated, "It would be simply awful, I'd never go to PE or play basketball again".

The school environment, like the home, needs to be safe. Children and Adolescents who are bullied or abused learn to face the world with fear, suspicion and anger. They are more susceptible to exploitation by other adults. Their adjustment in every area is impacted. They are more likely to fail at school, be involved with addictive behaviors, and get in trouble with the law, have poor or abusive relationships as adults, poor health and even early death. (4) As a therapist, working with adults, I can assure you that the scars from these early experiences leave a horrible mark on people and impact their lives for years.

I am aware that many organizations with a history of caring for or protecting children have registered in opposition to this bill. I wonder whether they have not read the bill or are more interested in a social or political agenda than those we are asked to serve. "Do No Harm" is a longstanding principle of the helping professions. As a therapist I fear the long term damage that we will be dealing with if this bill is not passed. There is no justification for changing the age old practice of gender specific bathrooms or locker rooms. The one good thing, however, is that that as we become more sensitive to possible shame and embarrassment issues, the option of a private changing and showering option for any student is positive. Please pass Assembly Bill 469 for the protection of our State's Children.

- (1) <http://www.bing.com/videos/search?q=guy+doud+youtube&view=detail&mid=C5939224870D44908B74C5939224870D44908B74&FORM=VIRE2>
- (2) <http://hopkinsmedicine.org/profiles/results/directory/profile/000334/paul-mchugh>
- (3) [http://www.cnsnews.com/news/article/michael-w-chapman/johns-hopkins-  
psychiatrist-transgender-mental-disorder-sex-change](http://www.cnsnews.com/news/article/michael-w-chapman/johns-hopkins-psychiatrist-transgender-mental-disorder-sex-change)
- (4) [https://www.childwelfare.gov/topics/can/impact/long-term-consequences-of-child-  
abuse-and-neglect/](https://www.childwelfare.gov/topics/can/impact/long-term-consequences-of-child-abuse-and-neglect/)

November 19, 2015

Please copy for committee members. Thank you!

Thank you for allowing me to address the committee regarding the new and contentious debate on the appropriate use of school facilities for confused students with gender dysphoria, otherwise known as transgender. Recently I spoke to Rep. Jesse Kremer about a situation that my parents and sister dealt with decades ago that is similar to the pending AB 469 legislation. This gives me a unique perspective with the current legislation up for debate today.

I have a sibling who was born 50 years ago with a Disorder of Sexual Development (DSD), also known as an intersex condition. Rarely, a child is born with a form of this wide ranging spectrum, unlike today's seemingly current 'fad' of those who claim to have gender dysphoria. There have always been people with DSD amongst our population but mostly they have struggled through life quietly and unnoticed, unlike those with gender dysphoria today. When my sibling was born the gender was unclear from the appearance of ambiguous genitalia. It was determined that the baby was genetically male - i.e. had XY chromosomes - but that it would be best to raise the infant as a female because the genitalia were not conducive socially or medically to being male. At age three months the birth certificate and name were changed from male to female. Undeveloped male anatomy was removed at three years of age. It wasn't until she was 18 years old that she elected to have the ambiguous genitalia surgically removed.

Although decades ago many infants and children with a DSD were surgically altered before recent changes in the medical management of such conditions, my sister escaped the scalpel until she made her own decision to have feminizing surgery. It is almost always the most ethical decision to delay surgery until the child can make their own informed consent to do so. This can and does create a social dilemma but it also prevents an irrevocably altering physique, which would cause emotional and psychological damage should the intersex child reverse the gender in which their parents raised them, which does happen. This is a similar pitfall for transgender people who get surgery to alter their gender but then realize they made a mistake. Adolescents, in particular, should never be allowed to undergo such a permanent practice and therefore, it is questionable to even allow them to begin hormone blockers and treatments to transition from one gender to the next until they are of legal age. For such reasons alone, sanctioning the trend of gender dysphoria by the school system can be fraught with peril.

Due to this rare medical condition, my sister Diane was put into an awkward psychological and social situation with her peers in school.

Despite not having the typical female anatomy, my sister was able to use the girls bathroom in school without incident, since the stalls are private. Elementary school was not such a socially isolating problem but when Diane got to junior high school it was. Showering after gym class was a very embarrassing issue for her and would have caused awkwardness for her classmates. Diane would have been ripe for school bullying and in today's social climate, public ridicule on social media. Diane already struggled with internal conflict and shame which would have been magnified had her peers known of her true gender and physical anomaly.

My parents did the right thing in tackling the problem. Every year from 7th through 12th grade my mom talked to the school staff and made arrangements for her to shower in a private area. Diane made up her own story to tell friends while my parents and teachers were involved in making accommodations and keeping this a private issue as it should be. Diane told me that not one of her classmates or friends ever treated her differently or took reprisals out on her for taking a private shower. A few girls inquired why she needed to do so but that was the extent of the issue. Diane informed me that she would have been devastated if her friends knew the real reason she showered in private.

Because of the cooperation and respect my parents received, and high level of professional care and concern for my sister given by our school district, what could have been a stressful and embarrassing situation for my sister was completely avoided. Without this type of support my sister could have suffered life-long severe emotional ramifications. The effects of exposing her physical condition to other students could, likewise, have been equally devastating and emotionally traumatic. This arrangement seems to have been the best alternative to an otherwise intolerable situation. It was all done privately, on the down low, and everyone involved seemed to have benefited. Diane got through her formal years of education without anyone knowing about her DSD. My parents did not make an issue of it and my four siblings and I did not either.

*Puberty is stressful enough for kids but it is only confounded for adolescents who have to deal with a DSD or gender dysphoria. While children with a DSD can be socially integrated into the school system without their peers knowing of their rare condition, it is not the case for those who seek to transgender. Recently we see that the social order in schools across the United States is being ripped apart by the insistence of students with gender dysphoria that they be allowed to utilize the*

*facilities of their newly chosen gender. Both Diane and I believe this is unacceptable for both students with gender dysphoria and their classmates who must endure the uncomfortableness of sharing such open space with them. We have separate spaces for the sexes for multiple reasons such as religious requirements, prevention of sexual assault, personal modesty and comfortableness with same-gender only persons when disrobing. These are tried-and-true philosophies. To suddenly allow a child or teenager with the normal anatomy of one gender to use open facilities in their newly chosen opposite gender would create social chaos that could have irrevocable harm to all students and their classmates.*

*My sister Diane had a legitimately known medical condition as a result of a genetic or biochemical anomaly in the womb. People who have gender dysphoria, although documented to have genuine feelings of ambivalence to their genetic gender, have no such known etiology. Furthermore, while somewhat conflicting, studies have shown that the majority of children and adolescents who have gender dysphoria never actually transition to the opposite gender as adults. Simply because you may not feel like being the gender that matches your genetic sex, it does not mean you will always feel that way as an adult and it certainly does not preclude the legitimate and real dilemma it causes their peers who must also, unfairly, deal with the issue. It would be a great disservice to students to add to their confusion by allowing them to act out this gender confusion in front of their peers, setting them up for all sorts of emotional and psychological regret in adulthood.*

**My sister's story is one that occurred due to circumstances beyond her control. Her situation is not the same as a child arbitrarily stating they think they are the opposite sex, acting on it and forcing others to partake in their turmoil.** Diane always knew she was different, but she intrinsically knew that she had to conform to the world, not the world conform to her. This was as much to protect herself as it was to protect her peers. She would have been utterly mortified to expose herself to her peers and her peers would have been very uncomfortable around her. *Students with gender dysphoria who want to use their opposite gender's facilities not only set themselves up for their own embarrassment and potential bullying, they set their classmates up to be embarrassed.* We're not doing these kids any favors when we acquiesce their demands which ultimately causes cruel attacks in person or online. Of course it is NEVER acceptable to physically or emotionally assault anyone, and schools should have a zero tolerance policy in effect, but the reality is that people are cruel and kids, in particular. Furthermore,

students with gender dysphoria may have regret, shame and embarrassment as adults when they look back at having used their opposite gender's facilities after they realize that they were not transgendered after all.

On a personal note, I will end my testimony with an anecdote. As an 18 year-old, I remember being in a youth hostile in Paris. One morning I went to the girls bathroom and saw a naked man in the bathroom. All the girls there were concerned and some were frightened. I went to the desk to alert them and the man was immediately removed. We were protected and we all felt grateful for the protection. This bill helps keep all kids safe while in open facilities such as school bathrooms and locker rooms. While Diane and I are against discrimination in any form, we believe the simplest, fairest and least emotionally damaging solution to the gender dysphoria epidemic is to only allow students to use the bathroom of their original gender, utilizing the private stalls that are equipped in the bathrooms. As for locker rooms, parents should make arrangements with the school for their child to take a private shower, which would protect both students and classmates from embarrassment and fights. Thank you for allowing me to give you my testimony here today. I urge you to take my story and thoughts under advisement and to pass the legislation regarding gender dysphoria that is medically sound, fair and appropriate for all students.

Sincerely,

Mary Pat Weigand

West Bend

**November 11/19/15**

Wisconsin Assembly Education Committee

To the Committee Members:

*I am here to support the Wisconsin Student Privacy Protection Bill here in Wisconsin. My purpose for this support is two fold: The first being I am a grandmother of 9; 6 of my grandchildren are ages 13 and under, with the youngest being my almost 3 year old granddaughter. The second, I am here as a victim of childhood sexual abuse.*

*I would like to address both issues together. For me, the sexual abuse started at the age of 7 and ended at the age of 13. What I want to address about this is how this awakened my awareness of sexuality at the tender age of 7. I am not alone in being sexually abused at a young age as evidenced through the different counseling groups I attended. Unfortunately this is more prevalent than we would like to admit and obviously as adults we can agree that this would be a most traumatizing event for a child. How does this affect my support of this bill? First I want to be clear that I am not for a moment saying that transgender children are going to be sexual predators; that is not my issue. My issue is that our children and grandchildren are being introduced to sex at younger and younger ages; they are, for lack of a better term, being sexualized before long before the need for sexual knowledge is necessary. We are taking away their innocence of childhood. We may think that all of our children today are well aware of human anatomy through classes at school and that sharing a bathroom or shower facility with someone of the opposite sex, who identifies as their same sex would not be uncomfortable or even startling for them, but we would be wrong. There are some children who, like me, are victims of sexual abuse. I cannot image as a young girl or teenager, the further trauma that would have been inflicted on me by showering with a transgender girl who still had male anatomy. Taken further, whether or not a child has been sexually abuse, sharing a bathroom or showering facility at a public school with someone of the opposite sex, can still be shocking, alarming, distressing or upsetting. Yes, there may be some children who will may be tolerant of this; I believe they would be the minority. I don't want my young granddaughter to have to even have this as an issue in her life as she grows up This should not be an issue for any of our children.*

*As far as a female transgender student showering with male students, I can't even imagine the jeering, heckling and mocking that would arise. And I am confident that this would occur with a transgender male identifying as a female as well. For all the tolerance we insist on in this country, the truth is kids are kids and they can be cruel.*

*The children who identify as transgender should be allowed to have a bathroom/changing room facility where they have privacy. This is not only for the comfort of non-transgender students, it is also for the safety of transgender students. I don't understand how this can be labeled discrimination. I will support this bill and do everything I can to help it pass.*

*Thank you Committee Members for your time.*

*Jody Hehn*

## **Testimony for Assembly Bill 469 "Student Privacy Protection Bill"**

My name is John Christy and I am from a township near Sparta. I have a son and a granddaughter that have graduated from the Sparta school system. I have a Master of Education degree and have spent twenty years working in a post-secondary classroom or training environment; another twenty years working closely with people in many different environments; and many years in leadership roles in civic, religious, and non-profit organizations.

I am here today to testify in favor of Assembly Bill 469, the "Student Privacy Protection Bill" as amended. You are to be complimented for considering such a simple solution to such a timely problem in today's society. Again, I speak in favor of this bill.

In October of 2014 the Sparta Area School Board tabled a "Gender Identity" policy which had been previously accepted by a committee of the Sparta School Board. This policy allowed students to pick the bathroom facilities they wanted to use. I believe this was tabled in part due to a letter from the Alliance Defending Freedom organization stating the proposed policy was immoral and illegal. A second cause for tabling the motion was the strong showing by local citizens vehemently opposed to this policy.

In May of 2015 the Sparta Area School Board introduced a motion to hire an Ohio firm to manage the School Board policies and this was greatly perceived as a back-door and/ or under-the-table way to re-introduce the so called "Gender Identity" Policy. After several local taxpaying citizens addressed the school board on this motion, it died for lack of a second.

I have been told by a very reliable source that the "Gender Identity" Policy will soon be re-introduced at the Sparta Area School Board. Thus, I not only encourage you to pass this bill but to try to expedite the process.

I was one of those concerned citizens that spoke, and I wrote a letter to the editor. Contrary to public perception, I am not against protecting the privacy and safety of some one-half of one per cent of the student population; but rather I am for protecting the privacy and safety of the entire 100% of the student population. Every student is important!

CITIZEN Magazine, from the Focus on the Family organization, in the Jun-Jul 2015 issue had complimentary comments on the efforts citizens made in Sparta, WI, to stop the proposed "Gender Identity" policy that was before the Sparta School Board.

Further, it is critical that this situation is addressed at the state level and not left to local discretion due to the great number of Wisconsin students that routinely visit other schools for

sports and other school-based events; both as participants and as spectators. The policy and procedures for those concerned students visiting other schools need to be addressed.

Finally, ladies and gentlemen, I want to point out that this is a real world situation and not limited to Wisconsin classrooms. A recently retired Wisconsin surgeon, Dr. Judy Lottmann, M.D., recently wrote the book ON CALL to share her story. She shared that at one point a temporary female surgeon had been hired and after a month Dr. Lottmann found out that “she” was a “he”. Dr. Lottmann related how she reflected on the times that she had changed in the locker room and the temporary surgeon had stood there and watched rather than change “her” own clothes.

Ladies and gentlemen, I again thank you for your efforts on this “Student Privacy Protection Bill” as amended and certainly encourage you to approve it and send it to the full Assembly for their consideration and passage.

John H. Christy  
19 November 2015

My name is Clare Craven, I grew up on a farm in Minnesota. My wife and I moved to Wisconsin early in our marriage, we raised our children here and we love this state.

I am representing hundreds, possibly thousands, in our school district most of them parents that cannot get off work to come here today. Our local Superintendent and a school board subcommittee recommended what we would call radical policies, policies that would allow biological boys to use the girls' restroom and locker room and biological girls to use the boys' restroom and locker room. These policies just about passed. Luckily the public found out about the policy, and the board was forced to hold a special meeting. Every member of the public who spoke at the meeting was totally against this radical agenda except for one person that came up from Madison. I was told it was the largest number to show up for a school board meeting, (standing room only) Three times the Superintendent and board members tried to pass the policy or advance this agenda. Three times the public vigorously objected and the schoolboard backed down. I should mention that not all school board members agreed with the actions of the Superintendent but unfortunately the majority followed his lead, until the community got involved

I have never been involved with politics or spoke out on any issue before but there are powerful organizations and individuals that want to pass policies that put, at a minimum, the privacy rights of our children at risk. .

Here is why I am supporting this legislation.

I have 10 grandchildren. If we do not protect our children with this bill, there may very likely come a day when my 13 year old granddaughter could be taking a shower in a school facility after a class, a sports practice or event and a 17 or 18 year old biological male could walk right in and shower next to her. Without getting too graphic this would expose her for the **first time in her young life** to the manhood and total nakedness of a man! .....Not only that, but her breasts and total nakedness would be exposed, **against her will and certainly without her consent**, for the first time to a man.

I and the many people I am speaking for today find this completely unacceptable!  
I implore you, do not let this happen.

Hopefully we all can agree that both physical and intimate exposure to the opposite sex should be done with privacy, love and commitment. Not forced upon our children in a school bathroom, locker room or shower!

If a man outside of the school setting exposes himself to a young girl he would be arrested and charged with a felony, at the same time some of our schools are promoting policies that will expose our children to the opposite biological sex in school often against the child's will and the parents' will. This makes no sense.

I will conclude with a quote from Martha Graham:

“THE BODY IS A SACRED GARMENT.”

Please do not take this away from our children.

This bill protects all of our children. Please vote to support the “Student Privacy Protection Bill”.



## School Administrators Alliance

*Representing the Interests of Wisconsin School Children*

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**TO:** Assembly Committee on Education  
**FROM:** John Forester, Director of Government Relations  
**DATE:** November 19, 2015  
**RE:** Assembly Bill 469 – Use of Changing Rooms by Pupils

The School Administrators Alliance (SAA) opposes Assembly Bill 469, relating to the use of changing rooms by pupils.

In anticipation of this hearing, I sought input on AB 469 from a cross-section of SAA members, with an emphasis on school superintendents and principals. I also discussed the bill with two of Wisconsin's finest school law attorneys that we work with on a regular basis. These discussions yielded several major concerns about the bill as well as a couple of significant questions about certain provisions of the bill.

The SAA has the following major concerns about the bill:

First, if adopted, AB 469 will place school districts in a position where the statute requires them **NOT** to comply with the position held by the US Department of Education Office of Civil Rights and the US Department of Justice, who maintain that school districts must allow transgender students to use the bathroom or, in some circumstances, changing facility of their gender identity. These agencies control school district's federal funding and we are concerned that the bill will place school districts in an untenable position that risks the loss of federal funds for the district. Ultimately, this issue is likely to be decided in the federal courts. In the meantime, we would urge you not to place Wisconsin school districts and school children in the middle.

Second, the bill would create what our attorneys called a "very litigious law," referring specifically to the complaint process laid out on page three of the bill. The bill would allow any pupil, or parent or guardian of a pupil, enrolled in the school district to file a complaint that the district is not complying with the law. Anyone who is not satisfied with the school district's response to their complaint is entitled to bring a claim against the district and can seek reimbursement of reasonable attorney fees. We have several concerns about this section of the bill:

- We believe it is very likely that the investigation and attempt at resolution will fall on the shoulders of the school principal. Given all of the other

duties a principal has on his/her plate, the 30-day timeline for investigating and resolving complaints is inadequate and unrealistic, especially since any resolutions have to be satisfactory to complainants under the bill.

- I have been told by our attorneys that there is a so-called “American Rule” in our legal system, which is a presumption that all parties in litigation have to pay their attorney fees. In the relatively few instances in which the law authorizes the reimbursement of reasonable attorney fees, there is usually only one plaintiff. Under this bill, any enrolled pupil or parent can sue; the student doesn’t even have to attend the same school as the school where the issue arose. This means that every situation involves a potential class of countless plaintiffs and equally countless numbers of potential lawsuits.

So what does this mean for a school district in a practical sense? Once the complainant brings a claim for damages including the reimbursement of reasonable attorney fees, the clock begins ticking and the cash register starts rolling. And the school district will often have to settle with the complainant as a prudent fiscal decision for the school district. These settlements will encourage even more claims from still more plaintiffs and force more payoffs. In essence, the bill will establish a reward system and declare open season on school districts that attempt to compassionately meet the needs of their transgender students.

- Also on this point, could the bill, if enacted, lead insurers to exclude coverage for damages in these cases? At the very least, could it lead to higher premiums for school district liability coverage?

Third, the bill would restrict school district flexibility in meeting the unique needs of their transgender students while addressing legitimate privacy interests. The bill would effectively bar transgender students from using school bathrooms or changing rooms assigned to the gender with which they identify. Under the bill, the only accommodations that could be made would be to afford access to a single-occupancy restroom or changing room, or the “regulated use” of a faculty restroom.

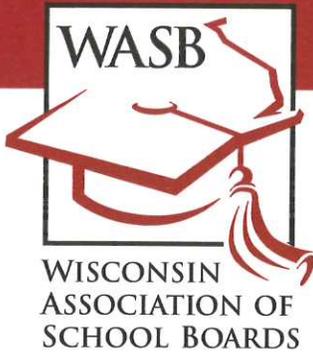
In our experience, local school boards, school administrators and teachers are the parties best positioned to deal with these sensitive, complicated issues and fashion compassionate solutions to meet all students’ needs on a case-by-case basis. We believe that a one-size-fits-all solution from the state would not be effective in meeting the needs of children. In fact, it may very well impede our ability to respond appropriately. Every district is unique, as is every child.

Please also note that, contrary to comments attributed to the bill's author and reported in the news media, our attorneys advise us that nowhere in the bill is any obligation created for the Wisconsin Department of Justice (DOJ) to defend a school district. Also, defending a school district's interests would not be in keeping with DOJ's traditional role. This issue has generated confusion in school board rooms around the state and we are seeking clarification. We understand that DOJ would be called upon to defend **the law** if AB 469 were adopted, but the client in that case would be the state and not a school district. So our question remains, "Are there any circumstances related to this proposed law that DOJ would be obligated to defend a Wisconsin school district?"

Our final question relates to the definition of "sex" on page 2, lines 6 and 7 of the bill – specifically the words "as determined by an individual's chromosomes **and** identified at birth by that individual's anatomy." Given that both of these standards are apparently required in defining an individual's gender under the bill, what are the implications for transgender students seeking accommodation from school districts under the bill? Also, what are the implications for school districts as they seek to carry out their responsibilities under the bill, if it were to become law? Are there any circumstances under which the bill would mandate physical, medical testing of any student?

In sum, we see AB 469 as seeking a one-size-fits-all solution from state government when what is needed is broad school district flexibility to meet student needs on a case-by-case basis. We urge you to oppose moving this bill forward.

Thank you for your consideration of our views. If you should have any questions on our position on AB 469, please call me at (608) 242-1370.



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JOHN H. ASHLEY, EXECUTIVE DIRECTOR

TO: Members, Assembly Committee on Education  
FROM: Dan Rossmiller, Government Relations Director  
RE: Opposition to Assembly Bill 469, Relating to the Use of Changing Rooms by Pupils  
DATE: November 19, 2015

Before I begin my remarks, I want to thank Rep. Kremer for reaching out to our association as he developed this bill. It was helpful for us to be able to address his questions and to comment on the proposal. We very much appreciate his willingness to work with us, and we invite other legislators to do the same.

I am here today speaking in opposition to this bill for three main reasons, which I will explain in greater detail later in my testimony:

1. This bill, in its present form, negates local control in favor of rigid a “one size fits all” approach imposed on local districts by the state;
2. This bill, should it pass in its present form, would place school districts in the difficult and untenable position of having to choose between following a state law directive and the current interpretation of federal antidiscrimination statutes by the federal agencies charged with enforcing those federal statutes;
3. This bill contains highly unusual, if not unprecedented, provisions that could encourage students and parents to sue their local school districts.

I want to emphasize that our opposition to this bill should in no way be interpreted to mean that we endorse the equally rigid position that appears to have been adopted by the Office of Civil Rights of the U.S. Department of Education and the U.S. Department of Justice that all students must in all cases be entitled to the unfettered use of the changing room facilities of the sex with which they identify. With that being said, we cannot ignore that the current interpretation of federal Title IX just described and further described later, is being aggressively advanced by the Office of Civil Rights (OCR) in its efforts to “ensure equal access to education... through vigorous enforcement of civil rights.”

Our opposition to the bill stems from a concern that the bill, as introduced, will not only negate local efforts to fashion local solutions but will likely create new legal concerns for schools.

**Local Control:** A number of Wisconsin school boards have adopted district policies specifically addressing transgender status of students, including gender identify, gender nonconformity and gender expression.

These policies address a variety of topics including discrimination, bullying and harassment, the names and pronouns to be use, how students are to be referred to in official school records and student privacy concerns, participation in interscholastic athletics and restroom and locker room accessibility. You have heard from a number of these boards and districts here today.

In these school districts, school boards and communities have sought to accommodate the needs of individual students as well as the values of their community. Working on a case-by-case basis, these board have been able to develop reasonable local policies that work for their circumstances, their facilities, and most importantly, for their students.

The flexibility to adopt policy to meet local needs is important. Wisconsin has 424 public school districts, which operate over 2,000 school buildings of varying ages, construction, designs and security and privacy concerns.

We oppose a “one size fits all” approach in favor of one that would provide as much flexibility as possible for local school boards to fashion local policies that account for factors like the design of their particular facilities and their budget as well as the ages of the children involved in each particular school. In short, the message is that the local control is working.

**This Bill Puts School Boards and Districts in a Difficult Position:** This bill would essentially force a school district to limit a transgender student’s options to either: a) using changing room facilities designated for the sex the student was identified with at birth or by chromosomes; or b) using a single occupancy changing room. Either option would be seen by current federal authorities as discriminating against a transgender student.

Should this bill pass, a school board and district would face a choice to comply with the provisions of this bill, and risk being sued under federal law or not follow state law and risk being sued by a student or the parent or guardian of a student.

While this bill would change state law, it would not, and indeed cannot, change federal law. The relevant federal law is Title IX. Under Title IX, “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial assistance.” 20 U.S. C. §1681(a).

Title IX creates a private cause of action that entitles parents and guardians of students to sue a school district for monetary damages on the basis that the school district has discriminated against a student on the basis of sex.

In addition, the Office of Civil Rights (or OCR) within the U.S. Department of Education, which enforces civil rights laws, such as Title IX, in public schools is authorized to bring enforcement actions under Title IX against school districts. The OCR is currently very active in targeting its resources on transgender students’ claims of discrimination. In the current enforcement action against a school district in Palatine Illinois, the

OCR has made it clear that it has the power not only to bring enforcement actions against school districts but to come after all federal funds received by a district found to be in violation of Title IX.

Nothing in this bill would protect or insulate a school district against becoming the subject of a lawsuit brought under either of these two avenues. Nothing in this bill would indemnify a school district for the costs of defending such a lawsuit or enforcement action. Nothing in this bill would indemnify a school district against any damages that might be awarded in such a lawsuit or against the loss of federal funding in such an enforcement action.

It is also important to note that nothing in this bill would require the state Attorney General or the state Department of Justice to defend a school district sued on the basis of discrimination on the basis of sex under a Title IX action.

**Provisions in this Bill May Encourage Students and Parents to Sue Their Local School Districts.** The bill permits a pupil or the pupil's parent or guardian to file a written complaint regarding a violation of the requirements in the bill, and requires the school board to investigate and attempt to resolve the complaint within 30 days. Further, if the complaint is not resolved to the satisfaction of the pupil or the pupil's parent or guardian who submitted a written complaint the bill permits them to bring a claim for declaratory relief, injunctive relief or monetary damages, including the reimbursement of reasonable attorney fees.

Such a provision is virtually unheard of in our state statutes governing school districts and school operations. This is especially troubling given that this bill places school boards in a situation where they risk a potential federal lawsuit by complying with state law as imposed by this bill and risk a potential state lawsuit under the provisions of this bill by complying with federal agency interpretations of federal law.

In short, we think this bill creates legal concerns for school district, including creating a bad precedent of expressly authorizing parents to sue school districts. Perhaps most importantly, this bill will not resolve these issues. Ultimately, they will be resolved by the federal courts.

Given that the Palatine Illinois case appears headed to court and given that the case arises within the Seventh Circuit of the U.S. Court of Appeals, any decision by that federal court on appeal would govern over Wisconsin schools and would either make this bill moot or unnecessary. We would further encourage the State's Department of Justice to work with the Office of Civil Rights to come forward with a mutually agreeable resolution of these issues.

For all of the cited reasons, the WASB *opposes* Assembly Bill 469.

Date: November 19, 2015

To: Members, Assembly Committee on Education

From: Dee Pettack, Legislative Liaison, Department of Public Instruction

RE: Policy and Legal Considerations regarding AB 469

Schools have a responsibility to create a learning environment that meets and balances the needs of all kids and allows every student to succeed. For transgender students, this includes access to all school facilities, programs, and extracurricular activities in a way that is consistent with their gender identity.

It is essential to the health and well-being of transgender people for them to be able to live in accordance with their gender identity. Transgender students must be seen and be treated by others in a matter consistent with the person's gender identity in all aspects of life—restroom usage is a necessary part of that experience.

The Department of Public Instruction opposes Assembly Bill 469; it does not reflect the work that is being done in nearly 70 school districts around our state to support transgender and gender non-conforming youth.

### **Policy and Legal Considerations**

We have a number of policy and legal concerns that are unaddressed in this bill and place all school districts at risk for federal noncompliance.

**Conflicts with Title IX Requirements:** On Tuesday, November 2, 2015 the Office for Civil Rights of the Department of Education notified the Palatine School District in Illinois that requiring a transgender student to use private changing and showering facilities was a violation of that student's rights under Title IX, a federal law that bans sex discrimination. The Palatine School District has 30 days to correct its policy or federal funds may be in jeopardy.

The U.S. Department of Justice and Department of Education have also filed briefs in support of a transgender teen in *G.G. v. Gloucester County School Board* in Virginia in part stating:

*“Under Title IX, discrimination based on a person's gender identity, a person's transgender status, or a person's nonconformity to sex stereotypes constitutes discrimination based on sex. The term 'sex' as it is used in Title IX is broad and encompasses gender identity, including transgender status. ...”*

**Denying Access is Discrimination:** In *Doe v. Regional School Unit (2014)*, the Maine Supreme Court held that a transgender girl had a right to use the women's bathroom at school. In a 5-1

ruling, the court found that denying bathroom access was discriminatory and the school had “treated [her] differently from other students solely because of her status as a transgender girl.”

**Districts Cannot Compel Use of Alternative Facilities:** Colorado’s Division of Civil Rights opined in favor of a 6-year-old transgender girl in *Mathis v. Fountain-Fort Carson School District 8 (2013)*, stating that barring transgender students from gender-segregated bathrooms in accordance with their gender identity may out an individual as transgender and invite the very harassment a school or employer is seeking to prevent. Providing individual bathrooms can be a solution; however, transgender students cannot be compelled to use them.

**Providing Accommodations is a District Responsibility:** In *Cruzan v. Special School District #1(2002)*, a Minnesota federal appeals court ruled that the onus for making accommodation does not rest with individual transgender people. The central issue was a teacher complaint about a transgender female teacher using the women’s restroom. The court found that employers need to offer an alternative to the concerned employee, such as an individual restroom, rather the transgender teacher.

**Gender Ambiguity Unaddressed:** Babies can be born with ambiguous sex organs and/or with XX chromosomes in certain cells and XY chromosomes in others. This legislation provides no provision for these students.

### Conclusion

School districts across Wisconsin are working to meet the needs of all students; however, the school districts policies adopted vary significantly in their approach based on the needs of their local communities. The options available to faculty and students for accommodations will vary greatly depending on the school size and facility.

The bottom line is a one-sized fits all legislative encroachment will not meet the needs of students and districts. These are complicated and sensitive issues best resolved locally.



# WISCONSIN FAMILY TIES

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## TESTIMONY IN OPPOSITION TO ASSEMBLY BILL 469

November 19, 2015

Public Hearing, Assembly Committee on Education

Wisconsin Family Ties appreciates the opportunity to provide testimony on Assembly Bill 469. We are a statewide, parent-run organization serving families that include children and youth with social, emotional, behavioral or mental health challenges. Much of our work takes place between families and schools, advocating for the improved understanding and communication that can help schools be places of safety and learning for our students.

Wisconsin Family Ties is firmly opposed to AB469, which proposes to prohibit transgender students from using school facilities that correspond to their gender identity. This proposal would dramatically undermine safety and understanding for some of Wisconsin's most vulnerable students: those whose gender identity does not correspond with the sex assigned to them at birth.

Every student has the right to be safe and welcomed and valued at school. Unfortunately, and all too often, transgender and gender non-conforming students face an immense burden of harassment and assault at school. The National Transgender Discrimination Survey<sup>1</sup> found that among those who expressed a transgender or gender non-conforming identity in grades K-12, an alarming 78% experienced harassment and 35% experienced physical assault. To put it another way, one out of every three was assaulted, and only one in five **escaped** harassment.

These traumatic experiences have dire outcomes over time: among those who experienced harassment at school, one out of every two (51%) reported having attempted suicide; among those who had been physically assaulted, the rate of suicide attempt was two out of three individuals (64%). For obvious reasons, this statistic does not count those who actually died by their own hand.

Transgender students face a heavy, documented burden of mental health issues associated with bullying, victimization and discrimination. In a study published in the March 2015 issue of the *Journal of Adolescent Health*, fully half of transgender youth had been diagnosed with depression, compared to 20% of their non-transgender peers.<sup>2</sup> Compared with non-transgender youth, transgender youth also had a twofold to threefold increased risk of anxiety disorder, and of needing to access mental health treatment, both inpatient and outpatient.

Wisconsin has become a leader in recent years in recognizing the lasting harm that can result from childhood trauma. Our state has responded with forward-thinking initiatives from the creation of the Office of Children's Mental Health, to the Fostering Futures statewide collaborative, spearheaded by First Lady Tonette Walker.

Given our growing understanding of the consequence of trauma, and what we know about the trauma that transgender students are already experiencing, it is imperative that Wisconsin move toward, rather than away from, respect and affirmation for transgender students. Denying students access to restrooms and locker rooms that match their gender identity will only add to the trauma that collectively, and literally, puts lives at risk. Meanwhile, Wisconsin school districts have been successfully addressing the concerns on a local basis, creating common-sense policies that protect the dignity, privacy, and safety of all their students.

Finally, in addition to the risk to the well-being of Wisconsin students, AB469 would put our state at variance with federal law. Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in any educational program or activity receiving federal financial assistance. The U.S. Department of Justice held in June 2015 that “prohibiting a student from accessing the restrooms that match his gender identity is prohibited sex discrimination under Title IX”; the U.S. Department of Education’s Office for Civil Rights (OCR) has also enforced Title IX to require school districts to treat transgender students in accordance with their gender identity.<sup>3</sup>

Wisconsin Family Ties urges the Assembly Committee on Education to reject AB469.

**Contact:** Joanne Juhnke, Policy Director  
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<sup>1</sup> Grant, Jaime M., Lisa A. Mottet, Justin Tanis, Jack Harrison, Jody L. Herman, and Mara Keisling. *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey*. Washington: National Center for Transgender Equality and National Gay and Lesbian Task Force, 2011.  
[http://www.thetaskforce.org/static\\_html/downloads/reports/reports/ntds\\_full.pdf](http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf)

<sup>2</sup> Reisner, SL et al.: “Mental Health of Transgender Youth in Care at an Adolescent Urban Community Health Center: A Matched Retrospective Cohort Study.” *Journal of Adolescent Health*, 2015 March; 56(3):274-9.

<sup>3</sup> Orr, Asaf, Joel Baum, Jay Brown, Elizabeth Gill, Ellen Kahn, Anna Salem. *Schools In Transition A Guide for Supporting Transgender Students in K-12 Schools*. Washington, DC: Human Rights Campaign Foundation, 2015.  
<http://hrc-assets.s3-website-us-east-1.amazonaws.com/files/assets/resources/Schools-In-Transition.pdf>

To: Members of the Assembly Committee on Education

From: Kimberly

Date: November 19, 2015

Re: AB469, Use of Changing Rooms by Pupils

Position: Oppose

Hello, I'm a freelance business consultant and mother of three children, one of whom is transgender. I gave birth to three males (and thought they were all boys), but in the past year, I've learned that I have a daughter.



#### **Introduce Sylvia:**

- 6 year old girl, born with male sex organs and chromosomes.
- We made the transition to 'Sylvia' this August, at the age of 5.
- With hindsight, I am now able to recognize that starting at 18 months, she was beginning to show her true self as a girl; we just didn't understand. After reading a lot and learning about what it means to be transgender, I know now that by age 4, most children have a stable sense of their gender identity. In the past year, as Sylvia has been able to articulate and talk to me about herself, she has been asking questions like: "Why did God make me a boy?" "Can I be a mommy?" "Can I get girl parts?" These questions, and the discussions that followed, have helped us understand that she clearly identifies as a girl.
- To support our daughter in being herself, we transitioned to 'Sylvia' this past summer of 2015:
  - Clothing – we started allowing her to wear her dresses outside of the house, and granted her wish to participate in girl's gymnastics, providing her a leotard for gymnastics. The day I bought her a leotard, I don't think I've ever seen a bigger smile on her face. We also went shopping for a girl's swimming suit, and I had never seen her happier.
  - Name – we selected a new name (despite efforts to convince Sylvia that her previous name was gender neutral and was suitable for a girl, she refused to continue going by the name we gave her at birth). We requested that all family and friends now refer to 'Sylvia' as a girl (using appropriate pronouns "She / her")
  - School – Sylvia was scheduled to start Kindergarten in Fall 2015, and we engaged in several discussions w/ school administration to confirm their support for the well-being

of our child. One key request we made was regarding privacy (informing only those who 'need to know'), and another was to allow her to use the girl's restroom, per her preference. The school, thankfully, was supportive of these requests.

**I am opposed to Assembly Bill 469 for the following reasons:**

1. Bill is Discriminatory

- This bill would prevent my daughter from using the girls' bathroom, separating her from her peers. It shouldn't matter what sex organs or chromosomes she has; she identifies as a girl and she should be allowed to choose which facilities she feels most safe and comfortable using.
- This bill would require me to submit a formal written request to the school board to allow Sylvia to receive accommodations for using a single-occupying restroom. This bill requires my daughter to 'out' herself, to identify as transgender. She identifies as a girl, she does not identify as transgender and she does not want to be singled out as different from her classmates.
- By being 'outed' and identified as transgender, my daughter will face significant safety risks. Potentially not while she is so young, but transgender teens experience a high percentage of discrimination, bullying, and assault, as well as high rates of depression, self-mutilation, and suicide. The Dane County Youth Assessment (2012) found that in Wisconsin, transgender students are 15 times more likely to be bullied in school (than their peers who are not transgender). I would like to expect that the law (and schools) help increase her sense of safety, not decrease it.
- This Bill is in violation of Title IX, the federal law that prohibits discrimination based on sex in schools, and is a violation of student's rights. I believe students have the right to use the school bathroom that matches their gender (not their sex).

2. Bill does not recognize the concept of Gender Identity (it only refers to 'sex' and 'sex chromosomes')

- The American Psychological Association previously referred to the situation of being Transgender as Gender Identify Disorder, but has changed the identification to Gender Dysphoria. "Dysphoria" is a feeling of dissatisfaction, anxiety, and restlessness -- feeling that your body does not reflect your true gender can cause severe distress, anxiety, and depression. The mismatch between body and internal sense of gender is not a mental illness. Instead, what needs to be addressed are the stress, anxiety, and depression that go along with it. Often the way to help manage this distress is to take steps to bring an individual's physical appearance in line with how they feel inside (changing dress, name, potentially using hormone therapy or even choosing gender reassignment surgery).
- In addition to not recognizing the concept of Gender Identity, this bill will only exacerbate the stress, anxiety and depression that often accompany the mismatch between body and internal sense of gender

**Conclusion:**

As a mother of a transgender child, I am on a learning journey about what it means to be transgender, but I clearly know that my daughter wants to be accepted for who she is and she deserves to be treated with dignity and respect. She deserves the right to make a voluntary decision about her bathroom use, and she should be allowed to use the bathroom that matches her gender (not her sex).

To: Members of the Assembly Committee on Education

From: Brian

Date: November 19, 2015

Re: AB469, Use of Changing Rooms by Pupils

Position: Oppose



Hello, My name is Brian and I am Engineering Manager at a Wisconsin Mid Cap company. In addition to my corporate time as an engineer, I also have a degree in Elementary Education and I have spent time in schools as a Special Education Teacher. Today I want to talk to you about my personal experiences with Transgender groups.

#### **I have a transgender daughter**

- She is a twin to her brother; they were born 6 years ago.
- Both grew up with the same parents, in the same household, within a very loving extended family of grandparents, cousins, uncles and aunts.
- She identified as a girl very early, around age 4. It wasn't a phase – it was who she is. I am often asked, "how do you know?" I could go into a lot of details about our journey to understanding, but it is like all parents with children – you know your children the best and what they need.
- Bottom line - she knew who she was and was trying to tell us. We quickly realized the problem was with our lack of understanding about what it means to be transgender. Over time we have realized we have a loving, bright girl that teaches us what it means to love unconditionally and accept all people.

#### **I am against any law which segregates a minority community my daughter is a part of**

- At dinner last night I told her we are going to be in Madison to protest a bill being proposed that would segregate her from her peers.
- She was in tears – those tears a parent can't fix.

- She is in K-5 schools and couldn't understand why someone or some group of people want her to use the bathroom that she doesn't feel comfortable with and that she doesn't belong using.
- She didn't understand why people would want to separate her from her friends when she isn't doing anything wrong.
- We could only tell her that many people are unaware of transgender people and are afraid of what they don't understand.

#### **A bill about fear and not data**

- I know there is a lot of fear in this room and a lot of groups that don't share the same beliefs and experience I have with my family. I can understand how different is scary. Let me tell you what it is like to be in a bathroom with a transgender person and how people (like those in this room) react.
- My Family and I have been to Wisconsin Dells, the museum in Milwaukee, gas stations, our gym facility, the YMCA and her school. Like all kids – she pees and uses a bathroom. I can estimate that my daughter has shared a bathroom with a few hundred people just this year.
- We have never had a problem. Nor have I when I have used a bathroom in a public place with any transgender person. Why? I know two things.
  - One – I know a transgender person is not a pedophile or some scary person trying to hurt others, or peek under the stall – a transgender person looks like my daughter – a loving child who loves school and wants to be accepted by her community and peers.
  - Two - Today Wisconsin has a culture that respects privacy and provides acceptance for those who are different. We have a school that has the empowerment to work with their local parents and community to create policies.
  - So, what is it like to be in a bathroom with a transgender person? It's like the experience I had with Bob today. Completely un-eventful, and that is the way all people want to use the bathroom. And why all those hundreds of people that used the bathroom with my child didn't have a problem. And why most of us never knew we have shared a bathroom with a transgender person – it is not a problem.

#### **Today I ask the following – don't move forward with this Bill**

1. Listen to those who have transgender children – those that this bill is set to ostracize and segregate.
2. Listen to the data and experience from Shorewood school district – from which a model program can be established.
3. Don't be afraid of things you don't know or understand. Because I can tell you first hand, the bathroom isn't a scary place and my transgender daughter is not there to hurt or bother others.

*[This statement was written by Nicole, a resident of Shorewood, Wisconsin, in the 10<sup>th</sup> Assembly District. She is a self-employed single parent and could not miss work today to be here]*

I stand in opposition to Assembly Bill 469 because of the harm I believe it would inflict upon some of the most vulnerable of our children, including my own.

A few years ago, I had barely heard the term *transgender*. I certainly didn't understand then what it would mean for my child or our family, so I *do* understand why there is confusion and fear around this subject.

My child was about 14 when he first told me he wanted to be called by a boy's name. I tried hard to appear calm on the exterior, but the truth is, I had to catch my breath. I realize now that I had long feared, in the back of my mind, that this child who had been born female but who had departed from society's norms for girls from as early as 4 years old, would reject his birth gender. I feared it because I thought this represented some form of self-rejection, body hatred, or rejection of femaleness, that I had tried hard not to pass on to my children. And I feared it because I didn't know what it would mean for his future: physically, socially, or emotionally. It felt like jumping off a cliff into some great unknown.

But that was nothing compared to the dark valley he had been wandering through for years. He can tell you now that at a certain point in childhood, he began to feel disconnected from his physical self. It's very hard for a non-transgender person to imagine what that would feel like. I can tell you that from the outside, this was a very noticeable change in my once exuberant child. He became tentative, anxious. He suffered from insomnia. He would stiffen and squirm when we tried to hug or kiss him.

My child's greatest fear during that period was of being called out in the women's restroom, being told he was in the wrong place. This happened many times. Because my child was by all appearances a boy - was mistaken for one constantly by both children and adults. And that mismatch, between how he felt inside, and how the world told him he needed to be, was tearing him apart, driving a wedge between his body and spirit.

And when puberty arrived at the tender age of 11, it got worse. He became withdrawn and sullen. I worried my child was slipping away from me.

So when he gathered his courage and told me he wanted to be known as a boy, that in fact he felt he *was* a boy, I knew I had to back him up. I knew I could not let him down.

My understanding has evolved so much in the two years since my son's revelation. For reasons we may never know, some children are born with the chromosomes and physical characteristics of one sex, but a very clear sense of being the other. Scientists are beginning to discover very early and even prenatal differences between children whose biological sex and gender identity match, and those who do not. Perhaps one day we will understand more fully how this happens. I only know that being transgender is what is true for my child. And to deny this would, I strongly believe, endanger his wellbeing and even his life.

You are by now well aware of the very high risk of depression and suicide among transgender people. There were very dark times for my son, as he struggled to understand his experience, to express it within the relative safety of our family, and then, ushering great courage, to express his gender identity among his peers. My son at times struggled with doubts about whether he could go on living. He was also in the early stages of an eating disorder, in an attempt to reduce the appearance of female physical characteristics. He was starving himself. He knew it wasn't good for him, but he couldn't stop. He lived in fear, could never seem to let down his guard, and he was become very weary of the struggle.

We were lucky to be able to find and utilize many resources, including supportive medical providers, therapists, and school personnel. We received valuable support and guidance from FORGE, a transgender advocacy group based in Milwaukee. Still, there was a time when I had to face the possibility that my child, even with all our family in board, the help of numerous professionals, a group of accepting friends, and a supportive school district, would become one of those terrible statistics. Times when all I could do was hold him and promise him that somehow it would get better. I didn't have answers. In fact I had plenty doubts of my own. But I could not give up on my child.

My son is now 16. He has been living publicly as a male for a little over a year. We legally changed his name a few months ago. Thankfully, I can tell you that he is now in a much better place emotionally and physically. He is an A student. He is active in theater. He is learning to drive. He is learning to trust his body's signals regarding food. He is no longer starving himself. He is brave enough to share his story when people approach him earnestly with questions. He is a strong advocate for all people who suffer discrimination. His courage amazes and inspires me. If he can risk ridicule and discrimination to live authentically, how can I possibly not back him up 100%?

How can we not back up these children 100%? This bill, if passed into law, would represent an additional burden on children like my son who have had to fight to simply *be who they are* in this world. My son is known and accepted in his school as a boy. While I hope that one day all restrooms will be gender neutral, I know that currently single stall bathrooms are rarely accessible to students, so this law would require my son to either use a girls' bathroom -- and believe me, if my son were standing before you today, you would understand what an absurd notion it would be for him to use a girls' bathroom -- or to search out gender neutral bathrooms that are sometimes on the other side of his high school campus. It would be denying one of the most basic needs of any child, and it would radically change the daily experience of children and teens who are already at such risk for stigmatization, discrimination, and self-harm.

It would move our state in the wrong direction, at a time when our society is thankfully becoming more accepting, and more and more people are coming to understand that *gender identity* is not the same as *biological sex*. It took me a long time to understand this, and I am still learning. We are all learning together.

We need to support these vulnerable students. We need to let them know they have a place, that they can be themselves and be safe doing so. They undoubtedly have a long road ahead; we owe it to them to give them the best start possible. I urge you to oppose this bill for the sake of my son and all transgender students in our state.

**"Think of how uncomfortable it is to accidentally walk into the wrong bathroom. Now think of never knowing which is the right bathroom. Now think of being forced into the bathroom that you don't identify with. Rough? Yeah."**

-Grant Petik, cis man, junior, Fond du Lac High School

**It will harm cis students because it will lead them to be ignorant and uneducated on the trans community which could lead to unnecessary violence...and possibly the death of innocent trans people either by the hands of themselves or a member of the cis community. Preventing trans people from using their preferred bathroom inhibits cisgender people from living in the real world.**

**Even if you don't understand, respect the simple choice of a bathroom."**

-Riley Clark, junior, eAchieve Academy

**[It] will only cause trans students to be uncomfortable and unhappy and, above all, feel unsafe in an environment where the safety of students should absolutely be a priority."**

-Kendra Dobbins, cis girl, junior, Oshkosh West

**"It will HARM trans students. Students who are forced to use a bathroom contrary to the gender they identify with will be the ones feeling unsafe. They will feel uncomfortable or in worse cases may be harmed by others. This would be damaging to any child's school environment and experience."**

-Sophie Plzak, cis girl, senior, Appleton North

**"I've never noticed if a trans person has been in the bathroom with me. Any cis people that have an issue with it, are the problems, not the trans people."**

-Megan Conyers, cis girl, senior, Appleton North

**"I think [this bill] will harm trans students because they are no lesser than other students and should be able to use the bathroom that corresponds with their gender. [It] doesn't seem like anyone will be helped by this bill."**

-Emma Branfort, cis girl, sophomore, Elkhorn Area High School

**"No, I've never had a problem with a trans person using the same bathroom as me. They're just trying to use the bathroom, just like other people who are in the bathroom also happen to be doing."**

-Jordan Betts, cis girl, sophomore, Fond du Lac High School

"I have never felt unsafe because a trans person was in the bathroom with me."

-Alyssa Schwebke, cis girl, freshman, Fond du Lac High School

"I think that trans people should be allowed to go to the bathroom that they identify with. It doesn't harm anyone, a bathroom is literally just a place where people do their business. And it really shouldn't matter what genitals people were born with, because that doesn't identify them. You literally just go in and out, and there shouldn't be a law where it makes trans people use the bathroom to the gender that they don't identify with. Cis people get to pee in peace, why is it so hard to let trans people pee in peace to?"

-Alyssa Schwebke, cis girl, freshman, Fond du Lac High School

"This bill is causing more harm [than good] as the law is just being discriminatory to trans people while cis people don't care if a [trans man] walks into the bathroom to do a simple bodily function."

-Connor Williams, cis boy, junior, Fond du Lac High School

"I think the bill that is saying that trans people offend/harass cis people in bathrooms is...doing a lot of harm to trans people. Everyone should be allowed to be able to pee in peace in the bathroom where they feel comfortable."

-Rita Richardson, cis girl, junior, Fond du Lac High School

"[This bill] will harm trans students greatly, for no reason."

-Emeric Meilhon, cis boy, sophomore, Fond du Lac High School

"[This bill] will hurt trans students and not affect cis students."

-Brandon Musack, cis boy, sophomore, Fond du Lac High School

"Your genitalia should not take a role in what bathrooms you use."

-Honor Kester, cis girl, sophomore, Fond du Lac High School

"I think this bill will negatively affect everyone [regardless of gender]. ...gender neutral bathrooms should be instituted everywhere."

-Katie McElroy, cis girl, junior, Fenton High School

"The bathroom needs to be a safe environment for everyone. There is no reason to discriminate against trans...people."

-Isabel Garvey, cis girl, Renaissance School For The Arts

"There is nothing harmful about the transgender community."

-Sidney Juidici, cis girl, senior, Appleton North

"I've never felt unsafe being in the bathroom with a trans person."

-Lexi Asare, cis girl, sophomore, Appleton North

"It is a step forward for trans students to be treated as equals. They have many battles left to fight and although this may be one of them. It is a start. Protective laws should be in order before hand in order to keep trans people safe. They are people. They deserve to not feel uncomfortable going to the bathroom but also not feel unsafe.

-Yasmeen Ashour, cis girl, junior, Appleton North

"I have never felt unsafe being in the same restroom as a transgender person. Any person, Trans or cis has the right to use the bathroom they please. I believe that this bill would harm Trans students [just] because people who aren't transgender will be confused. If transgender people are forced to use the bathroom based off their parts, they would be forced to go into the bathroom of the opposite sex. You don't see cis boys in girls bathrooms or cis girls in boys bathrooms, but that's what would be happening if transgender people could not use the bathroom of their choice. I believe letting them choose will prevent bullying and will help people truly be themselves."

-Cheyenne Culver, cis girl, sophomore, Plymouth High School

"I don't see a need for the bill, there's nothing wrong with being transgender. I think that if they want to go to the bathroom the corresponds with their gender identity the should be able to. And if there's no claim of transgender students assaulting cisgender students, there shouldn't even be discussion about a bill at all. It seems very unfair, what's the difference between transgenders and cisgenders beside their gender identity, nothing. The bill is useless, especially if its going to "protect" us. It's going to be protecting us from nothing."

-Hlee Xiong, cis girl, sophomore, Fond du Lac High School

"I believe that this bill will harm trans people because they are not able to use the bathroom that they identify as. This causes trans people to feel uncomfortable because schools/work places don't truly acknowledge their gender."

-Caroline Baier, cis girl, sophomore, Oshkosh West

"I have never felt unsafe in the slightest [due to a trans person's presence]. I think this bill will harm transgender students very much. I think it will make them feel very unsafe and if they are forced to use the bathroom that is not their gender that a lines with them."

-Elizabeth Dillman, cis girl, sophomore, Oshkosh West

"No, I think it would be wrong to go against the gender they feel comfortable with. It shouldn't matter who is present in the bathroom because they are behind stalls and if you feel that there is a problem when they stand next to you to wash their hands then there is something wrong with you. There is no reason that a person cannot identify as what they feel is right and use the BATHROOM accordingly."

-Jordan Handy, cis girl, junior, Oshkosh West

"It will harm both trans and cis students. There's no reason someone shouldn't be able to use their preferred bathroom because of their genitalia. Trans students will be harmed by the inability to use their bathroom of choice because it will add to their body dysphoria, self esteem issues, it will hinder their ability to gain self confidence, and it will not help them with any other mental illnesses possibly present.

No one says anything when a woman walks into a men's bathroom and says "the line in the women's room is too long. I'm peeing in here." It's a preference. Wait, or pee faster in the men's room. Trans people have an even more valid reason to use a bathroom of their preference. All it takes is simple education and acceptance."

-Riley Clark, junior, eAchieve Academy

Hello Wisconsin Assembly Education Committee members,

Thank you for having me speak today in opposition of Assembly Bill 469. My name is Erin Stone, my pronouns are she, her, hers. I'm a cisgendered female, meaning that my sex and my gender identity match. I'm currently co-president of Middleton High School's' Sexuality and Gender Equality Club, but I'm not here on account of my presidential duties. I'm here as a concerned Wisconsin student and I hope that you can put yourself back into the shoes of a student.

If assembly bill 469 is passed I won't directly be affected. I'll continue to use the same bathroom and changing room that I have since my first day of kindergarten. The people with whom I share those spaces with will change, however. I've used these spaces with people regardless of sex before, some of them identifying as transgender. The first time I used a non-gendered restroom I'll admit I was hesitant; unfamiliar situations can be scary.

As a woman I've been told since a young age that I'm at a risk for being sexually assaulted. This worry has peaked in my teen years as I've become more and more independent. This fog of fear is always hovered over my parents and I.

But as I entered my first non-gendered restroom the only worry I had was for the people I was sharing it with. I was flooded with concern over if they would want privacy, or if I should start a conversation to make them feel welcome. But that would just put them in a spotlight. So I came to the decision that I would just go in, do what I needed to do, and leave. And that's what I did. I used the restroom, washed my hands, gave a simple smile to the girl next to me, regardless of her sex, and left. I wasn't assaulted, I wasn't uncomfortable, I wasn't violated or exposed. In fact, nothing changed.

If Assembly bill 469 is passed my sense of security will still be intact. But not everyone's will be. Some of my fellow students will live in fear. Fear of not knowing which restroom they can use. Fear of having to come out to their parents for the mere possibility of using the correct room.. Fear of having their privacy violated and their very personal information exposed. These fears are not only going to take away from the student's educational experience by making school a hostile place, but these students will also be discriminated against and possibly assaulted. If you truly want to save students from the possibility of assault, then you should vote against this bill, not for it.

Although this bill has the intent of creating safe environments for students it will instead create fear for those students already living in a difficult world. For some this bill will force a decision between personal health and personal safety.

I implore you to vote no to bill 469. Whether this bill was proposed based on misunderstanding, hatred, or fear, it propagates discrimination and has no place for consideration in our state.

Thank you Wisconsin Assembly Education Committee members for giving me the opportunity to appear here today.

Testimony on Assembly Bill 469  
State Assembly Committee on  
Education

Katherine and Rebecca Forbes  
Madison WI (76<sup>th</sup> Assembly District)  
kate@kateforbes.net

Good afternoon, representatives. My wife and I come before you today as concerned parents. We have an eight-year-old daughter. Raising a child isn't always easy. Sometimes they make different choices than you would. I wear my hair long. My daughter demanded a crew cut. We're Vikings fans. Our daughter insists on rooting for the Packers.

For us, a lot of the joy in parenting comes from watching a little person grow into their own sense of self. It's not always easy, and I say that as a transgender woman who came out a decade ago. But you try, we try, to teach children to value themselves and respect other people, to make their own choices and respect those of others.

Even though she's eight, our child has already spent years dealing with dirty looks when she goes to the bathroom or shops for clothes. Strangers ask her "what she is", or just assume that she's a boy—all because of her long pants and spiky hair.

All this negative attention makes our daughter anxious. It makes her doubt herself. It makes her want to withdraw from social situations. We have to work even harder to know that she is loved, that she is a good kid, that there's nothing wrong with her Packers jersey or her crew cut.

The bill before you today would make our jobs as parents much more difficult. The threat of litigation from students and parents who feel uncomfortable sharing facilities with children different than themselves will force school districts to scrutinize children like ours. It will embolden children to audit each other's personalities.

This bill is a step backwards.

We work hard to make sure our child values herself and respects others. Teachers, administrators, elected school boards, and parent-teacher organizations devote enormous energy to teach children self worth and respect, empathy with others. This bill seeks to undo that work and our parenting by declaring that students can be damaged by the presence of children different from themselves.

We're discussing this bill because an unelected, activist group is terrified that our children may learn to be too nice to each other. It wants to segregate our children. That's not the Wisconsin I know, and it's not the world we want for our children. We urge you to vote against this misguided bill.

We've also heard a lot about how this bill aims to fight sexual predators. If that's actually the sponsors' intent, you have our contact information. We can put you in touch with experts on how to fight sexual predators and help victims. Their ideas won't involve scrutinizing our child's haircut or demonizing LGBT youth.



## SCHOOL DISTRICT OF BARABOO

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To: Representative Thiesfeldt (Chair)  
Representative Kitchens (Vice-Chair)  
Representative Jagler  
Representative Knudson  
Representative Rodriguez  
Representative R. Brooks  
Representative Horlacher  
Representative Murphy  
Representative Quinn  
Representative Hutton  
Representative Duchow  
Representative Pope  
Representative Sinicki  
Representative Genrich  
Representative Barnes  
Representative Considine

November 19, 2015

From : Doug Mering

cc- Representative Robin Vos  
Senator Scott Fitzgerald  
Senator Luther Olsen  
Senator Jon Erpenbach  
President Kevin Vodak  
Lori Mueller  
Ellen Wieland  
Dan Rossmiller- WASB

Subject: AB469 Transgender Bathroom Bill Against

Thank you Representative Thiesfeldt and other members of the Education Committee for letting me speak today on the Transgender Bathroom Bill.

I come to you wearing a couple of hats. I am the Policy Chairperson for the Baraboo School Board and I also serve on the Wisconsin Association of School Boards Policy and Resolutions Committee.

Last year the Baraboo School Board passed a Policy called TRANSGENDER STUDENT PARTICIPATION IN CO-CURRICULAR ACTIVITIES which allows for participation of transgender students in their chosen athletic sport of their gender identity. A copy of that policy is in the packet I have submitted. Our policy has not yet been utilized for athletics but it has still helped to provide a more positive atmosphere to our school district. I love it when our staff, teachers, public and administrators take a policy and then create a more positive environment for all and I emphasize **ALL** our students. I have attached a document called "PROJECT WORKSHEET: Social Norms - Risk Factors- Strategies" which shows directions our high school is taking to create a more positive environment for everybody in our buildings. Our locally elected school board can not entirely take credit for this drive to create a more inclusive positive supportive atmosphere but know that it has come forward as a result of a vision which involves our transgender activities policy.

When we write policy our board includes all current state and federal statutes that apply to that policy. We referenced for this policy Federal Title IX which has recently been updated to include transgender students as a group that should not be discriminated against. There are many cases that have been brought forward nationally that would indicate that federal cases against Wisconsin School Districts will be imminent if this law would be passed and implemented. This legislation if enacted will cause not only federal lawsuits but is written in such a way that will encourage lawsuits against school districts. There is no fiscal protections written into this bill for the school district if we are found liable in these lawsuits. We have here another unfunded mandate. Will the state pick up those costs? Accommodations may require a school district to build additional bathroom facilities remembering each of our 424 school districts are different and this law does not recognize those differences. Will the state pick up these additional bathroom construction costs?

Another question is how am I to write the policy that supports this bill? Federal statutes do not match this bill's language so we would be in noncompliance of one or the other when writing this policy regarding our bathrooms and athletic locker rooms. This bill is a school lawyer's dream because it leaves more questions than answers. This is also another cost that will be hoisted onto school districts that the bill does not cover. If a school district is found guilty of being in violation of Title IX we risk losing federal funds. Will this legislation cover us for this loss in revenue too?

Last week three of your committee members attended the statewide Wisconsin Association of School Board's Legislative Advocacy Conference. A question was asked regarding bills that infringe on local control and certainly this bill meets that infringement criteria. "Does the membership feel it is the legislatures place to infringe on local control?" Almost 100% of the membership in attendance raised their hand in agreement that the legislature should not violate local control of school districts. The school board members of our state may be listed as

nonpartisan elected officials but they are conservative, liberal , Republican , Democrat and other. We have strong disagreements but the one thing that we will reach strong agreement on is local control. This bill violates that local control tenant.

Please do not undermine the positive path Baraboo and other school districts have already gone on. Recently I heard of five straight male students who approached one of our teacher leaders to ask for information and direction on how to respectfully associate with transgender people in their society. These and other students want to be respectful and uplifting to all of their fellow human beings. Good for them!! Please do not force us to go backwards from not only the positive direction of supporting all our students, but also towards litigation issues this legislation encourages and that this bill is in direct violation of local control. Because of these factors it is my recommendation that you do not pass and advance this bill.

Sincerely,

Doug Mering  
Baraboo School Board  
Policy Chairperson  
email: [dmering@barabooschools.net](mailto:dmering@barabooschools.net)  
pH: 1-608-434-7968

## TRANSGENDER STUDENT PARTICIPATION IN CO-CURRICULAR ACTIVITIES

### BARABOO SCHOOL BOARD POLICY

#### 411.2

The School District of Baraboo is committed to the principle that transgender students have opportunities to participate in Wisconsin Interscholastic Athletic Association (WIAA) sponsored athletics. The District shall ensure that all students have access and opportunities to participate in athletics without discrimination based on disability, race, creed, color, gender, sexual orientation, gender identity, gender expression, religion, age, national origin, or ancestry. Policies governing sports participation for transgender students shall be formed by sound medical knowledge and scientific validity. The medical privacy of transgender students should be preserved.

The following definitions apply to this policy:

1. "Transgender" means having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.
  - a. Female-to-Male (FTM) transgender person means one who was born with a female body but who identifies as a boy or man.
  - b. Male-to-Female (MTF) transgender person means one who was born with a male body but who identifies as a girl or woman.
2. "Gender identity" means an innate sense of one's own gender.
3. "Gender expression" means external appearance, characteristics or behaviors typically associated with a specific gender.

#### Privacy Statement:

Protecting the privacy of transgender student athletes is a priority. All medical information shall be kept confidential in accordance with applicable state, local and federal privacy laws. All discussions and documentation in each level of the process shall be kept confidential unless the student and family make a specific request otherwise.

CROSS REF.: 411.2-Rule, Transgender Rule  
370 - Student Co-Curricular Activities  
377 - Athletic Programs  
411- Rule Student Discrimination Complaint Procedures  
Title IX  
Activities Code

ADOPTED: December 15, 2014

## PROJECT WORKSHEET: Social Norms – Risk Factors – Strategies

Population: Baraboo High School			
SOCIAL NORM:	GENDER SOCIALIZATION	EXPLOITATION & SEXUALIZATION	NORMALIZATION OF VIOLENCE & POWER
RISK FACTOR:	Homophobic & gender-based harassment	Culture of hyper-sexualization	Culture that tolerates/ glorifies violence
<b>INFLUENCE POLICY ORGANIZATIONAL PRACTICES</b>	<p>Review if/how each risk factor is covered in health class and develop strategies for improvement; assess where these topics might be addressed in other classes or after-school activities</p> <p>Review organizational practices and policies on sexual, sexual orientation, and gender non-conforming harassment for employees and youth, suggest improvements, and educate staff and students on changes</p>		
<b>FOSTER COALITIONS</b>	<p>Assist school staff with implementation of new transgender student co-curricular activities participation policy</p> <p>Develop an Advisory Committee (students, school staff, parents, faith communities, and service providers) to provide feedback and guidance on implementation</p>	<p>Review dress code policy for implicit messages about sexualization of girls, suggest improvements, and educate staff and students on changes</p>	<p>Review coaching application materials and student athletic code for expectations of respect and non-violence</p> <p>Review school's Youth Risk Behavior Survey<sup>1</sup> results, improve scope of data by including sexual assault questions, and review new data</p>
<b>EDUCATE PROVIDERS</b>	<p>Train school staff on how to teach bystander intervention to students by facilitating NSVRC's Making a Difference: Your Role in Sexual Violence Prevention<sup>2</sup></p> <p>Assist school staff with implementing quarterly Mix It Up lunches<sup>4</sup></p>	<p>Train school staff to teach media literacy skills to students</p>	<p>Train coaches to implement the CBIM<sup>3</sup> program</p> <p>Facilitate Darkness to Light's Stewards of Children sexual abuse prevention program<sup>5</sup> to school staff</p>
<b>EDUCATE THE COMMUNITY</b>	<p>Host school-wide t-shirt contest with messaging and themes related to the four risk factors and sell at a low cost to students and community members</p>		

<b>INDIVIDUAL KNOWLEDGE &amp; SKILLS</b>	Host film screenings and discussion on films, such as <i>The Mask You Live In</i> <sup>6</sup>	Host film screenings and discussion on films, such as <i>Miss Representation</i> <sup>7</sup>	Coordinate activities during home sporting events that focus on prevention messaging	Facilitate <i>Darkness to Light</i> 's <i>Stewards of Children</i> sexual abuse prevention program <sup>5</sup> to parents and community members
	Teach students activities from <i>GLSEN</i> <sup>8</sup> and <i>Teaching Tolerance</i> <sup>9</sup> ; discuss the film <i>Straightlaced: How Gender's Got Us All Tied Up</i> <sup>10</sup>	Teach students media literacy skills	Facilitate weekly CBIM <sup>3</sup> training sessions for male athletes on respect, non-violence, and bystander intervention	Teach health students about consent
	Empower LGBTQ students to speak up for themselves when safe to do so			

Dear Committee Chairperson Thiesfeldt and committee members,

My name is Dr Shannon Panszi, and I am ob/gyn trained physician who does talks to health care facilities regarding transgender health care, and I speak to educators regarding gender in the classroom.

I am here to discuss my opposition to Assembly Bill 469.

First, the definition of sex, which may include chromosomes and external anatomy, is problematic in the bill, because sex is not a binary male OR female, it is a spectrum. There are individuals who are intersex, which means that their chromosomes may be associated with one sex, but their genitalia may be associated with a different sex or even ambiguous. I would not know, as a physician, how to help those individuals to interpret the law.

Second, although it may be purposeful, as written, the word "sex" is used as how someone may identify. By medical definition, sex is based on biologic markers as discussed, but "gender" is one's internal sense of self. When stating how someone identifies, that is always gender.

I would like to point out to the committee that being transgender is not a psychiatric health issue. In fact, the American Psychological Association took being transgender out of the Diagnostic and Statistical Manual of Mental Disorders in May of 2013. It has been recognized by the medical community that being transgender is a normal variation of development just as having two different color eyes would be.

Research has debunked many of the erroneous ideas about gender, including that it is influenced by the way somebody is raised as shown in a study out of Johns Hopkins published in 2006 (1). Also, there have been multiple brain anatomy studies that have shown that aspects of brain anatomy of a transgender individual is similar to the brain anatomy of non-transgender individuals of the sex for which they identify. (2) This means the brain anatomy of a transgender girl who is assigned male at birth is far more similar to a non-transgender girl's brain anatomy than a non-transgender boy's brain anatomy. These data strongly support the currently accepted concept that gender is organically defined.

In order to be a speaker at schools, I have had to keep up on the multiple court cases regarding a student's right to use the facilities for which they identify. Three consistent themes from these cases should be considered by this committee. 1. Forcing transgender students to use gender-neutral bathrooms causes significantly more psychological distress by implying that school authorities can deny a transgender student's gender identity 2. Denying a transgender person the use of the bathroom for which they identify significantly increases the amount of bullying and harassment transgender students face in school, and 3. The federal government, specifically the Dept of Justice has repeatedly ruled that not allowing a student to use the facilities for which they identify is a violation of Title IX, which has cost tax

payers in Arcadia, CA (which included a yearly audit until the student graduates), Gloucester County, VA and Palatine, IL.

Lastly, it should be pointed out that in the 14 states and District of Columbia, as well as the multiple individual school districts where students are allowed to use the facilities for which they identify, there have been no reports that a transgender student has harassed any other students.

Thank you very much for your time.

1. Reiner WG, Gearhart JP. Discordant Sexual Identity in Some Genetic Males with Cloacal Exstrophy Assigned to Female Sex at Birth. *The New England journal of medicine*. 2004;350(4):333-341. doi:10.1056/NEJMoa022236.
1. Kruijver, F. P., Zhou, J. N., Pool, C. W., Hofman, M. A., Gooren, L. J., & Swaab, D. F. (2000). Male-to-female transsexuals have female neuron numbers in a limbic nucleus. *The Journal of Clinical Endocrinology & Metabolism*, 85(5), 2034-2041.

*Skylar Bull Lyon  
Transgender Youth Activist*

Good afternoon members of the Assembly Education Committee, I am Skylar Bull Lyon, a transgender youth at LaFollette High School here in Madison, Wisconsin. I was coercively assigned male at birth, I now identify as nonbinary gender, and if I am forced to choose between male or female, I choose female, I feel much more with my transgender identity than cisgender.

While I do live in "liberal" Madison and I would assume most of my representatives would fall with me on this issue, this does affect me due to the fact that I have many transgender brothers, sisters, and children who live in more rural areas of Wisconsin, and the law would apply to me as well.

My birth certificate does say I am male, which would mean I would be forced to use the male bathroom, I want to remind you that whatever is on our birth certificate can change, it also says my weight is 11 pounds, which is obviously no longer true.

Going to a public restroom is incredibly hard for myself and other trans people, the knowledge that I could very easily be verbally, physically, or sexually assaulted just for using the restroom causes my great anxiety, and this bill only help continue the stigma around my trans siblings and I.

When I was 6 I was considered much more feminine than the rest of my male counterparts, so one day when I went to the bathroom, I was sexually ridiculed, that is something I wouldn't wish upon my worst enemy, especially a 6 year old, this happened because of the stigma we have created, and all this bill does is continue that same stigma. I am not alone here, many of my colleagues have similar stories.

I will now be open to questions that said I ask that you keep in mind that I am not a boy, I use they/them/theirs or vae/vaers/vaers as pronouns. Thank you for your time.

P.O. Box 5081  
Madison, WI  
53705

[www.shamayim.org](http://www.shamayim.org)  
(608) 257-2944

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*Rabbi*

November 19, 2015

Testimony before the Wisconsin State Assembly Regarding Bill AB 469

Speaking as a rabbi and faith leader in the State of Wisconsin, I oppose this bill in the strongest terms.

This bill unfairly targets transgender students and discriminates against them. It does not address any real problem; it only attacks a vulnerable population in our communities. Its supporters rely on ugly stereotypes and undermine the work that our schools have been doing to support transgender students while ensuring the safety, privacy, and dignity of all students.

The Hebrew Bible teaches that all people are created *b'tzelem Elohim*, in the image of God. This text is the foundation for treating every student in our beloved Wisconsin schools with deep respect, for each of them is imbued with a spark of holiness. If you vote for this bill you will be intentionally marginalizing transgender students, treating them differently from their classmates, and not honoring that they too were created in God's image.

This bill does nothing to solve any of the very real problems in our state. It intentionally ignores the fundamental teachings of the Hebrew Bible and makes a mockery of a religious tradition that so many of us cherish.

Respectfully submitted by Rabbi Laurie Zimmerman  
Congregation Shaarei Shamayim

## Testimony

**To:** Members of the Committee on Education  
**From:** Catie in Milwaukee County  
**Date:** November 19, 2015  
**RE:** AB 469, Relating to Use of School Changing Rooms  
**Position:** Oppose

Hello and thank you for listening to my statement,

I have 4 wonderful children, one of whom is transgender. Rosie's gender at birth was male. At the age of 2 she would constantly cry, and complain about the clothes I put on her, which were boys' clothes. At 3 Rosie wanted to dress up in her older sister's dress-up clothes. My husband and her pediatrician all thought it was a phase. But deep down I knew it wasn't. Rosie began at 4 asking, "when will I get my vagina mama?" Or "when will I get my breasts mama?" At school she still wore boy clothes, and went by her boy birth name. But as soon as she got home from school, she would put on her sister's princess dress-up clothes and with a big smile dance around the house.

When Rosie turned 5, she really was getting persistent and down right mad and adamant that she was a girl. She would tell me, "mommy, my brain is telling me I'm a girl, I feel like a girl, I am a girl. Why can't you and daddy just see that mommy? Why do I have this penis mommy?"

In February we decide ok she can go to school in girl clothes, but her name stays. Then in June of this year, my husband and I after a lot of talking realized yes, our gender born boy is really a girl trapped in a boy's body. Rosie knows who she is. Rosie has always known. We as parents just had to stop and listen.

I sit before you today and ask that you not pass this bill. This bill would not only affect my Rosie, but all transgender children. Imagine if I, dressed the way I am, all girl, walked into the men's bathroom? I know the men would feel awkward as would I. See our society sees what's on the outside. How we dress, how we do our hair, how we do our makeup. So sending a transgender child like Rosie into her at "birth assigned gender" bathroom makes no sense. How will one know? Imagine, all these boys will see is a girl in a dress, or in a pink hello kitty shirt, trying to go into the boys bathroom?

Having a separate bathroom or a bathroom just for transgender will only make Rosie and others feel discriminated against, or weird and make them feel bad for who they are. Just because one doesn't understand something, doesn't mean it's wrong.

Rosie listens. She listens to the news. She listens when I tell her about this bill. She cries. She gets mad. She gets angry. To her it's simple, "I am a girl, I would be embarrassed to go into the boys' bathroom. The boys will laugh and tell me to get out. All I want to do is pee mommy and go."

She's 6.

Thank you for your time.

To: Members of the State Assembly Committee on Education  
From: Lance Weinhardt  
Subject: Assembly Bill 469  
Position: Oppose  
Date: November 19, 2015

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Dear Chairman Thiesfeldt and Members of the Committee,

My name is Lance Weinhardt. I am constituent in Wisconsin's 10th assembly district. In my professional life I am a professor of public health and am trained as a clinical health psychologist. I am also the parent of a transgender teenager. I'm here today representing my personal views on my own time. I oppose AB469.

While I assume the intention behind the bill is well meaning, I believe the actual impact will be very negative. I am deeply disappointed that the Wisconsin legislature is considering this bill, which in effect singles out transgender children, making it illegal for my son to continue to use the bathrooms consistent with his gender identity, and consistent with his school district's policies. To require him to use the girls' bathroom at this point would be far more awkward for him and the girls than to continue to use the boys' room, given that he is known as a boy at school. Alternatively, to force him and other transgender students to use single stall, gender-neutral bathrooms, which are often not available near classes, would further marginalize and stigmatize transgender students -- the opposite of providing a safe supportive learning environment. *We have seen time and time again that separate is not equal.*

As the parent of a transgender child, I have learned a lot about this issue. It was new to me a few years ago. I have come to understand first hand that life as a transgender person can be very difficult in our society -- which often treats these individuals with stigma, misunderstanding, derision, and sometimes violence. As a researcher, I am also aware that transgender adolescents, due to the external pressures put on them, are more likely to deal with depression and anxiety disorders, bullying and harassment, homelessness and self-harming behaviors, including suicide - as we have seen recently in several tragic cases in Wisconsin.

The research indicates that a key difference between positive and negative outcomes for transgender children and adolescents is the support of family and community, and being able to live authentically in their gender identity. My child has his parents' and community's support, is an excellent student, participates in extracurricular activities, and is a kind, compassionate, thoughtful person. I am proud of my son and who he is. Again, my child's school district supports him. This legislation would reverse their ability to do that.

As a society, we are moving toward greater tolerance, inclusion and equality as reflected by policies made nation-wide and by countless school districts. We should support these students so they can thrive. Transgender students are not confused, not abnormal, and are not attempting to cause problems for other students. They are people's sons and daughters and contributing members of our communities, doing their best like all of us to find their way in the world, while facing many daunting challenges living their authentic gender identity.

This is not just a random kid I'm talking about. This is one of my children. This is my son. A decision to support this bill will not only have a direct negative impact on his daily life, and on the daily lives of real people across the state, but will send a harmful message from you, adults and leaders they expect fairness and support from. Please do not add to their burden by supporting this bill. I urge you to table the bill and take no further action on it.

Thank you for your consideration.

Hello members of the committee, and thank you again for taking the time to listen to our concerns today. My name is Katie Biester, and I am a senior at UW-Madison and State Captain of Students for Education Reform, a statewide coalition of college student activists and advocates for social justice in Wisconsin's K-12 schools. I am speaking to you today from my position working with a group of college students who have been through Wisconsin's schools and have seen their bigotry and discrimination first hand. More importantly, I am speaking to you as an ally of the trans community who believes that AB469 is unjust and wrong, and will only further discrimination toward transgender students in Wisconsin.

Importantly, I am also from Janesville, Wisconsin, where I graduated from Parker High School, and where my father currently works as band director. Parker High School is one of the sites in a number of tragedies for transgender youth here in Wisconsin over the past few years. While I did not know the student who passed away at my high school recently, I do know firsthand the intense discrimination that LGBT students at my high school have to face, and why some may think that suicide is their only option. In 2014, the Janesville School District implemented a policy to allow students to access gender neutral bathroom and changing spaces in their schools. Although spurred by tragedy, this policy shows true concern by Janesville's majority Republican leadership for the students in our district, and I hope that it does good for the students who feel like they do not have a safe space in their schools.

At the state level, however, things are not so promising. This bill would turn back the clock for LGBT rights here in Wisconsin by disallowing trans students the right to use bathrooms and changing spaces that align their gender identity. As we have seen, this type of policy dehumanizes and stigmatizes trans students to the point at which some believe that life is no longer worth living. Above all, the language in this bill assumes that transgender children: because let's be clear, this bill regulates the spaces in which children would be allowed to use the bathroom or change for gym- The language in this bill assumes that transgender children are somehow criminals, perverts, or likely to commit sexual assault. Trans students, who so often do not have supportive environments at home, deserve safe spaces where they feel accepted at school.

Granted, this bill would allow students to use spaces upon parent request; but, for so many students who are not only struggling with their identities, but also the basic problems of adolescence, requiring them to out themselves to their families, their peers, their teachers, and the rest of the school community is simply too big of an ask to make. Often, the parents of transgender students refuse to stick up for their child's rights, and may even create a dangerous environment at home. If this bill were to become law, transgender students would be forced to appeal to their parents for support to simply be able to use the bathroom at school, or to change for gym without the fear of judgement by fellow students. Transgender students, already occupying bodies in which they may not feel comfortable, deserve the respect for their privacy that we extend to cisgender male and female students who do identify with their biological sex. Students at all places on the gender spectrum deserve safe spaces in their school.

Although I understand this policy to limit trans rights coming from some members of Wisconsin's Republican party, I do not understand why this legislation makes sense for conservatives from a policy standpoint. It is a big-government bill, which would limit individual freedom by putting state oversight over how Wisconsin students use the bathroom. It would take control out of the hands of districts and communities, and put it in the hands of legislators at the state level, something that no true small-government conservative that I know would ever advocate for. This bill flies in the face of the idea of local control, and would not allow communities to decide for themselves how to best accommodate transgender students at the district level. While I disagree fundamentally with the morals behind this bill, I am even more confused as to what true Republican can honestly get behind such a big-government, central-control piece of legislation.

My fellow college students and I are here as allies of the transgender community at all levels of the education system and all across the political spectrum. We believe that schools are supposed to be safe spaces for students, in which they can feel supported and accepted. If this bill passes, transgender students in Wisconsin will be denied the basic right to use the restrooms and locker rooms for the gender with which they identify. But beyond that, they will be stigmatized as perverted, abnormal, and wrong. So, while this bill seems like it may protect a few average young boys and girls from uncomfortable situations every now and then, for transgender students, it's bigger than the bathroom.

**COL (Ret) Sheri A. Swokowski**  
**WI Assembly Education Committee**  
**AB 469, 19 1000 Nov 15 – Rm 417 North**  
**[Sswoko1@gmail.com/608.770.6585](mailto:Sswoko1@gmail.com/608.770.6585)**

**Qualifications:**

- 1) Sheri, reside in DeF; served my country in uniform for 30+ yrs/20 AD; WI NG J1, 2004**
- 2) As retired, Army Inf COL, highest ranking, out, Trans indiv in the nation**
- 3) I delayed my transition until later in life out of love/respect for my family & job I loved.**
- 4) Transitioned in 2006, Lead course instructor, USAFMS, FBVA; promptly fired for my efforts**
- 5) Served 2.5 yrs, post-transition, as Sr Analyst @ PNT & 3 yrs as HR Dir for RMR USFS**
- 6) In June I became the first female to wear an infantry uniform at Pentagon & White House**
- 7) Mbr, Fair WI BOD and a member of SPART\*A, (Svc Mbrs, Partners & Allies for Respect & Tolerance for All), a national LGBT org that advocates for open Trans military service.**

**Proper and fitting that we come together this week-  
Transgender Awareness Week. Dedicated to educating**

**people about Trans community & raising awareness of issues Trans people face on a daily basis.**

**Non Discrim Ordinances in support of LGBT community are in effect all over the US, including WI (except in WI, you have to remove the T).**

**Privacy & Safety concerns found in AB 469:**

- a. In US, Trans indivs have been using the BRs they identify w/for AT LEAST 60 yrs; w/o incident.**
- b. Hundreds of school districts in the US have policies in place that protect students' rights to use bathrooms and locker rooms IAW the gender they identify. NO reports of Trans students assaulting others in bathrooms.**
- c. Spreading misinformation about minorities invites violence against them. In the case of AB 469, victims are apt to be children.**
- d. Last night, MSN area LGBT community & allies celebrated the lives of Trans individuals who have been murdered during past year, for simply being who they are. ~300 worldwide, US -22, 100% increase.**

**A handful of states (TX, FL, MO, KY) have initiated similar bills. None of them have survived, due to preponderance of scientific evidence presented.**

**That evidence includes determinations made by AMA, APA (x2) that being Trans is a medical condition, no different than someone with diabetes or chronic heart disease; and all deserve accurate diagnosis & care.**

**Med professionals stopped conflating sex & anatomy with gender more than five years ago. Trans females are Females; Trans males are male. Doubt WI legislature has expertise to re-define accepted medical definitions.**

**The DOJ and DOE(duc) have ruled that Trans indivs rights to use accommodations consistent w/gender are protected under Title VII and Title IX USC.**

**On Nov 2d, DOE found a suburban Chicago HS district discriminated against a female Trans student when they required her to use a separate facility to shower and change. Also on Nov 2d, WISC-TV here in Madison aired a spot about how lack of support for Trans children can compel them to take their own lives. This is a serious issue.**

**While only .3 of 1% of general population self-reports as Transgender, a recent survey in Madison school district found that 1.5% of students identify as Trans or GNC. Fifty percent of Trans youth contemplate suicide by the time they are 18. 41% of all Trans indivs who took part in a 2011 survey indicated they had attempted suicide, at least once. Not because they are Trans, but rather because of the discrimination, bullying and violence an uneducated society inflicts upon them daily. There is nothing inherently wrong with being Trans. There is something inherently wrong when adults target children, or other adults, who are already marginalized, bullied and at high risk w/legislation designed to do even more harm. Wisconsin is better than this!**

**Wisconsin has long been a Civil Rights leader for the Lesbian and Gay community. Instead of a bill that promotes segregation and inequality, WI needs a bill that provides inclusiveness, equality & support for all.**

**I look fwd to the day when all of society accepts the scientific evidence available, and we can all love and accept Trans children (& all Trans indivs), for the courageous and authentic human beings they are.**

NATIONAL ASSOCIATION OF SOCIAL WORKERS WISCONSIN CHAPTER EXECUTIVE  
DIRECTOR MARC HERSTAND'S TESTIMONY TO THE ASSEMBLY COMMITTEE ON  
EDUCATION ON NOVEMBER 19, 2015 IN OPPOSITION TO ASSEMBLY BILL 469

The National Association of Social Workers-Wisconsin (NASW-WI) strongly opposes Assembly Bill 469. This bill would prohibit transgender students from being able to use the bathroom of their gender identity. They would be forced to either use the bathroom for a gender they don't identify with and don't look like or upon request to use a single unit bathroom somewhere in the school. This separation is stigmatizing and isolating for transgender students, who already experience frequent bullying, harassment, and violence while at school.

**1. Harassment and Violence in Schools**

In a 2011 study, *Injustice at Every Turn*, conducted by the National Center for Transgender Equality and the National Gay and Lesbian Task Force, 152 transgender and gender non-conforming participants from Wisconsin reported that those who expressed a transgender or gender non-conforming identity while in grades K-12 had astounding rates of harassment, violence, and assault. The study shows that 76% reported harassment in school, 38% reported being the victim of a physical assault in school, and 5% reported being the victim of sexual violence while in school (Grant, Mottet, & Tanis, 2011). It is a school's responsibility to ensure the protection and well-being of all of their students, including that transgender students feel safe in their school, especially when they're using the restrooms or changing rooms. If a transgender female is forced to use the men's restroom, because her anatomy requires her to do so, she will be put at even greater risk for physical and sexual harassment and violence. The same can be said for a transgender male who would be forced to use female facilities, the repercussions of doing so would put him at immense risk for further harassment and violence.

**2. Suicide Rates and Mental Health**

Transgender individuals experience severe discrimination, harassment, and victimization because they challenge the cultural norms related to gender and sexuality (Herek, 1992). This social isolation and stigmatization can lead to severe feelings of depression. In the 2011 study, *Injustice at Every Turn*, of the 6,450 total respondents, an astonishing 41% reported attempting suicide, compared to 1.6% of the general population. This percentage increased even higher for those individuals who were harassed or bullied in school at 51% of respondents (Grant, Mottet, & Tanis, 2011). Further separating and isolating these students by forcing them to use separate restrooms and changing rooms will only perpetuate those feelings, putting transgender students at even higher risk for suicidal ideations and potentially attempted suicides.

To summarize, we believe this bill bullies and victimizes transgender and gender non-conforming youth in our schools. The bill encourages individuals, including other students, to monitor where transgender youth use the restroom. This greatly exacerbates harassment that already exists in our schools, as I have already discussed.

The bill authors claim that this bill is about keeping youth safe. They apparently believe that allowing transgender students to use the bathroom of their gender identity will cause safety problems for other students. However, every day students in California, Colorado, Connecticut, Maine, Massachusetts and Washington and at scores of individual schools across the nation, including Wisconsin, attend schools

that allow transgender students access to the restrooms and locker rooms that match their gender identify without the problems that some fear. In Wisconsin the school districts of Menasha, Monona Grove, Shorewood and Madison have specific policies allowing transgender students to use the bathrooms and changing rooms of their gender identity. In addition close to 70 school districts have non-discrimination policies that include transgender students. There have been no problems resulting from these policies.

In early 2015 Media Matters for America contacted officials at the largest school districts that have laws protecting transgender students and not a single one reported "any incidences of harassment or inappropriate behavior" as a result of allowing transgender students to access facilities they are comfortable with. (Human Rights Campaign Foundation, 2015)

The safety and well-being of Wisconsin's youth should be the focus of the Assembly Committee on Education. Transgender youth who do not feel that they are safe in their school cannot reach their full potential (NASW, *Social Work Speaks*), and further isolating these students puts them at increased risk for potential harm and violence. Allowing students to choose which restroom they feel most comfortable and safe using should be their right. NASW-WI strongly urges you to vote against this bill, and protect Wisconsin's transgender youth.

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- Human Rights Campaign Foundation. (2015). Schools in transition: a guide for supporting transgender students in K-12 Schools. <http://www.hrc.org/resources/entry/schools-in-transition-a-guide-for-supporting-transgender-students-in-k-12-s>
- National Association of Social Workers. (2012-2014). Transgender and gender identity issues. *Social Work Speaks* (9<sup>th</sup> ed.). (pp. 337-345).

My name is Joanne Lee and I am a mother of two children. Two months ago I would have agreed with your stance on this. I didn't know anything about transgender issues, what it is like to be transgender until my son's death.

My child's death. My child, Skylar Marcus Lee, passed away less than two months ago with severe depression that was due to so many things. He was transgender. My other son is transgender too.

I did not listen to them. I ignored them when they talked to me. I would not have walked my children to school to speak to their principal for bathroom accommodations. It did not make sense to me. It did not seem serious to me at the time even though my son complained to me last year. He did not know which bathroom to use.

I am a medical professional as a nurse. I should have known the issues if they did not use the restroom. Urinary tract infections are common when a person does not use the restroom on time. Yes, on time. It is hard to concentrate at school when you can only think of using it.

Being transgender is something we cannot as parents control. They grow up. You want them to be what you think they are, but it is not always what it seems.

My heart is broken. I am grieving the loss of my child who will always be 16. My other son just turned 20. I want to talk about how this country is representing freedom. They should be treated as equals. Not discriminated by their gender identity.

Humans have rights for choosing happiness and voicing who they are. We need to give them this equal opportunity regardless of their sex and/or gender. They deserve dignity.

What we need to do is to protect this youth to get the same opportunity as other students do. If we force them, transgender students, the attempt suicide rate is higher than 40%. If you force them to kill themselves the blood is on your hands, not just you but whoever participates and forces them, administration or politicians. It is indirect killing. I am sorry but it is the truth.

Please let them live, fulfill their goals, and save people, and contribute to this country. Make them proud to be citizens of America like other people. Don't deprive of their rights to use the bathroom or the locker rooms. Do not just make it two genders. There are intersex students too. I am a mother of two children. One is no longer here. Please listen to their voices. Thank you.

Sincerely

Joanne Lee

November 19, 2015

Testimony re: AB 469

Committee on Education

For information contact:

Rabbi Jonathan Biatch, 608-335-4771, [rabbi@tbemadison.org](mailto:rabbi@tbemadison.org)

My name is Jonathan Biatch. I am a Rabbi, a leader of a Jewish community here in Madison. I sit on the board of Wisconsin Faith Voices for Justice, an organization consisting of Christian, Jewish, Muslim, Buddhist and Quaker believers. I am a heterosexual male, married to a heterosexual female, and we have two adult children, one born female and the other born male. And I am here today to offer testimony opposing Assembly Bill 469, “relating to use of changing rooms by pupils.”

As a person of faith, I believe in the teachings of the book of Genesis, which affirm that each person is created in God's image, and that each person reflects back to the world countless aspects of divine character. And it is morally wrong to discriminate against anyone on the basis of any God-given trait, such as gender identity or sexual orientation.

As an educator, I know this: When a student enters the grounds of a school, she or he should be welcomed with opened arms into the learning community. Through this proposed bill, the State would direct school districts to eliminate this warm welcome by immediately stigmatizing certain students' gender identities. Transgender youth already face many challenges. The Gay-Lesbian-Straight Educator's Network estimates that 75% of transgender youth report feelings of insecurity when contemplating – and experiencing – the harassment and bullying that are, sadly, part of their everyday experience. Their GPA's suffer, they experience a higher absentee rate, and they are less likely to want to continue their education.

When there is so much vibrant potential within the mind and heart of our young learners, none of us should want to allow any child to suffer any school- or state-imposed disabilities.

As a citizen, I know that many school districts across Wisconsin have worked with students and families to find local solutions, including ways to access bathrooms and changing rooms. And over 60 school districts in our state have modernized their local nondiscrimination policies to affirm and welcome transgender students without causing harm to students who are not transgender.

At a time when local officials have already found compatible solutions which can serve as models for other districts, our state legislators should not need to rely on language that has come from out-of-state sources. There are ample models here in Wisconsin that are to allow all state school districts to learn from one another and create humane and welcoming policies for students of all gender identities.

And finally, we see that localities have been creative, sensitive, and responsive to parents whose children are transgendered, and those who are not transgendered. Let us, therefore, rely on local control rather than offer a state-imposed mandate. There is great wisdom among the people; let them benefit from that wisdom.

Accordingly and respectfully, I urge you not to recommend this bill to our legislature.

My name is Jody Lynn Rendall. I've resided in Walworth County all of my adult life. I've taught high school science in Wisconsin for more than 35 years and am proud to have been named a Wisconsin Exemplary Science Teacher. More recently, I've founded and become director of LGBT of Walworth County and have served as an adjunct professor at Aurora University. I currently serve on the board of Fair Wisconsin. I am recognized at both the state and federal level as female, despite my having been born with male anatomy. Being born with a female gender identity and male body parts was not my choice. This resulted in many times during my life having to deal with loneliness, depression, anxiety, and fear. These feelings came not from any confusion over who I was (I know who I am), but rather the way society and culture treated me as a 3<sup>rd</sup> class citizen – a non-person. Throughout my life I have had to deal with verbal and physical harassment...for no other reason that I was viewed as being different. I speak to you today proud that I've been lucky enough to finally become the woman I was meant to be.

I'm here to express my concern over Assembly Bill 469. As far back as 1948, the famous Kinsey report illustrated that there was much more to being a man or a woman than was assumed by the gender binary. Being a man or a woman is much more than what's between your legs. It's what's between your ears – your brain - that's important. For decades study after study supports gender identity – our sense of self – as a condition at birth. The American Medical Association, American Psychological Association, and World Health Organization all agree: There is much more to being human than the overly simplistic gender binary of “boy parts” vs “girl parts”.

As a professional educator and trans woman, I get calls from local, rural schools with concerns about students who identify as transgender. They want to be compassionate, to help them, to provide an environment that is both emotionally and physically safe. Many school districts in this state already have helped trans students by implementing successful non-discrimination policies. There have been no problems.

Trans students are often students at risk. Growing up in today's world is hard enough, but to also be trans makes things even worse. From birth, our society teaches children about being a boy or a girl. Imagine the child who says, “but that's not me.” At every turn they are denied the right to be who they are, by parents, by the community, and by schools. Is it any wonder that 41% of those identifying as trans have considered or attempted suicide? Those type of dark feelings are not unknown to me. How can a young person cope when everyone around you says, “we don't want you?”

A recent psychological study has shown that trans suicides are more likely due to rejection or lack of support, experiencing discrimination, being shamed about being trans or about their bodies, being easily identified as trans, surviving trans related verbal and/or physical abuse, increased health factors (including alcohol and drugs), and belonging to other minorities or marginalized groups.

A close look at AB 469 shows that it is not in the trans student's best interest. Rather, it serves no other purpose than to further stigmatize and alienate these students be it exclusion from an affirmed bathroom or being segregated to a “special” facility. I'd like to think that Wisconsin is better than that. In 1982, Republican Governor Lee Dreyfus signed into law the first non-discrimination legislation in our country based on orientation. State Senator Neil Kedzie was the impetus behind state-wide anti-bullying legislation in schools. At the Federal Level, the Department of Justice under Title IX and Title VII of the Civil Rights Act includes rights for individuals based on gender identity and gender expression. These rights have been supported in court cases throughout the country.

We stand here today at a crossroads. We can acknowledge and support the equality guaranteed to all, or we, ourselves, can become bullies. It is our job to insure a safe, welcoming school environment for all students, including those who identify as trans. We need to provide a place where they can not only survive, but thrive.

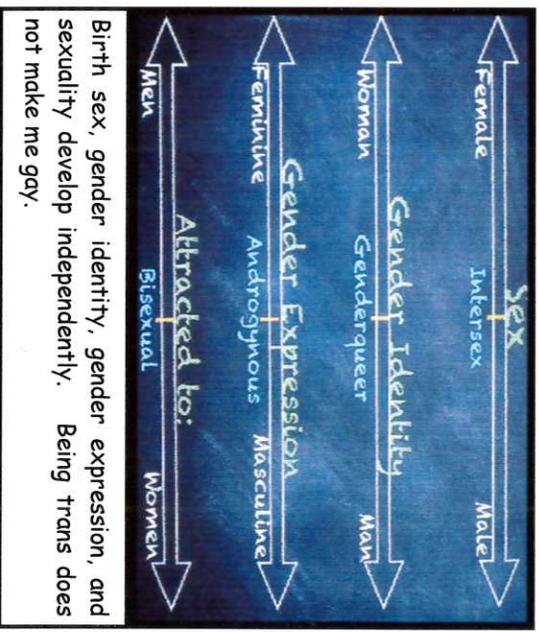
I AM TRANS. I could be any skin color, from anywhere in the world. I could have been born with a male body, a female body, or a bit of both (intersex). I could be young, old, or middle aged. I could be rich, poor, or somewhere in between.



YOU MIGHT KNOW ME as your child, your parent, your relative, your classmate, your friend, your neighbor, your workmate, or even your spouse. I am still that person, regardless of how I might look or talk or what name or pronoun I might use. I cannot pretend to be something I am not or something that society or culture says I should be. I need to be the person I was meant to be.

I DID NOT ASK to be born a transgender person; I just was. This makes life very hard for me. I had to choose to be open and honest about who I am or hide my true self in order to fit other's expectations of me.

MOST PEOPLE have a gender identity (sense of self) that matches their birth sex. Because there are so many of these "cisgender" people (over 98%), everyone assumes that all people are "cis." But that's not me. My gender identity does not agree with my birth sex. Whether or not I feel like a woman, a man, a bit of both, or like neither has nothing to do with my body parts. It's this discrepancy between my birth sex and my gender identity that makes me transgender.



THERE ARE THOSE who think I am mentally ill. I am not. The medical community would say I have "gender anxiety" or "gender dysphoria." If you tried to come to terms with having a sense of self that doesn't match your body and were afraid to tell anyone for fear of abandonment, ridicule, bullying, harassment, or discrimination, you might have anxiety, too.

I'M NOT LOOKING for special rights or privileges. I just want to be respected as the person that I really am. I want to be able to live in the world like anyone else. I want to be able to get a job and medical care. I'd like to have a place to live. I'd like to walk down the street or use a restroom without fear. I want to have friends. I want to love and be loved. I want to grow old with dignity. I need more than mere tolerance; I need acceptance.

GETTING USED TO CHANGES can be hard—often harder on those who know me than on myself. It takes time to get used to change. I would very much like for those who know me and who love me to join me on my journey of self-awareness and share those joys and sorrows that lie ahead.

THIS ISN'T ABOUT THE LOSS of a son or daughter, or friend, or spouse. It's about my being able to grow and learn and love to my greatest potential. Please, share in my happiness.



These books may be helpful tools to better understand what it means to be trans and what you can do to help a transgender individual you may know.

*The Transgender Child: A Handbook for Families and Professionals*; Stephanie Brill and Rachel Pepper

*Gender Born, Gender Made: Raising Healthy Gender Non-Conforming Children*; Diane Ehrensaft

*True Selves: Understanding Transsexualism for Families, Friends, and Coworkers*; Mildred L. Brown & Chloe Ann Rounsley

*Trans Bodies, Trans Selves: A Resource for the Transgender Community*; Laura Erickson-Schroth

**Picture Books for Young Readers (and those young at heart)**

*10,000 Dresses*; Marcus Ewert

*My Princess Boy*; Cheryl Kilodavis

*All I Want To Be Is Me*; Phyllis Rothblatt

*Be Who You Are!*; Jennifer Carr

*I Am Jazz*; Jessica Herthel & Jazz Jennings

**For Teens**

*Beyond Margenta: Transgender Teens Speak Out*; Susan Kuklin

*Luna*; Julie Anne Peters

*Parrotfish*; Ellen Whittlinger

## Getting Support

PFLAG is just one of many organizations that supports the trans community. It is made up of parents, families, friends, and allies united with people who are lesbian, gay, bisexual, and transgender (LGBT). PFLAG is committed to advancing equality and full societal affirmation of LGBT people through its threefold mission of support, education, and advocacy. It has over 350 chapters and 200,000 members and supporters crossing multiple generations of American families in major urban centers, small cities, and rural areas in all 50 states.

See more at: [www.pflag.org](http://www.pflag.org)

There are an incredible number of websites that deal with transgender issues. More and more, support groups and services can be found in small towns and cities. To both those who are trans and to their loved ones: you are not alone.



Jody Lynn Rendall came out as transgender in 2008, at the age of 57 and began the process of transitioning shortly thereafter. She is the founder and Director of LGBT of Walworth County. She spends

much of her time helping to educate the public on transgender issues and the LGBTQ community, as a whole. She lives with her accepting, supportive, and loving wife of 41 years. She is always happy to respond to questions and concerns at [jodylynn@gmail.com](mailto:jodylynn@gmail.com).

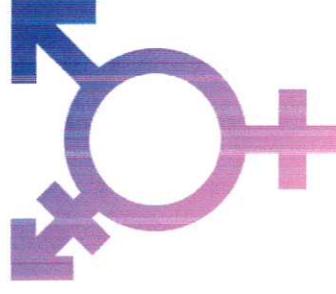
Printed by LGBT of Walworth County, Inc

a nonprofit organization

[www.lgbtwalco.org](http://www.lgbtwalco.org)

Facebook: LGBT of Walworth County

# I Am Trans



## A Message To Family, Friends, & Loved Ones

By Jody Lynn Rendall

November 18, 2015

To Members of the Assembly Committee on Education

There was a time when students of color couldn't use the same bathrooms and drinking fountains as their white peers. There was a time when pregnant students were forced to leave school. Please think more comprehensively about the needs of all students and don't send us backwards in the area of equity by passing AB 469, which fosters the kind of discrimination we prefer to leave in the past. As a local school board member, I urge you not to adopt this bill prohibiting transgender students from using school bathrooms and changing rooms in accordance with their gender identities. This bill is a cruel attack on students who are especially in need of supportive, inclusive policies to assure their health and safety. It is also an example of inappropriate micromanaging of school boards, which have the duty under Wisconsin Statute 120.112(2) to ".....advise the school teachers and administrative staff regarding the instruction, government, and progress of the pupils and exercise general supervision over ...schools."

Public schools exist to serve every student. We know that students who identify as gay, lesbian, bisexual, or transgender already face challenges in our schools. They are at increased risk for bullying and harassment, depression, suicidal thoughts and actions, and substance abuse. A number of school boards, including my own, have exercised local control and acted responsibly to develop common sense policies that address the needs and protect the privacy and safety of all students. AB 469 is discriminatory on its face and constitutes a serious setback in this effort. It undermines our efforts to provide a safe learning environment for all students. Please don't pass a bill that will further stigmatize and marginalize students who already face significant struggles.

While your intention may be to protect the privacy of the majority of students, if this is an issue, school districts can do this without singling out one group for harassment. An easy solution is to provide privacy stalls in bathrooms and locker rooms where they do not already exist. Many students likely would appreciate access to these, regardless of their gender identity. No one's rights would be trampled on, no one would be stigmatized or marginalized, and those who want privacy could have it. Currently, in our schools, if a privacy stall is not readily available, some of our students use a buddy system when changing for physical education classes. A buddy holds a towel so that a student can change behind it. Simple. Not a big deal. As noted in a *Chicago Tribune* op ed piece from October 26, 2015, "Respect, common sense and privacy curtains for everyone. It really could be that simple." The kids have this figured out. Please don't interfere.

Our duty to protect the health and safety of all students demands that you not approve AB 469.

Sincerely,  
Susan Fox  
4637 Tonyawatha Trail  
Monona, WI 53716



To: Members of the State Assembly Committee on Education  
From: Paru Shah  
Subject: Assembly Bill 469  
Position: Oppose  
Date: November 19, 2015

---

Dear Chairman Thiesfeldt and Members of the Committee,

My name is Paru Shah, President of the Shorewood School District. I am here today representing the School Board of Shorewood School District, in Wisconsin's 10th assembly district. We oppose AB469. I have included the resolution we passed against AB 469.

In March of last year, we became the first district in the Milwaukee area to implement a policy that both recognizes and protects transgender students. Shorewood is committed to providing equal educational opportunities for all students, and strives to find ways to celebrate differences, rather than exclude students. The intent of our policy is to provide a safe and appropriate learning environment for transgender students and to ensure the involvement and respect from district staff.

The night we approved this policy was memorable. Students and family members, past and present, came to the board meeting to share their stories, and to congratulate the district on being a pioneer in protecting all students' rights.

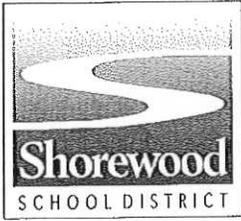
The School Board of Shorewood is disappointed by this proposed legislation that goes against our current policy. First, AB 469 singles out transgender student and marginalizes their experiences in school. As a district, we are concerned about the mental health and well-being of all our students. We were deeply saddened by the recent cases of suicide among two Wisconsin teens bullied for their gender identities. We have to power to create spaces in which bullying or harassment based on gender identity is not tolerated. AB 469 prevents us from taking positive steps toward protecting the mental health of our students.

Second, we are opposed to AB 469 because the proposed legislation severely limits our ability to provide all students with the resources they need to be successful in schools. AB 469 violates sex protection under Federal Title IX guideline, which states clearly that in order to fully participate in daily school activities and have an equal opportunity to benefit from federally financed education programs, all students must have access to safe and convenient restrooms and locker rooms. The Department of Justice has recently ruled that separate bathrooms are not an adequate accommodation, and again, unnecessarily singles out transgender students.

Last, at its core, AB 469 blatantly discriminates against an already vulnerable population, and suggests that transgender students are deviants. In the 20 months since we have passed our policy, we have no increases in assaults in our bathrooms, nor increases in other harassment behaviors perpetrated by transgender students.

Over the course of this hearing, you have heard many stories from brave students who have, in the face of ridicule, harassment, and bullying, stood up and asked for their rights to be protected. I urge the members of the Education Committee to be brave as well, and to take stand against the discrimination and segregation of our students. The School Board of Shorewood asks the committee to table this proposed legislation and take no further action on it.

Thank you for your consideration.



OFFICE OF THE SUPERINTENDENT

1701 East Capitol Drive  
Shorewood, WI 53211  
(414) 963-6901  
Fax (414) 963-6904  
School District of Shorewood

Whereas, the Shorewood School District is committed to providing equal educational opportunities for all District students;

Whereas, in March 2014, the Shorewood School District, Wisconsin, became the first district in the Milwaukee area to implement a policy that both recognizes and protects transgender students; and.

Whereas, the official goal of the policy change is to provide a safe and appropriate learning environment for transgender students and to ensure the involvement of and respect from the district's staff; and

Whereas, Madison-based Gay Straight Alliance for Safe Schools director, Brian Jechums, stated that the guidelines "make it clear to students that transgender students are protected and give teachers the means to enforce that protection;" and

Whereas, within the past year at least one adult, a Milwaukee Public School teacher, and two Wisconsin teens, Cameron Langrell and Skylar Lee, have fallen to suicide after being bullied for their gender identities; and

Whereas the proposed policy violates sex protection under Federal Title IX guideline, which states clearly that in order to fully participate in daily school activities and have an equal opportunity to benefit from federally financed education programs, all students must have access to safe and convenient restrooms and locker rooms; and

Whereas in the 60 school districts, including Shorewood, that have adopted non-discrimination policy to protect transgender students there have been no increased reports of assaults;

Therefore, be it resolved, the School Board of the Shorewood School District call upon State Senator Lena Taylor and State Representative David Bowen to work with their colleagues and Governor Scott Walker to keep AB 469 from becoming law.

Paru Shah, President

Colin Plese, Vice President

Ruth Treisman, Treasurer

Rodney Cain, Clerk

Joanne Lipo Zovic, Member

## Testimony against AB469

Shor Salkas

November 19, 2015

My name is Shor Salkas. I am a professionally trained public health and mental health practitioner, and I live in Madison, WI. One important tenet of public health is that the environment that people work, live, play, and learn in has a direct impact on their health and well being. In the case of AB469, transgender and gender non-conforming young people will be placed in an environment that is detrimental to their health and well being for many reasons. First, studies have shown that proposing and passing legislation that creates a hostile environment for LGB, transgender and gender non-conforming young people creates undue fear, and high rates of stress and anxiety (Mereish et al., 2015; McArthur et al., 2014; Balsam et al., 2011). This is even more exacerbated for transgender people with other and intersecting oppressed and marginalized identities, one example would be an individual who is gender non-conforming and a person of color. Second, elevated levels of fear, stress, and anxiety lead to other, and most often negative, physical and mental health outcomes like alcohol and drug use, depression, and ultimately higher rates of chronic physical and mental illness over the course of the lifespan (Mereish et al., 2015). And finally, the astronomical rates of suicide and attempted suicide among transgender and gender non-conforming young people is a social and public health epidemic that we just cannot ignore anymore (Perez et al., 2015; Testa et al., 2015). Young people are finding this world and this environment so inhospitable to who they are that they can find no other alternative. We are tired of being a suicide statistic. Please do not ignore the deaths and tears of our community.

Balsam, K. F., Molina, Y., Beadnell, B., Simoni, J., & Walters, K. (2011). Measuring multiple minority stress: The LGBT People of Color Microaggressions Scale. *Cultural Diversity And Ethnic Minority Psychology, 17*(2), 163-174. doi:10.1037/a0023244

McCarthy, M. A., Fisher, C. M., Irwin, J. A., Coleman, J. D., & Pelster, A. K. (2014). Using the minority stress model to understand depression in lesbian, gay, bisexual, and transgender individuals in Nebraska. *Journal Of Gay & Lesbian Mental Health, 18*(4), 346-360. doi:10.1080/19359705.2014.908445

Mereish, E. H., & Poteat, V. P. (2015). A relational model of sexual minority mental and physical health: The negative effects of shame on relationships, loneliness, and health. *Journal Of Counseling Psychology, 62*(3), 425-437. doi:10.1037/cou0000088

Meyer, I. H. (2014). Minority stress and positive psychology: Convergences and divergences to understanding LGBT health. *Psychology Of Sexual Orientation And Gender Diversity, 1*(4), 348-349. doi:10.1037/sgd0000070

Perez-Brumer, A., Hatzenbuehler, M. L., Oldenburg, C. E., & Bockting, W. (2015). Individual- and structural-level risk factors for suicide attempts among transgender adults. *Behavioral Medicine, 41*(3), 164-171. doi:10.1080/08964289.2015.1028322

Testa, R. J., & Hendricks, M. L. (2015). Suicide risk among transgender and gender-nonconforming youth. In P. Goldblum, D. L. Espelage, J. Chu, B. Bongar, P. Goldblum, D. L. Espelage, ... B. Bongar (Eds.), *Youth suicide and bullying: Challenges and strategies for prevention and intervention* (pp. 121-133). New York, NY, US: Oxford University Press.

Hello—my name is Stephanie Budge. I am a licensed psychologist in the state of Wisconsin and I am a professor in the Counseling Psychology department at the University of Wisconsin-Madison. I am a therapist to transgender youth (I currently run a trans youth therapy group at a community clinic) and I conduct research with transgender youth and their families.

1. Innate Nature of Gender Identity

Some individuals may claim that transgender identity can be “changed.” The American Psychological Association (2015) Task Force on Psychological Practice Guidelines with Transgender and Gender Nonconforming People published a report indicating that it is **unethical** to change or convert someone’s transgender identity because there is zero scientific evidence that transgender identity can be changed. In fact, all school counselors, school psychologists, and any community psychologist can lose their licenses if they attempt to change a youth’s transgender identity.

Not only is it unethical to try to change a youth’s gender identity, but even mentioning this possibility is psychologically harmful to youth. Any time it is suggested that someone needs to change an innate, authentic, and beautiful part of who they are causes feelings of depression, anxiety, and can lead to suicidal thoughts and behaviors—the numerous research findings indicating the level of distress from questioning trans individuals’ identity have led to state governments banning conversion therapy.

2. Transgender Youth Are Not “Gender Confused”

There is a difference between experiencing normative gender confusion (which every adolescent experiences) and being labeled as being confused about one’s gender identity. Childhood and adolescence include important developmental milestones of figuring out who you are—this should not be interchanged with “confusion.” Many transgender youth experience normal developmental changes in their gender identity as they continue to figure out who they are, just like *any* youth. However, most transgender youth who identify with a binary gender identity (either trans boy or trans girl) maintain a stable transgender identity. To date, there is no scientific research that indicates that transgender youth pose as “transgender” in order to gain certain benefits. In fact, every transgender youth I have ever worked with in therapy or through research indicates that the physiological and psychological difficulties they experience related to bathrooms are so immense that they would never choose “confusion” or intentionally pose as a transgender youth for external gain.

3. Psychological Distress from Single Stall Restrooms

Single stall restrooms can be a great resource for any individual with specific needs. However, the youth I work with report feeling invalidated, anxious, and depressed when they are told that they need to use a restroom that is separate from the other youth at their school. Schools may believe that they are helping youth by saving them from discrimination in bathrooms, but segregating youth from spaces that affirm them does not address the issue of bullying and harassment in schools.

Bill 469 (against)

Elizabeth Annen

Oregon, WI

It took me a long time to actually sit down and write my testimony because I can't believe I even have to be here today.

My daughter is starting her second year of Girl Scouts. She is a model student, has never been sent to the principal's office, and is unfailingly kind (so the teachers at school tell me, her siblings might disagree some days). Today a parent stopped me in the parking lot after school and told me that she is a "butterfly." She has many friends at school, is always full of joy and smiles, and is much loved by her community and family.

She has used the girls' restroom at school every day since her transition and in that time (over a year now) it has not caused any issues at school, for either her or the other students. If there were problems I would expect the district to address them promptly and without resorting to stereotypes and illegal discrimination, just as I would expect them to appropriately handle any other problem that any student may have at school.

As for privacy, I think options are great and if a district wants to offer unisex, single-occupancy bathrooms for the use of all interested students, without requiring their use by any one group of students, I would be in support. If a district wants to offer private changing spaces within the locker room – freely to any interested student who wants more privacy – as someone who hates open locker rooms herself, I would applaud.

But singling out my daughter and forcing her to use a bathroom or changing space segregated from every other child in school would break her heart. And worse, it would send a message to her classmates that she is different and to be feared and pushed away, in a place where all children, regardless of who they are, should feel welcomed and safe.

My daughter is not scary or dangerous. She is a seven year old girl who expects to continue to use the girls' room in peace. She has no idea that this bill is even being considered. When I think that I might have to explain to my young daughter that she suddenly has to use a different bathroom than all the other kids I feel sick. How could I betray her like that?

We've already done "separate but equal," let's please not go there again when districts around the state are already managing this issue without a discriminatory and dangerous law.

## STUDENTS

### STUDENT NONDISCRIMINATION

The School District of Janesville is committed and dedicated to providing the best education possible for every student in the District consistent with applicable legal requirements, school district policy and procedures.

The right of the student to be admitted to school and to participate fully in curricular, extra-curricular, recreational, or other programs or activities and in student services shall not be abridged or impaired because of a student's sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, or because of the person's physical, mental, emotional, or learning disability.

Students who have been identified as having a disability under either the Individuals with Disabilities in Education Act (IDEA) or Section 504 of the Rehabilitation Act (Section 504) shall be provided reasonable accommodations as developed through Individualized Education Programs (IEP) or 504 Plans in accordance with federal and state rules and regulations. Accommodations will be developed with the intent of providing equal access and/or participation for these students across school environments.

The district shall provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for accommodations shall be made in writing by a parent/guardian and be approved by the building principal. Accommodations may include, but not necessarily be limited to, exemption from participation in an activity, alternative assignments, released time from school to participate in religious activities, and opportunities to make up work missed due to religious observances.

The district shall also provide for the reasonable accommodation of a student's confirmed **transgender** identity with regard to access to single sex-designated school facilities and programs. Requests for accommodations shall be made in writing by a parent/guardian and be approved by the building principal. Accommodations may include, but not necessarily be limited to, use of the restroom designated for the gender with which the student identifies, use of the locker room designated for the gender with which the student identifies and reasonable access to other single-sex designated school facilities and programs.

This policy does not intend to prohibit the provision of special programs or services based on objective standards of individual need or performance to meet the needs of students, including gifted and talented, special education, school-age parents, bilingual bicultural, at-risk and other special programs, or programs designed to overcome the effects of past discrimination.

Complaints regarding the interpretation or application of this policy regarding students

## STUDENT NONDISCRIMINATION

with a disability shall be referred to the District Administrator/designee. All other nondiscrimination complaints, including harassment and bullying complaints based on other legally protected discrimination factors, shall be referred to the District Administrator/designee. All complaints shall be processed in accordance with established procedures.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year and posted in each school building in the District. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks, and other published materials distributed to the public describing school activities and opportunities.

REF: State Statute 118.13  
State Statute 118.134  
State Statute 947.0125  
Wisconsin Administrative Code PI 9  
Wisconsin Administrative Code PI 41  
Title VI, Civil Rights Act of 1964  
Title IX, Education Amendments of 1972  
Section 504 of the Rehabilitation Act of 1973 with the 2008 Amendments  
Title II, Americans with Disabilities Act of 1990  
Individuals with Disabilities Education Act  
Boy Scouts of America Equal Access Act  
McKinney-Vento Homeless Assistance Act

CROSS REF: Administrative Regulation 5020.2, Discrimination Complaint Procedures  
Administrative Regulation 5020.3, Student Discrimination Incident Report  
Board Policy 5021, Sexual Harassment  
Board Policy 5022, Homeless Students  
Board Policy 5205, School Relationships with Religion  
Board Policy 5030, Bullying Prevention  
Administrative Regulation 5030.1, Bullying Complaint Procedures  
Administrative Regulation 5030.2, Bullying Incident Report  
Board Policy 6410, Special Education/Independent Educational Evaluation  
Board Policy 6440, English Language Learners  
Special Education Handbook

Board of Education  
Janesville, Wisconsin  
1991; 1999; 2000; 2003; 2011, August 2014

STUDENTS

PUBLIC NOTIFICATION OF STUDENT NONDISCRIMINATION POLICY

It is the policy of the School District of Janesville that no person be denied admission to any public school in the District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil service, recreational or other program or activity because of the person's sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity or physical, mental, emotional or learning disability or handicap as required by state and federal laws.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent/guardian) residing in the District shall have equal access to the same free, appropriate public education, including comparable services, as provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall provide appropriate educational services or programs for students who have been identified as having a disability, regardless of the nature or severity of the disability. The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for religious accommodations shall be made in writing and approved by the building principal.

The District encourages informal resolution of complaints under this policy. A formal complaint resolution procedure is available, however, to address allegations of violations of the District's nondiscrimination policy.

Any questions concerning this policy should be directed to:

Director of Student Services  
School District of Janesville  
527 S. Franklin Street  
Janesville, WI 53548-4779  
608-743-5070

Board of Education  
Janesville, Wisconsin  
2011, August 2014

STUDENTS – CIVIL AND LEGAL RIGHTS

STUDENT DISCRIMINATION COMPLAINT PROCEDURES

Any complaint by a student or his/her parent or guardian regarding the interpretation or application of the provisions of state and federal nondiscrimination legal requirements and the District's student nondiscrimination policy shall be processed in accordance with the following complaint procedures. Complaints pertaining to students with a disability shall be referred to the Supervisor of Special Education. Other discrimination complaints, including harassment complaints based on protected discrimination factors, shall be directed to the Director of Student Services.

These complaint procedures do not diminish or otherwise replace the rights of students or parents/guardians to pursue claims or issues through other legally-mandated procedures such as Section 504 or Individuals with Disabilities Education Act due process complaints and hearings.

Informal Procedure

The student or parent/guardian who believes there is a valid basis for a complaint shall attempt to resolve the complaint by discussing the concern with the building principal.

The Student Services Department, and/or designee, will attempt to resolve the complaint if the principal is the person alleged to have discriminated against the student. A prompt and impartial investigation will occur with a response to the complainant within seven (7) days. If this reply is not acceptable to the complainant, he/she may initiate formal procedures according to the steps listed.

Step One A written statement of the complaint shall be prepared with a signature by the complainant and submitted to the principal and/or Student Services Department/designee within ten (10) days after the known occurrence of the act or event. The written complaint shall be submitted to:

Title IX/Discrimination Complaint Officer  
Educational Services Center  
527 S. Franklin Street  
Janesville, WI 53548-4779

STUDENTS – CIVIL AND LEGAL RIGHTS

STUDENT DISCRIMINATION COMPLAINT PROCEDURES

Formal Complaint Procedures

Step One The principal, and/or Student Services Department/designee, upon receiving such a written complaint, shall further investigate the complaint. The principal, and/or Student Services Department/designee, shall, within fifteen (15) days after the completion of the investigation, decide the merits of the case, determine the action to be taken, if any, and report in writing the findings and resolution of the case to the complainant and the accused.

Step Two If the complainant is dissatisfied with the decision of the principal, and/or Student Services Department/designee, he/she may appeal the decision by giving written notice to the District Administrator within five (5) days after the receipt of the written decision. The District Administrator/designee shall schedule and hold a meeting with the aggrieved party within fifteen (15) days. The District Administrator shall, within five (5) days after the meeting, deliver a written response to the aggrieved party and to the accused.

Step Three If the complainant is dissatisfied with the decision of the District Administrator/designee, the complainant may appeal the decision by giving written notice, thereof to the Board Clerk within five (5) days after receipt of the District Administrator/designee's decision. The Board shall hear the appeal within fifteen (15) days. It shall make its decision in writing within five (5) days after the completion of the hearing.

Within five (5) days, copies of the written decision shall be mailed or delivered to the complainant, the District Administrator/designee, and the accused.

Failure of the complainant to act within the time specified shall mean acceptance of the decision rendered at the last step, or may indicate that the complaint is being pursued through other avenues afforded by law. Failure of the principal, Director of Student Services/designee, District Administrator/designee to act within the times specified shall cause the complainant to proceed to the next step of this procedure.

STUDENTS – CIVIL AND LEGAL RIGHTS

STUDENT DISCRIMINATION COMPLAINT PROCEDURES

A written determination of the complaint must be made within 90 days of receipt of the written complaint unless the parties agree to an extension of time. An explanation of the complainant's right to appeal the District's decision to the State Superintendent of Public Instruction within 30 days of the decision must be stated in the letter.

Step Four If the complainant is still dissatisfied, further appeal may be made within thirty (30) calendar days to the State Superintendent of Public Instruction.

A complaint or appeal based on Title IX, Title VI, Section 504, or the Americans with Disabilities Act may be made to the U.S. Office for Civil Rights – Region V in Chicago.

Complaint Procedure -- Federal Programs

Discrimination complaints relating to programs specifically governed by federal law or regulation [e.g. Education Department General Administrative Regulations - EDGAR complaints) shall be referred directly to the State Superintendent of Public Instruction.

Complaint Procedure -- Special Education

Discrimination complaints relating to the identification, evaluation, educational placement, or the provision of free appropriate public education of a student with a disability shall be processed in accordance with established appeal procedures outlined in the District's special education handbook.

Complaint Procedures -- Section 504 Complaints

Discrimination complaints relating to discrimination prohibited by Section 504 of the Rehabilitation Act of 1973 shall be processed in accordance with the established complaint procedures unless the student or parent/guardian requests an Impartial Due Process Hearing in place of the grievance procedures. Impartial hearings shall be conducted in accordance with established procedures that entitle the student or parent/ guardian and his/her counsel, if any, to full participation including the right to present evidence.

STUDENTS – CIVIL AND LEGAL RIGHTS

STUDENT DISCRIMINATION COMPLAINT PROCEDURES

Maintenance of Complaint Records

The maintenance of complaint records is recommended for the purpose of documenting compliance. Records shall be kept for each complaint filed and, at a minimum, include the following:

1. Name and address of the complainant and his/her title or status,
2. Date the complaint was filed,
3. Specific allegation made and any corrective action requested by the complainant,
4. Name and address of the respondents,
5. Levels of processing followed, and the resolution, date and decision-making authority at each level,
6. Summary of facts and evidence presented by each party involved, and
7. Determination of the facts, statement of the final resolution, and the nature and date(s) of any corrective or remedial action taken.

School District of Janesville

Student Discrimination Incident Report

(To be completed by student or parent/guardian or staff member on behalf of a student)

School: \_\_\_\_\_ Date of Complaint: \_\_\_\_\_

Name of Complainant: \_\_\_\_\_ Gender: Female Male

Name of Reporter (if different than the complainant): \_\_\_\_\_

Home Address: \_\_\_\_\_

Time & Date of Incident: Hour \_\_\_\_\_ am / pm Date: \_\_\_\_\_

Name of Accused: \_\_\_\_\_

Witnesses (who saw the incident): \_\_\_\_\_

Location Incident took place:

<input type="checkbox"/>	School building	<input type="checkbox"/>	School grounds	<input type="checkbox"/>	To or from school
<input type="checkbox"/>	Home	<input type="checkbox"/>	Elsewhere (specify):		

Specific Place of Incident: \_\_\_\_\_

Specify How the Student was Discriminated Against:

- sex                       race                       religion                       national origin                       ancestry
- creed                       pregnancy                       marital/parental status                       sexual orientation                       gender identity
- physical                       mental                       emotional                       learning disability/handicap

**DESCRIPTION OF INCIDENT:** Describe in detail exactly what occurred, anyone who was involved, possible witnesses. Details are very important.

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*(Continue on back of this page or attach additional sheets if needed)*

I certify that all statements made above are true to the best of my knowledge. I understand that if I falsify information in this document, I can be held subject to consequences at school and by legal authorities (if applicable).

Signature of Student or Parent/Guardian: \_\_\_\_\_ Date: \_\_\_\_\_ Signature of Reporter

(if different from complainant): \_\_\_\_\_ Date: \_\_\_\_\_

Signature of School Administrator: \_\_\_\_\_ Date: \_\_\_\_\_

*Forward a copy of this form immediately to the Director of Student Services*

STUDENTS – CIVIL AND LEGAL RIGHTS

ACCOMMODATION REQUEST PROCEDURES

Step One A written statement detailing the accommodation request shall be prepared by the parent and submitted to the building principal.

Step Two The building principal, Director of Student Services, Superintendent and/or designee, and legal counsel if deemed appropriate; upon receiving the written request will review.

Step Three The building principal within fifteen (15) days will respond to the parent's written request to explain the district's response regarding the accommodation(s).

Before granting or denying any accommodation request submitted for any reason, the District will consider all relevant concerns and aspects of the request. Factors to be considered include, but are not limited to:

- The health, welfare and safety of every District student
- The wishes and preferences of the requesting student's family
- The effect, or potential effect, of the request on the other students, District staff and faculty
- Whether the regulation is consistent with Board policy and District rules and practice
- The District's legal obligations

Dear Members of the Assembly Committee on Education:

As a group of constituents and health care providers in Wisconsin, we are writing to urge you to oppose Assembly Bill 469. We believe that this bill is unnecessary, discriminatory, unconstitutional, and - most importantly - may contribute to bullying and violence against transgender youth.

This bill is misguided in its attempt to define a problem where one does not exist. In the many districts across the state of Wisconsin that have developed policies in support of transgender students, there have not been any reports of transgender youth perpetuating violence or harassment to non-transgender students. Indeed, this is true nationwide: policies that have been implemented to allow transgender individuals to use facilities that align with their gender identity have not been associated with those individuals engaging in harassment in any way.

As health care providers, we are dedicated to improving the health and wellbeing of our patients throughout the state. When transgender youth come into our hospitals and clinics, we do our best to provide evidence-based care, knowing that there are many misconceptions about transgender people that result in discrimination and adverse experiences. These experiences with discrimination result in direct decline in physical and mental health outcomes. The evidence strongly suggests that what is needed is affirming and supportive environments for transgender youth.

Finally, Assembly Bill 469 actively encourages students and teacher to monitor the gender identity and biologic sex of students and then police where these youth can use restrooms, which creates a hostile environment for all students.

In summary, Assembly Bill 469 is unnecessary, discriminatory and reinforces and contributes to the victimization and discrimination of transgender youth. Having seen the adverse effects that such discrimination causes in these students, we urge you to oppose this bill.

Sincerely,

Brittany J. Allen, MD  
Assistant Professor of Pediatrics  
University of Wisconsin School of Medicine  
and Public Health  
Email: [bjallen@pediatrics.wisc.edu](mailto:bjallen@pediatrics.wisc.edu)

Betsy Bazur-Leidy RN, BSN, CPN

Shiva Bidar-Sielaff, MA

Deanna Blanchard, MSN, RN-BC

Diane G. Heatley, MD  
Professor of Surgery  
University of Wisconsin School of Medicine  
and Public Health

Julie Hunter, MSN, RN

Andrew R. Jacus

Rosemary Monaco, MN, RN-BC

Jill O'Connor, RN, BSN

Jennifer L. Rehm, MD  
Assistant Professor of Pediatrics  
University of Wisconsin School of Medicine  
and Public Health

Chris, Susie, and Storm Murray  
106 Mary Lou St.  
Verona, WI 53593  
[susiebongaartsmurray@gmail.com](mailto:susiebongaartsmurray@gmail.com)  
Susie 262-689-3239  
Chris 920-45-2733

Storm is our 15 year old Transgender Male Child. He came out as transgender in 8<sup>th</sup> grade.

The Administration and Teachers in the Verona Area School District have been super supportive of Storm and we cannot say enough about how brilliant and kind they are.

Storm attended a public gifted and talented charter school in Appleton before we moved to Verona 4 years ago. He's an A student with a high IQ and musically talented. Starting in Kindergarten, he always had a best friend that was a boy versus a girl. He belonged to girl scouts, etc, but didn't fit in to these clubs including the girls' sports teams. He "put it together" in middle school that being the male gender made much more sense and he was so happy when he announced this change to us. His friends and family have all been supportive as well.

He is consistently male, but might appear to you as more feminine than masculine. He prefers to use gender neutral bathrooms, which works fine in the Verona schools. For gym class, he uses the neutral bathroom for changing. I am confident if he were to use the boys locker room or the boys bathrooms that he would be accepted by the Generation Z boys of today and not be teased. I know gay males and other kids that prefer a screen or bathroom when changing in public too.

We believe that kids who transition their gender will consistently stay in that gender. In order to fit in and be treated kindly by all their classmates, they need to be allowed to use the bathrooms / locker rooms of their new gender. In the case of Storm, everyone knows him and is comfortable that he is most comfortable being referred by the male pronouns he/his/him.

The LGBTQ / GSAFE / GSA groups at schools are doing a wonderful job of educating their classmates and communities. We must be kind and respect transgender children - offering solutions for the most comfortable plan at school for names, pronouns, bathrooms, and locker rooms. This is the new normal in our modern, cosmopolitan society. Almost 100% of these kids are well respected, smart, and polite.



Hello! My name is Miranda Hassett, and I'm the priest at St. Dunstan's Church here in Madison.

The Episcopal Church sees transgender people as part of the beautiful spectrum of diversity that God has created in the human race. Transgender people can be ordained in our church, and just this past summer, at our denominational conference, we adopted a policy allowing church documents like baptismal certificates to be altered to reflect a person's new name following a gender identity transition. One church leader spoke up to say that she wants every Christian to be able to proudly hang their baptismal certificate on the wall, reflecting their current name and identity. Other folks will speak to why this proposed bill is such a bad idea. What I want to say is, you've heard from some folks saying this a religious issue. It's a religious issue for me, too, and so I'm asking to vote down this bill, for the sake of Jesus Christ, in whom there is no longer Jew nor Greek, slave nor free, male nor female, for we are all one in Him.

"As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."  
Galatians 3:27-28

**Testimony on AB469  
Assembly Committee on Education**

**Shel Gross, Director of Public Policy  
Mental Health America of Wisconsin**

Mental Health America of Wisconsin opposes AB469. While being transgender is not a mental health disorder, transgender students face a heavy, documented burden of mental health issues associated with bullying, victimization and discrimination.

- Fully half of transgender youth have been diagnosed with depression, compared to 20% of their non-transgender peers. Compared with non-transgender youth, transgender youth also had a twofold to threefold increased risk of anxiety disorder, suicidal ideation, suicide attempt, self-harm without lethal intent, and both inpatient and outpatient mental health treatment. [Journal of Adolescent Health, March 2015; <http://tinyurl.com/q7qo92r>]
- Seventy-eight percent (78%) of survey respondents who expressed a transgender identity or gender non-conformity in grades K-12 reported harassment by students, teachers or staff. More than half (51%) of respondents who were harassed, physically or sexually assaulted, or expelled because of their gender identity/expression reported having attempted suicide. Of those who were physically assaulted by teachers/staff or students, 64% reported having attempted suicide. [2011 National Transgender Discrimination Survey; [http://www.thetaskforce.org/static\\_html/downloads/reports/reports/ntds\\_full.pdf](http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf)]

Additionally, AB469 appears to violate Title IX of the Education Amendments of 1972 which prohibit discrimination based on sex in any educational program or activity receiving federal financial assistance. The U.S. Department of Justice held in June 2015 that "**prohibiting a student from accessing the restrooms that match his gender identity is prohibited sex discrimination under Title IX**"; the U.S. Department of Education's Office for Civil Rights (OCR) has also enforced Title IX to require school districts to treat transgender students in accordance with their gender identity. [<http://tinyurl.com/qzvoecs>]

Every student has the right to be safe, welcomed and valued at school. We believe that AB469, whatever its intent, will result in transgender youth feeling unwelcome and unsafe, with detrimental effects. As the lead agency in Wisconsin on implementing the state's suicide prevention strategy we also find that this legislation is contrary to these efforts.

We respectfully request that you do not pass this legislation.

Testimony before Assembly Education Committee  
Assembly Bill 469

Chris L. VanderHeyden, Superintendent, Menasha Joint School District

Mr. Chairman and Members of the Committee,

Thank you for the opportunity to share my thoughts with you about this piece of legislation.

In the Menasha Joint School District, like several of our counterparts throughout the State, our board-approved Non-Discrimination Policy 2260 states that we will not discriminate in our practices against several protected classifications of people including those who are transgender. The purpose for this policy is to ensure we meet Districts' local goals concerning the creation and maintenance of positive and supportive environments that appropriately provide for the education, safety, and welfare of all students.

When this issue arose we worked together with the student, their family, and our staff to develop a plan that we thought was reasonable. When the conversation turned to whether the plan was discriminatory or not, we researched the topic by looking into the most recent court decisions, educated ourselves about what it means to be transgender, and reviewed policies from other Districts in Wisconsin. We considered the needs of this student and all other students in our school settings, and chose to develop our policy. I'd like to claim that we are really smart and ahead of the curve, but this is a similar process that my colleagues use on a regular basis when faced with difficult decisions in our schools and communities.

The adoption of this policy caused some consternation for people in our community and around the State and country, as we received several calls, e-mails, and letters. I personally returned calls to many of these folks and discussed their concerns and addressed some of the feared consequences of our action. The fact of the matter is that we have had absolutely no issues in our schools since this policy was put into place, despite the widespread attention the topic received before, during, and after the process.

Mr. Chairman, you were present at our recent meeting and the message was pretty clear from the group of CESA 6 Superintendents that we can handle these issues as they arise. I appreciate Rep. Kremer's sentiment that the policy in this bill is not intended to be a mandate, but instead is meant to force the State to have to defend

the topic when it arises, which we all know will happen sooner than later. However, the policy directed in this bill causes us to act in direct opposition to current guidance by the Office of Civil Rights and the Department of Education. Schools that already have policies will have to revise them and schools that do not have policies will have to create policies that position them against OCR. This is a tough spot to place our districts. It seems pretty clear to me whichever District is the first to have the issue raised, this legislation will not keep them from being involved in lengthy legal and policy procedures.

A few other observations about the bill up for discussion:

- Will you be mandating/funding unisex restrooms for schools where they do not exist? Some of us have them, many do not.
- How would you suggest we enforce this policy? We do not currently supervise or track who uses our restrooms and frankly, I have no intention of doing so.
- By singling out people who are transgender, have you considered that you might add to the harassment they might face? Under our current policy and with the addition of several unisex restrooms, many students who prefer the privacy make use of them. By assigning them specifically for transgender people, you create a stigma for anyone who chooses to use such facilities.

Please reconsider moving forward with this legislation. It is not necessary given the current status of this issue and I fear that it will give new life to the irrational, unrealized fears that many people have about those who are transgender. In the end, they are our students and we have an obligation to provide an educational environment that does not place yet another hurdle in what must be an already challenging and difficult path.

Thank you.

Chris L. VanderHeyden

The following written testimony was submitted just before adjournment of the public hearing on AB 469. Due to time constraints, it was not possible for copies of the testimony to be made and distributed to the Assembly Education Committee before the members left the hearing room.



WISCONSIN COALITION AGAINST SEXUAL ASSAULT

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## Testimony

To: Members of the State Assembly Committee on Education  
From: Wisconsin Coalition Against Sexual Assault (WCASA)  
Date: November 19, 2015  
Re: AB 469, Bathroom Bill  
Position: Oppose

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Good morning, chairman and members of the committee. Thank you for this opportunity to testify before you today.

My name is Dominic Holt, public policy and communications coordinator with the Wisconsin Coalition Against Sexual Assault (WCASA). WCASA is a statewide membership agency comprised of organizations and individuals working to end sexual violence in Wisconsin. Among these are the 51 sexual assault service provider agencies throughout the state that offer support, advocacy and information to survivors of sexual assault and their families.

As an organization that has effectively collaborated with officials from across the spectrum to reduce gender-based violence, WCASA is deeply concerned by lawmakers' recent efforts, with Assembly Bill 469, to insert themselves into school bathrooms and to override the judgment of educators and local officials. Moreover, some are incorrectly using sexual assault as a reason to support this misguided legislation. Despite what some may claim, this bill does not prevent sexual assault in any way.

Proponents of this bill have repeatedly said in public comments that this bill is needed to protect our daughters from boys pretending to be girls in order to gain access to girls' facilities. This claim deliberately plays on stereotypes that cast transgender children as sexual predators and fundamentally misses the point that transgender girls are in fact girls.

If the concern is that someone, regardless of their gender, might enter a bathroom to cause harm, it is important to remember that this is already illegal and that schools are already equipped to address this kind of behavior. This bill does not change that.

States and schools that have allowed transgender students to use sex-segregated facilities consistent with their gender identity have not seen increases in assaults or harassment in those spaces. These are states like Iowa<sup>i</sup> and Minnesota<sup>ii</sup> and 15 others.<sup>iii</sup> Again, the harm that people worry will happen without this bill simply does not happen. This bill is a solution looking for a problem. In fact, studies find that transgender individuals who are prevented from using the bathroom that corresponds to their gender identity are more likely to be physically and verbally harassed.<sup>iv</sup>

Rather than focusing on holding perpetrators of sexual assault accountable, or supporting effective sexual assault prevention, this bill unnecessarily perpetuates intolerance and harmful myths about transgender students. These children's experiences inside and outside of school are already often marked by bullying, physical and sexual violence, and the mental health impacts of abuse.

Research finds that transgender students experience the highest rates of sexual harassment. A 2012 study found that 81% of transgender youth reported sexual harassment, the highest of all groups, compared to 52% of non-transgender girls and 34% of non-transgender boys.<sup>v</sup> By encouraging individuals, including students, to monitor where transgender students use the bathroom, this legislation would serve only to exacerbate the violence that transgender students currently experience.

The abuse, stigma and bullying that youth face at school has life and death consequences. A national study found that more than half of youth who were expelled because of their gender identity or expression attempted suicide.<sup>vi</sup> Of youth who were physically assaulted by teachers, staff or students, 64% attempted suicide.<sup>vii</sup>

Here in Wisconsin, we remember Cameron, Skylar and others who took their own lives in the last year.<sup>viii</sup> Transgender youth are also at risk to become homeless because of family rejection and discrimination. In turn, homelessness puts these youth at extremely high risk for child sex trafficking.

WCASA urges the legislature to abandon this “bathroom legislation” and to focus on our shared interest in preventing sexual violence. WCASA would be happy to work with you on that legislation.

We thank you for your attention to this matter. If you have any questions, you can reach me at dominich @ wcasa.org or at the phone number above.

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<sup>i</sup> Iowa instituted a statewide policy banning discrimination in public accommodations in 2007.

<sup>ii</sup> Minnesota instituted a statewide policy banning discrimination in public accommodations in 1993.

<sup>iii</sup> Brinker and Maza. 15 Experts Debunk Right-Wing Transgender Bathroom Myth. Media Matters. 2014. <http://mediamatters.org/research/2014/03/20/15-experts-debunk-right-wing-transgender-bathro/198533>  
Perceley. 17 School Districts Debunk Right-Wing Lies About Protections for Transgender Students. Media Matters. 2015.

<http://mediamatters.org/research/2015/06/03/17-school-districts-debunk-right-wing-liesabou/203867>  
<sup>iv</sup> Herman. Gendered Restrooms and Minority Stress: The Public Regulation of Gender and its Impact on Transgender People’s Lives. The Williams Institute. UCLA School of Law. 2013. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Herman-Gendered-Restrooms-and-Minority-Stress-June-2013.pdf>

<sup>v</sup> Mitchella, Ybarrab, and Korchmarosb. Sexual harassment among adolescents of different sexual orientations and gender identities. Child Abuse & Neglect. Volume 38, Issue 2. February 2014. Pages 280–295. <http://www.sciencedirect.com/science/article/pii/S0145213413002627>

<sup>vi</sup> Grant, Mottet, Tanis, Harrison, Herman, and Keisling. Injustice at Every Turn: A Report of the National Transgender Discrimination Survey. Washington: National Center for Transgender Equality and National Gay and Lesbian Task Force. 2011. Page 33. [http://www.thetaskforce.org/static\\_html/downloads/reports/reports/ntds\\_full.pdf](http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf)

<sup>vii</sup> *ibid.*

<sup>viii</sup> Brooke. Update: Another Transgender Suicide Death in Wisconsin. Milwaukee Magazine. October 8, 2015. <http://www.milwaukeeemag.com/2015/10/08/update-another-transgender-suicide-death-in-wisconsin/>

# testimony



To: Assembly Committee on Education  
Date: November 19, 2015  
From: Tony Gibart, Public Policy Director  
Re: Opposition to AB 469

Wisconsin Coalition Against Domestic Violence  
307 South Paterson Street, Suite 1  
Madison, Wisconsin 53703  
Phone: (608) 255-0539 Fax: (608) 255-3560  
tonyg@wcadv.org

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Chairman Thiesfeldt and Members of the Committee, thank you for the opportunity to provide testimony before you today. My name is Tony Gibart, and I am the Public Policy Director for End Domestic Abuse Wisconsin (End Abuse). End Abuse is the statewide voice for survivors of domestic violence and the membership organization representing local domestic violence victim service providers throughout the state. We are opposed to Assembly Bill 469 because it would cause more hardship in the already precarious lives of transgender youth. When AB 469 was introduced, our organization and the Wisconsin Coalition Against Sexual Assault released a joint statement, which I will read now because it clearly and concisely explains our opposition to this bill.

As organizations that have worked productively with elected officials from across the spectrum to reduce gender-based violence, End Domestic Abuse Wisconsin and the Wisconsin Coalition Against Sexual Assault are extremely disappointed in politicians' recent efforts to insert themselves in school bathrooms and override the judgment of educators and local officials. This legislation will needlessly complicate the lives of transgender students, whose experiences inside and outside of school are often marked by bullying, physical and sexual violence, and the mental health impacts of abuse. We stand firmly opposed to the legislation.

The legislation would further stigmatize students who are already highly susceptible to bullying and abuse at school. Seventy-eight percent of transgender youth reported significant abuse at school and over one-third of these youth experience physical violence because of their gender identities. Over three-fourths of transgender students report being sexually harassed, such as receiving unwanted sexual remarks or being touched inappropriately. Studies show that transgender individuals who are prevented from using the restroom that corresponds to their gender identity are more likely to be physically and verbally harassed.

The abuse, stigma and bullying that youth face at school has life and death consequences. Half of transgender youth will make at least one suicide attempt before they reach the age of 20. Here in Wisconsin, we remember Cameron, Skylar and others who took their own lives in the last year. Transgender youth are also at risk to become homeless because of family rejection and discrimination. In turn, homelessness puts these youth at extremely high risk for child sex trafficking.

Many legislators are taking positive steps to address these very serious problems. We urge the legislature to abandon the misguided "bathroom legislation" and focus on supporting those who are most marginalized and in need of our support.

Thank you again for the opportunity to provide testimony today. I am happy to answer any questions.



## Testimony

**To:** Members of the Committee on Education  
**From:** FORGE, Inc.  
**Date:** November 19, 2015  
**RE:** AB 469, Relating to Use of School Changing Rooms  
**Position:** Oppose

Good afternoon. My name is Loree Cook-Daniels. I am the Policy and Program Director for FORGE, a 21-year old, national transgender organization headquartered in Milwaukee.

In 2013 the first major legislation passed by the Republican-controlled House was a reauthorization of the Violence Against Women Act, or VAWA. This reauthorization was the first federal law EVER to forbid discrimination against transgender people.

I'd like to call your attention to the fact that this non-discrimination provision was asked for and endorsed by the country's leading advocates on providing services to women who have experienced sexual and/or domestic violence. The new law requires all programs funded by the Office on Violence Against Women to serve transgender survivors of violence on an equal basis as the women they've traditionally served, including housing transgender people in the same facilities as everyone else, including shared living spaces and bathrooms.

This is the country's leading experts on women's safety saying transgender people do not need to be singled out for any reason.

For the past two years FORGE has run a support group for parents of transgender children and youth ranging in age from 5 to 25. MANY of them are attending Wisconsin schools where the only one who knows they are trans is the principal and perhaps their teacher. How can this be? Because these children look and behave just like their peers, which is exactly what they want to have happen.

This bill would require these principals to single out these children by barring them from using the bathrooms and locker rooms they've been using. That will start rumors that could place these children's whole family at risk: Wisconsin has no statewide employment, housing, health care, or other protections for transgender people and their families. We do not know how many families have faced discrimination when it became known they had a trans child, but we do know that nationally, 14% of the spouses and 11% of the adult children of transgender people have experienced job discrimination because of having a transgender family member.<sup>1</sup>

The adults who support bills like this imagine that predatory behavior is rampant in our schools.

They want us to believe that on the other side of every bathroom stall door in every school lurk voyeurs and abusers.

These fears are not just false, they are damaging.

Projecting adult fears of sexual misconduct onto elementary-aged children? That's a problem.

Teaching teenagers to be afraid of their peers? That's a problem.

Letting transgender children attend schools in exactly the same way their peers do? That is NOT a problem.

AB 469 creates problems, it doesn't solve them.

Thank you for letting me testify.

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*FORGE is funded by the federal government to provide training and technical assistance nationwide to VAWA-funded agencies serving transgender survivors of domestic violence, sexual assault, dating violence, and stalking. Time spent on developing and delivering this testimony was not billed to federal funds.*

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<sup>i</sup> Grant, et al (2011). *Injustice at Every Turn: A Report of the National Transgender Discrimination Study*. National Center for Transgender Equality and National LGBTQ Task Force, p. 63.

My name is Sarah DeGeorge and I work at the UW-Milwaukee LGBT Resource Center, but I am here to speak solely on my own behalf.

I strongly oppose AB 469, restricting the use of restrooms by pupils, because it is an unnecessary solution in search of a problem. And with it will come dire consequences for some of Wisconsin's already most vulnerable youth.

There is a misconception that the section on reasonable accommodations makes this bill helpful for transgender students; however, forcing a student to use a separate facility only undermines their identity. One of the younger students I work with was in a high school last year that followed this model. He is a transgender man and his school restricted him to use a single restroom on the second floor of a six-floor building. Anytime he needed to use the restroom, he would need to be excused from class – he didn't have time to use this restroom between classes – then ask for a key to the restroom from the office. Now just think about how much of an impact on your daily life it would be for you to walk to the first floor to ask for a key every time you had to use the bathroom. This student described the experience as "humiliating and dehumanizing."

Even if you do not believe that it is unreasonable to single out a student for separate treatment, the definitions in this bill are incomplete. It assumes that all people are born as either male or female and that all transgender students identify as male or female. In reality, approximately 1 in 2000 people are intersex, meaning their chromosomes and/or physical anatomy do not fit into the definition of male or female. And many transgender individuals identify as non-binary – outside of the definitions for male and female. From my experience younger generations of transgender people are more likely to identify somewhere outside or between the gender binary. The definitions used in AB 469 fail to address either of these groups.

Finally, the need for this bill is non-existent. In the past decade, laws and policies that do the opposite of AB 469 – protect an individual’s right to have access to public accommodations that align with their gender identity – have been enacted in states, municipalities and school districts all across the country for both students and the public at large. In these 17 states and countless municipalities and districts, there has not been a case of these protections being abused to commit harassment. Where there is a proven problem in need of solving, is the unwelcoming society driving transgender youth to death. There are 14 known U.S. deaths of transgender youth by suicide so far in 2015, including two in Wisconsin. Being targeted for separate treatment by their lawmakers certainly will do nothing to fix the climate that drives them to death. It will instead make Wisconsin stand out as the worst place in America to be a transgender student as legislation like this have failed to pass in every other state that has introduced it.

I hope everyone realizes how dire the consequences of this bill are. Understand that if you vote to enact AB 469 into law, you will need to live with the fact that you directly contributed to the death of the next transgender youth that commits suicide in Wisconsin. This is not hyperbole, this is reality. Please do the right thing and let this bill fade away.

Thank you for your time.

## **Testimony in opposition of AB 469**

**(JUNE)** My name is June Paul, and this is Robin Matthies. We facilitate the Teens Like Us drop-in group for LGBTQ youth ages 13-19 years old, at Briarpatch Youth Services, a Runaway and Homeless Youth Center in Dane County. We are here today because we feel it is important for us to give you a snapshot of what it's like to work with the youth who would be impacted by this bill. While we surely cannot speak for them, we engage with transgender and gender nonconforming youth on a regular basis. As a result, we have developed a deeper understanding of some of their daily struggles and challenges – two of which are safety and dignity, which is what brings us here today.

People who are trans-identified often experience a lack of safety in public spaces, including, at times, bathrooms. In 2013, a report from the the University of California found that 7 out of 10 of transgender or gender nonconforming people had experienced verbal harassment or physical assault when using a bathroom. That said, we also know that while youth may have a hard time in any bathroom, having the choice about which facility to use provides the support and encouragement they need to feel respected at their schools. As facilitators of one of only a handful of LGBTQ youth safe spaces in Madison, and within the State of Wisconsin, these issues arise every time we meet at Teens Like Us, as young group members talk about their daily struggles with being unsafe and socially excluded. Understandably, this has a profound negative impact on their mental health, so much so, that many struggle with suicidal ideation and attempts, and at times have committed suicide. As practitioners who hear directly from LGBTQ youth on a regular basis, we have developed unique insights and a great concern for their overall safety and wellbeing. Sadly, this bill defines the degree to which, outside of our group and other safe spaces, society at large continues to render this community voiceless. We are deeply concerned that if this bill passes, the State of Wisconsin will provide a new venue for state sanctioned discrimination which will undoubtedly intensify the safety issues that these youth already face.

**(ROBIN)** The suggestion that this bill is to keep trans-identified and gender nonconforming youth safe is both flawed and insulting, especially when there are several young people in this room telling you that this bill will in fact make them less safe. How do you as policymakers in good conscience, define what feels safe for a community of individuals that you are not a part of? To this point, we are sitting here today because their voices have yet to be heard. You have received thousands of petition signatures from individuals within the LGBTQ community, and allies to the community, telling you that this bill is both misguided and more importantly, dangerous to the safety and wellbeing of some of the most vulnerable young people within our state.

Despite being taunted, threatened and sometimes even physically harmed by their peers and by the adults who are supposed to protect them - the teens we work with are some of the most courageous and resilient young people we know. They continue to face each day with the hope that some day things will get better. We ask you, as the adults in this room who have the power, given to you by the people of this state, to also show your courage - and do the right thing. It is your responsibility to protect these youth at school and within our communities by voting against this bill. Make no mistake, this bill is dangerous. It is a wolf in sheep's clothing - it is based on unsubstantiated fears and misconceptions (many of which you are hearing today in this room) and it WILL place transgender and gender nonconforming youth at further risk of harm. It is up to you to do the right thing and hear their voices today - vote no.

11/19/15. My name is Susan, and I am the mother of a 15-year-old transgender girl. We live in Madison. My daughter transitioned socially about a year ago, in middle school. She had stopped going to the restroom at school, because the boys' bathroom felt unsafe and she was afraid of harassment if she used the girls'. The school designated a single occupancy staff bathroom for any child who wanted to use it, and several did. This gave her one safe bathroom in the school, though it wasn't always convenient. They also designated a bathroom in the nurse's office to change for gym class, but it wasn't near the actual gym so she had to walk the halls in her gym clothes to get there. This inherently called attention to any kid who used it. If it was occupied she would be late for class.

My daughter is now in her first year of high school. The school is much larger, with three times as many students (more than 1,500). Most kids only know her as a girl, if they know her at all. She doesn't use the girls' bathroom – she is afraid of being found out and harassed, or worse. If she were forced to use the boys' bathroom she would fear gravely for her safety, and so would I. However, the high school designated one multi-stall bathroom as an “all gender bathroom.” This restroom may be – and is – used by any kid who wants to. Trans kids are not specifically outed. This is the only bathroom my child uses in a huge four-floor building. Sometimes this means she is late for class. This accommodation would not be permitted under the proposed bill.

A changing room was also designated – it was a locked faculty bathroom down a dead-end hallway quite some distance from the gym. The location was awkward and intimidating, and it was completely obvious that she was the kid not changing in a locker room. She was also inevitably late. She stopped changing for gym, and eventually got permission to drop it entirely. This is not an ideal solution for trans kids.

I'd like to note that she uses women's public restrooms everywhere except school without incident. I respect and appreciate the work these schools have done and continue to do for trans kids, yet we have a long way to go before trans kids are comfortable and accepted.

This bill is not the answer. Transgender girls and women are not predators. People who pretend to be trans in order to harass or assault people are predators, not trans. Overwhelmingly, trans people – especially trans women – are bullied rather than bullies. This bill would punish an entire group because we fear the criminal behavior of people who are not even part of that group.

Transgender people are not experimenting, they live their identity every day, and it is not easy. It is not a game, not a whim or indulgence. Parents of trans kids do not take transition lightly, nor do the kids themselves.

Fifteen is a hard age. On top of the usual teenage pressures my child is not at home in her own body, and a good part of society condemns her for that. She spends 7+ hours a day in a building where she feels unsafe for being who she is and fears being found out. You might not

know from her poise, humor, and grace that she carries a great deal of anxiety about it. Yet she will testify here today because she is also strong and unashamed, and the consequences of this bill would be so grave for her and so many kids like her. I am extraordinarily proud of my child. She is wise, kind, funny, and deeply compassionate. She is my hero, and I learn from her every day.

I am against this bill because:

1. It misdefines and misgenders trans kids. This is wrong, inappropriate, unscientific, and harmful.
2. It proposes a deeply flawed and discriminatory "separate but equal" approach based on prejudice and fear, not reality.
3. It leaves school districts with little flexibility to accommodate students, and individual schools with none.
4. It will not prevent predatory behavior, and there are already laws and policies that address such behavior.
5. It forces trans kids to use a bathroom or locker room that is inappropriate and very possibly unsafe, or it forces kids and their families to come out to school boards. If they don't want to be out to a school board, they have to go farther and more fearfully into hiding their identity.
6. Kids without family support are far less likely to submit the required request, or to get support or accommodation in their schools. They will live in fear of being discovered, or they will hide who they are with serious consequences for their well being.
7. Single occupancy bathrooms and changing rooms out trans people. They get noticed using that one designated facility, and they are denied the convenient access to multiple bathrooms that other kids have.
8. How will gender identity be policed? Who is in charge of checking chromosomes or anatomy?

Transgender kids are among the most vulnerable kids in Wisconsin, some aren't even safe in their own families and neighborhoods. They should not be pawns in a political agenda to challenge federal law. State government should not wrongly define who they are or prescribe where they get to pee and change clothes. Demonizing trans kids – particularly trans girls – is disgraceful and should be no basis for law.



## Madison Metropolitan School District Testimony on AB 469

Thank you for the opportunity to testify today. I am Sherie Hohs, the LGBTQ+ Social Worker for the Madison Metropolitan School District, and I am here to testify on behalf of our school district.

I want to start by saying that we are proud of the strong LGBTQ+ communities in our schools. We have incredible students who are leading the way in educating their school communities and ensuring that all students feel safe and respected at school. Our transgender students and the families who support them are an incredibly positive part of our school district.

As a school district, we value inclusive, equitable practices for all students, including our transgender and gender-expansive children. We also value working with our school communities, families and students to make the best decisions to support all students.

I'd like to tell you a little about how our district does that supports our transgender and gender expansive students. First and foremost, when a student transitions, we work collaboratively with the student, their family, and their school to make sure they are safe and affirmed at school.

Specifically, we respect the identities of our students by using their preferred names and pronouns. We respect the privacy of our students by not disclosing personal information unless we have permission from the student and family. We provide bathrooms and changing areas to help students feel safe and affirmed. We educate our students, families, and staff about our non-discrimination and anti-bullying policies that protect LGBTQ+ youth. We offer professional development for educators so we can create inclusive, affirming learning environments for all children. We have been able to implement these policies and practices over the last decade with great success and without backlash.

In fact, families have expressed gratitude that we have policies and practices in place as a district to support and protect their child. Principals and educators report feeling comforted that we as a district offer clear guidance on how best to support and to protect the rights of our transgender and gender expansive youth in MMSD. Most importantly, our transgender and gender expansive students report feeling valued, listened to, and thankful that their identities are affirmed at school and that there are people in their schools who will ensure their safety.

But even with these policies and supports in place, we know that our transgender students face challenges. They are disproportionately the victims of bullying and harassment. They often feel isolated or unsafe – both at school and in other environments.

As a school district, it is our responsibility to support all children and prevent situations where they feel targeted or unsafe – not reinforce them. This bill would a step backwards for our district. In many cases, it would force schools and families to reverse the thoughtful planning and work they have done together in their school community. And it would target a group of children that we already know face discrimination, harassment and bullying.

We ask that you reconsider this bill and the impact it our transgender students. Let us work with our local community, as we have been doing successfully, to support our students. Thank you for your time.

Cassidy Larsen  
Neenah, WI

As a cisgender student, I am completely opposed to AB 469.

As someone who is not transgender, I've had a number of opportunities to attend events and be in places where there have been multi-stall gender neutral bathrooms. That means all genders could use the bathroom at the same time. I've also had the opportunity to use bathrooms where students were allowed to use them based on their gender identity rather than their biological sex. In other words, I've shared facilities with transgender girls.

I'm happy to report that in both of these spaces, neither I nor anyone I know have had any issues in regard to our safety or privacy. It might be hard to believe, but people just used these spaces to do what people are supposed to do in these spaces, and were respectful towards one another.

Forcing transgender students to use facilities that don't match their gender identity, or forcing them to be outed by using single occupancy spaces, says that the comfort and identity of transgender students is neither important nor cared about.

Although supporters of this bill say that they are keeping the needs of transgender students in mind by offering single space accommodations, forcing trans students to use these spaces ignores their needs and makes them less safe, as many people today have already said.

While I have always been able to use the bathroom I'm comfortable in, not everybody has had that right. There's no difference between me, a cisgender student, and a trans student using the restroom that aligns with their gender identity. While it's a norm for cis individuals, it also must be made a norm for trans individuals as well.

Allowing transgender students to use the restroom that matches their identity isn't setting cisgender individuals up for harassment; it allows trans individuals to comfortably use the restroom and that's it. As a cisgender student who has shared these spaces with trans individuals, there really is nothing to fear.

In regards to Assembly Bill 469,

I want to start by apologizing for being unable to personally come and speak to you all, but with my current lack of transportation, this is the best I can do.

My name is Maysen Frana (pronounced frah-nuh). I'm an eighteen year old student at River Ridge High School near Patch Grove, WI. I'm also a transgender man, struggling my way through life just like everyone else. More than anything, though, I want to make a change for transgender people now and in the future. Keep in mind as I go on that I speak from experience when I say that bathrooms are one of the scariest places. This bill is about to make them even scarier. Let me clarify.

With this bill, transgender people would not be able to use the bathroom, changing room, and locker room of their gender identity. I've kept an open mind as to how other people feel about this issue. I understand the concern. People are afraid of possible violent situations that could and sometimes does get directed towards a transgender person. This is not the trans person's fault and not allowing them into said areas because someone is uncomfortable with them would be more punishment to them than anything.

Studies show that keeping us away from our peers can have a negative effect on mental health and social lives. Putting us in the bathrooms of our assigned sex would be uncomfortable for both parties involved. Imagine a transgender man who obviously looks like a man going into the girl's bathroom. It often leads to a lot of awkward glances towards each other and even some possible violence directed towards the transgender man.

If we can't go in either bathroom without trouble, where are we supposed to go? Not every building has a neutral bathroom. Nor is every gender neutral bathroom easily accessible or safe. While I would appreciate having it as an option, being told I have to use it makes me feel like an outsider and someone who really isn't part of the school community. Plus, it makes me stand out more in my school, not less. I've actually had people ask me why I don't use the regular bathroom, why I go all the way across the school for it, and why I have to use the teacher's office to change for gym. It gets exhausting having to explain myself like that. I shouldn't have to.

My suggestion would be to either drop this bill completely or to make all bathrooms gender neutral. My guess is that second one isn't going to happen.

To bring my statements here to a conclusion, I personally think this bill would make things worse for transgender students. Please consider my thoughts as you come to a decision. Thank you for your time.

If Needed For Reference  
Marissa "Maysen" Frana  
Bloomington, WI

11/19/15

RE: Wisconsin AB 469

To whom it may concern:

In April 2014, Green Bay Area Public Schools became one of the 60+ public school districts in Wisconsin to pass a modernized pupil non-discrimination policy that included protections for transgender and gender non-conforming students. While this policy is relatively new for GBAPS and we are still determining how changes will be rolled out to the entire district, we have taken some major steps toward creating a more inclusive environment for our gender-diverse students in the last few school years.

First, we have had several staff trainings in our district over the last few years to help staff to understand how to work with LGBTQ students. Of note, most of the administrators have been trained on how to become more sensitive to and support the needs of LGBTQ students. In addition, a core group of certified staff underwent an intensive training to form a professional learning community (PLC); all of the members of the PLC are also advisors of their schools' Gay Straight Alliance (GSA) clubs and work diligently toward making all schools safe and welcoming for all students.

It is important to note that the topic of restroom safety for students has come up in all of the staff trainings that have occurred in the district. We all know that LGBTQ students are one of our most at-risk groups in schools, which is consistent with both local and statewide Youth Risk Behavior Survey data. We were taught that best practice regarding restroom safety for LGBTQ students, and particularly for gender non-conforming and transgender youth, is to allow students to use the restroom that matches the gender with which they consistently and persistently identify and to offer a gender-inclusive (or "gender-neutral") option for any student who would like more privacy. These best practices are also consistent with Title IX requirements that schools not discriminate against students "based on gender identity or failure to conform to stereotypical notions of masculinity or femininity."

It is our understanding of this bill that gender non-conforming and transgender students would be not only forced to use the restroom that matches their biological sex assigned at birth, but also that the only way they would be able to access the "gender-neutral" option would be by "outing" themselves to parents and school administration and getting explicit permission to use the neutral restroom. Both of these options pose threats to students' physical and emotional safety and feelings of acceptance by their school communities, which can have long term adverse effects on these students. Please consider this, as well as the progress many districts have made toward inclusion and student safety, when voting on this bill.

Please feel free to contact Lori Blakeslee, GBAPS Director of Communications and Public Relations, or me if you have any further questions on our district's policies and how they are helping all students.

Regards,

Elizabeth Wetzel Gracyalny, MSW  
School Social Worker  
GBAPS District LGBTQ Coordinator  
1415 E Walnut Street  
Green Bay, WI 54301  
P: (920) 448-2037  
[eawetzelgracyalny@gbaps.org](mailto:eawetzelgracyalny@gbaps.org)

As a trans person, the passing of this law would be discriminatory against me. Being unable to use The Boy's bathroom is saying that I am not a Boy.

My body parts do not define me, and using my body parts to force me into a specific Bathroom is wrong.

I'm not in the bathroom to harass people. I just need to go to the bathroom. In fact, because of being male-presenting, I have had females harass me.

This bill will not affect a cis person. We are not trying to harm or harass them. But this bill will affect trans people. We just want to be comfortable.

Don't take this from us.

- Jamie Wilhiquette

November 3, 2015

Dear Representatives,

We are the proud parents of a college freshman who is transgender. Last year, our daughter came out in public school as trans, using female pronouns in her classes and dressing as a girl. She had begun taking female hormones as well, changing her physically.



As she became more and more feminine, she started to see her use of a uni-sex restroom as a form of discrimination. She had been born with male characteristics, but was now fully living as female. It felt to her that she was being seen as different or declared as "other" rather than being understood to be the girl she actually is.

Our family worked closely with the Menasha Joint School District to request that she be allowed to use the female restroom at school. It had become the one place in her life that she was not allowed to use the female restroom. Since she begun her transition, she had used restrooms in restaurants, libraries, airports, and even Disney World. In all of these places, she was never given any problems by people and never seen as anything other than female. It was school where she was prevented from doing this and was treated differently.

The Menasha Joint School District now has a policy that supports both transgender and cisgender students. It allows transgender teens the use of the restroom for the gender they identify as, while ensuring that any student who has a need for privacy will have access to a

single stall or other reasonable accommodation. It allows transgender teens to play on sports teams of the gender they identify as. It was a real victory for our family and for future students and families facing this issue in their lives.

The road to getting to the policy was not easy for our family. We decided to be public in our community about our daughter and our support for her. We spoke to newspapers, appeared at school board meetings to speak, and stood shoulder to shoulder with our incredible daughter. She spoke at the final school board meeting where the policy was eventually approved. She was eloquent and brave, owning her truth in front of everyone.

Our daughter finished her senior year in high school using the girl's restroom. She had a very strong group of supportive friends. Throughout her years of transition, she never experienced any bullying. Instead, she saw support from many of her classmates. In fact, she won the senior award for "Most Changed" at her high school, something her teachers worried about upsetting her but that she saw as a badge of honor for what she has gone through.

In a population where suicide rates are astronomically higher than other populations, where bullying rates are higher, where murder rates are higher, these trans teens are an incredible mix of bravery and fragility. They need to be supported by not only their families and parents but by their schools, their communities and their state.

Please join us in working to defeat this legislation and continue to allow justice and freedom for transgender students in the State of Wisconsin. Students who are just as beautiful, amazing and brave as our daughter.

Sincerely,

Bryan Durkee and Tasha Saecker  
1860 Beck St  
Menasha, WI 54952

Kelly Davis  
W3355 Crestwood Drive  
Whitewater, WI 53190  
kellydavis@wwusd.org

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November 19, 2016

Dear Assembly Committee on Education,

Thank you for the opportunity to submit written testimony regarding Assembly Bill 469. As a proud School Board member of the Whitewater Unified School District, mother, and voter I oppose the provisions of this legislation. This legislation requiring school boards to designate school restrooms and changing rooms as for the exclusive use of either "males" or "females" is unnecessary. I fear the legislation will cause bullying and increased anxiety for transgendered students. Labeling of bathrooms to the exclusion of transgendered students will only serve to ostracize students.

Transgendered students who have been proudly educated in my own school district have been treated respectfully and thoughtfully when it comes to bathroom choices. These conversations are best explored in collaboration between parents and their individual school. This bill would take away the flexibility of school districts to meet the needs of their students.

The legislation also puts school districts in a very precarious position. If we comply with the legislation we run the risk of violating federal law. My hope would be that after hearing thoughtful testimony at today's hearing and delving deeper into the issues of privacy, bullying, and the legal logistics associated with this this legislation that you would refrain from allowing this bill to be voted out of committee.

Thank you.

# Deerfield Community School District

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Excellence and Equity in Education



November 17, 2015

To Education Committee Chair Rep. Theisfeldt,

Please accept this letter as **opposition** to AB 469 "Changing Room" Bill. Oversight of who and how restroom and locker room use is assigned way over steps the boundaries of local control, and, quite frankly, sets up an almost impossible task to monitor within the school setting. These types of decisions do not need legislative oversight, but rather should be left to local school administration and school boards to determine what fits best within their culture and community values.

Due to the very public nature of schools, we, literally, have thousands of people come into our buildings every year whether it be our own students, parents, staff and community members or guests from other schools and communities. Trying to monitor bathroom use by all of these individuals would be impossible and, more importantly, impractical. We have many more pressing situations to attend to in the school setting; this would become an unnecessary burden. In our efforts to be equitable, we stand to become inequitable in falsely making assumptions about someone's gender. This type of mistake holds a greater liability for school districts than the unwarranted fears about which restrooms/changing spaces are used by transgender students.

Many districts, Deerfield included, have already addressed these "private" spaces based on the needs of our student population. Our role is to advocate for children and provide them a safe, welcoming environment to learn. If you have never worked with a transgender teen on a daily, personal level, I understand that it might be difficult to fully comprehend. In our case, we have had the good fortune to have a transgender teen within our high school setting, and she and her mother have been partners with the school in finding appropriate accommodations for her related to restroom and locker room use during this transition. Our transgender teen enrolled in our district in middle school as her biological gender which is male. She continued to try to identify with the male gender until high school. Between her freshman and sophomore years, she finally decided that she wanted to openly identify with the gender which she felt was truly her which is female. She returned to school in the fall of her sophomore year fully dressed as a female student. That year she also began the medical steps of changing from male to female. The best part was that as difficult as this must have been for her, the rest of the student body simply embraced her as a female student even though they knew her in previous years as a male.

My point is that our students get it; they live in an era in which diversity and tolerance for all people is a regular part of our curriculum conversations. They do not feel threatened by her using the female bathroom or the female locker room for phy. ed. class. They do not fear that she is attempting to "fake" her

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**Michelle R. Jensen,**  
Superintendent  
**Barb Callahan,**  
Director of Pupil Services  
**Pete Grender,**  
Business Manager

**District Office**  
300 Simonson Blvd.  
Deerfield, WI 53531  
(608) 764-5431  
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**Deerfield Elementary**  
**Melinda Kamrath, Principal**  
340 West Quarry  
Deerfield, WI 53531  
(608) 764-5442  
Fax (608) 764-8652

**Deerfield Middle/High**  
**Brad Johnsrud, Principal**  
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Fax (608) 764-5433

# Booth Community School District

transgender identity in order to fulfill some sexual fantasy when she uses the female restrooms or changing rooms. The fact is, they probably feel more fear for her safety. While our school is a welcoming, accepting environment for her, our kids know that the rest of the world is not always as accepting which may be why they work hard to keep her involved and part of the student body.

In closing, please entrust us to make local decisions on matters such as this. We have and will continue to do so with great thought and care to each individual situation. Our time is better spent on helping all students become the best people they can be. We want them college and career ready by the time they graduate from high school, so that no matter their gender identity they are on the road to a productive, successful adult life. Focusing our efforts on trying to uphold legislation that dictates our daily operations to this level of detail would not be time well spent.

Sincerely,



Michelle R. Jensen  
District Administrator

CC: Rep. Kleefisch, Sen. Fitzgerald

Dear Education Committee,

I am a Wisconsin student who is extremely opposed to the AB 469 Bill. This bill will truly hurt our schools and is very unreasonable to ask of transgender students. Please say no to this bill.

Sincerely,

Val Andre, Sheboygan Area School District.

Hello,

I am in strong opposition to AB469.

This bill villainizes trans girls and severely and negatively impacts the mental health and stability of transgender and intersex people. Trans and intersex people deserve just as much happiness and stability as cisgender people.

Please vote no against  
AB469

Sincerely,  
Mason Sombrey  
OASD ~~III~~

Dear Education Committee member,

This Bill will be violating trans-identifying individuals rights. I am a trans-gender woman, and I would have absolutely no opposition to this bill. I know this would have no negative impact on our school and the students in it. Please vote no against the AB 469 Bill.

Sincerely,

Anne Marie Baldwin  
(Neeenah High School)

Anne M Baldwin

Dear Committee Member,

I am a Wisconsin Student and I am opposed to AB 469. This Bill would add an immense amount of additional stress to the students applicable in the state of Wisconsin. If its not enough to have to deal with being a teenager, not having a bathroom which you feel comfortable with is unacceptable!

Please, Please, Please!

vote NO Against AB469,

Sincerely,

Abigail Nichols-Jensen —

Middleton - Cross Plains  
Area School District.

Dear Education Committee member,

I am a student in Wisconsin and I am opposed to AB469. This is a bill that discriminates and targets transgender students based on their gender identities. This bill violates Title 9, and would cause schools extreme difficulty to comply. This bill would invalidate mine and my friends' identities daily in an environment I am supposed to be safe in. It is detrimental to the mental health of a community with already staggering depression and suicide rates. This bill tells the people I love that they are wrong, and invalid. This bill enforces wrongful stereotypes of transgender students that are damaging to everyone to believe.

Please vote no against AB469.

Sincerely,

Cameron Wamke

Oshkosh Area School District

Dear Education Committee member,

I am a Wisconsin student and I am  
opposed to AB 469. I do not agree  
with AB 469 because it tells everyone  
that its OK to treat everyone  
differently.

Please vote no again AB 469,

Sincerely

Jackie Yang, Neenah High School

Dear education committee member,

I am a student in a Wisconsin School, and I am opposed to AB 959. This bill would disrupt many systems already in place in schools, and really hurt transgender and other non conforming students by singling them out. please vote against this bill for all of the students in Wisconsin.

Vote against Bill AD 969,  
Sincerely,  
Epiphany Rhoads, FOND DU LAC

Dear education committee member,

I am a Wisconsin student and I am opposed to AB 469. This bill creates a hostile, hurtful, oppressive environment for trans students. Students should be able to use the bathroom/locker room that aligns with their gender identity. The reality is that trans people use bathrooms to use them, not hurt anyone else.

Please vote no to  
AB 469

Sincerely,

Ivy Bolthouse

Ivy J. Bolthouse

Fond du Lac High School

Dear Education Committee member,

I am a Wisconsin student, and I am opposed to AB469. This completely destroys some schools' successful bathroom policy. Although students may use single-stall restrooms, not all schools can have the resources for this and cannot accommodate all students. Overall, transgender students cannot be treated equally. Please vote against AB469.

Sincerely,

Anya Koravets

Dear members of the Assembly Education Committee,

As a student currently enrolled in a high school in Wisconsin AB 469 worries me and I strongly oppose it. It is in violation of the equal protection clause of the fourteenth amendment, and is also in violation of Title IX, a federal law. Due to these reasons, it does not have solid legal ground. In addition, it implies that there are only two sexes which erases those who are intersex. The situation in which transgender students currently find themselves is already unfortunate - it does not need to be made worse. Please do not advance AB 469.

-Cruell Helen

Dear Education Committee member,

I am currently a student in a high school in Wisconsin. Last school year, students, staff & community members worked hard with our school board to pass a policy allowing students, particularly trans\* students, to participate on the sports team of the gender that they identify with. This helps them to feel more comfortable, accepted, to make friends that love them for who they are.

We are currently working to ensure that students can also use the bathrooms of the gender they identify with. This would give these students the confidence & feelings of security & safety that are so critical in the teenage years. If AB 469 is passed, all of this work will be for nothing. I oppose AB 469, & encourage you to, as well.

Thank you for your time,  
Anonymous, age 15

Dear Education Committee member,

I am a Wisconsin student ~~and~~ who  
opposes AB 469 because it's discrimination  
and against Title IX. The trans community  
are just people ... people who need to  
pee. Please vote no against AB 469.

Sincerely,

Quincy Bastian @  
Neenah ~~Neenah~~  
(NUSD)

Dear Education Committee member,

I am a Wisconsin Student and I am opposed to AB 469. This bill will single out and harm transgender students, either forcing them to use a private single stall bathroom or forcing them to suffer dysphoria from having to use the bathroom of a gender they do not identify as. This bill violates a federal law, Title IX, that states that all students ~~deserve~~ <sup>have</sup> the right to equal protection, by schools and by law. Please vote against AB 469.

Thank you for hearing our voices,

Biana Ranni

SASD

Dear Education Committee member

I am a Wisconsin student and I am opposed to AB 469. This bill is ridiculously stupid and

completely made out of fear of what could happen.

I have friends that are gender neutral and transgender and it would break my heart to see them be forced to use the bathroom that they are uncomfortable with.

Please vote no against AB 469

Sincerely Zach Manis, Middleton School District

Dear Education Assembly Member,

I am a Wisconsin Student who is opposing AB 469. I, and others, agree that this bill violates Title IX. It harms the lives of many trans students by encouraging harmful stereotypes of students pretending to be transgender in order to assault other students, and of the transgender students also doing this for the same reason. As there have been no incidences in any schools with policies allowing transgender students to use bathrooms of the gender they identify as assaulting cisgender students, the stereotype is inaccurate. Please vote against AB 469.

Sincerely,

Kaylee Jepson, Neenah Joint School District

Dear Education Committee Members,

I am a Wisconsin Student, and I am strongly opposed to the AB 469 bill. I believe that it is completely unfair to transgender students. Transgender students need a proper restroom, in which they feel safe and secure. Please vote against AB 469.

Sincerely,  
Elizabeth Blannik  
Neenah School District

Dear Education Committee member, I am a student and  
resident of Wisconsin. I am against the proposed bill AB 469.  
It is attacking transgender students and is restricting  
their rights.

Please vote NO against AB 469

Sincerely,

Jake, East High School

Dear Education Committee members

I am a Wisconsin student and the fact that a bill has been made that directly targets transgender students disgusts me. And, that's exactly what it's about - singling out transgender students and invalidating their identity and autonomy as human beings. For most of my life, people have pointed out that I'm using the wrong bathroom; I have short hair, I feel comfortable using the women's bathroom, but I have been forced into the men's. Imagine it: being forced into a bathroom that goes against your gender. People walk in and give you a disgusted look because you're in the wrong bathroom. You want to leave, go to your own, but some people you've never met decided, "No, you're not allowed to be comfortable while peeing, how dare you even suggest such a thing?"

Does that sound fun to you?

Vote no against ABS 46A.

Sincerely,

Cassey Jordan, SASD

Dear Education Committee member,

I am addressing you, as a well educated female youth, asking you to deny the (AB 469) bill before you. Though the options may sound reasonable within the text, by passing this bill you would be seggregating students who are protected by federal law.

Please vote no against AB 469,

Sincerely,

Zoe Farrell

SASD

Sheboygan, WI

I'm cis-gender & am not afraid to share restroom space with transgender people. This bill is only going to cause a hassle for our education system & will be rather costly. Stop this bill now!

A large, stylized signature or scribble, possibly a name, written in black ink. It consists of several overlapping, sweeping lines that form a complex, abstract shape. The signature is positioned below the main text and is partially obscured by a long, horizontal line that extends from the left edge of the page towards the center.

Dear Education Committee Member:

I am a student in Wisconsin and I am not only opposed to the HB 469 Bill - I am disgusted by it. Not only does it target trans students and make them feel less important and less human; but it creates an unsafe learning environment for trans students.

Along with trans students, other LGBT+ students and their ally's will be hurt by this bill as well.

Please vote against this horrendous bill! You'll save so many people from misery if you do!

Sincerely,

Whitney "Shayne" Bellinger

Neenah High School

Dear educational board,

I am a student of Columbus High School.

I am against the Bathroom bill.

Since it's aimed towards the trans youth, not just trans boy/girls but gender non-conforming

It is worse for people who don't go to the "normal" gender Bathroom. It's fearful.

- Christopher Del

Dear Education Committee,

I am in opposition of bill AB 469 as a Wisconsin student. I am not transgendered myself however I know of students who are not comfortable using the restroom of their birth designated sex. Please do not pass this bill as it will be discriminatory against transgendered students.

Jade English

North High School

To the Education Committee members,

I am a Wisconsin Student and I am opposed to AB 469 because it violates Title IX, it could increase the chances of bullying, and it singles out transgender teens. This bill, if passed, may affect the mental and physical health of teenagers across Wisconsin. Please vote NO against AB 469.

Sincerely,

Alexandria Whitney,  
Oshkosh Area  
School District.

Dear Education Committee Member,

I am a Wisconsin Student,

I am opposed to AB469 due to the fact that it violates Title IX, targets transgender students, and creates an openly hostile environment. These students are under the constitutional right to be publicly out, have the right to privacy and the right to equal protection, in which case this law violates. PLEASE -  
Vote No against AB469.

Sincerely,

Megan Sullivan, Deerfield High.

Megan Sullivan

To the State Assembly Education Committee,  
I am an Oshkosh West High School  
Student and a part of the LGBTQ+  
Community. I oppose this bill (AB469) because  
it goes against Title IX, which is supposed  
to prohibit discrimination based on sex.  
It singles out teens and will not  
fix the bullying towards us. As a transgender  
teen, I believe I should be allowed to use  
the men's restrooms.

Please vote no to AB469,

Sincerely,

Russell Hill, Oshkosh Area School District.

To the State Assembly Education System -

I am personally oppose the ABU69 bill because I believe it will single out transgender people around the community and will increase bullying and and make many people feel very unsafe.

- Liz, an Oshkosh WI West Student -

Dear Education Committee Member,

I am a Wisconsin student and am against the bill, AB 469 for the following:

- It is extremely offensive towards transgender students, and would have a negative impact on their lives
- It excludes many students in my school who may not identify as their gender at birth

Please vote no against AB 469

Sincerely,

Brooke Price, Oshkosh Area  
School District

Dear Education Committee member,

Our education system is not the best here in Wisconsin. Being a high school student myself I know for a fact that many of things could improve ~~open~~ it but ~~AB 469~~ <sup>can</sup> is not one of them. The bill attacking transgender and non binary students and would for them to be uncomfortable

Dear Education Committee Member,

Our education system is not the best here in Wisconsin. Being a high school student myself I know for a fact that there are many things that could improve ~~upon~~ it, but AB 469 is not one of them. The bill attacks transgender and nonbinary students and would for them to be uncomfortable.

~~It~~ In the bill it sugar coats how the bathroom situation will when it reality it will affect almost all students in a negative way. I strongly disagree with AB 469 and do not think it should be passed.

Dear Educator Committee member,

I am a Wisconsin educator + Gay-Straight Alliance advisor, and I am opposed to AB 469 because it creates a 1-size-fits-all model that does not meet the needs of all districts and students.

In addition, this bill would further disenfranchise a group of students who already have been removed from having a full voice + equal opportunities in our schools + in our society. Our gender non-conforming + transgender students have been shown through data/research to experience higher rates of depression + suicide, and this bill will continue to create school learning environments that are unsafe + toxic for students who need our support.

I ask you, as an elected official, to please stand up for these students + fight for safe schools for all learners by voting against this bill. Thank you!

Wendy North H.S.

Dear Education Committee Members,

I am a Wisconsin student and I am opposed to AB 469. This bill targets transgender students and forces them to go to a restroom that does not fit their gender identity. This creates a hostile environment for them and disables them from being who they are.

Please vote no against AB469,

Sincerely,

Brenda Moe

Deerfield Highschool

Dear Education Committee Members,

I am a Wisconsin Student and I am opposed to AB 469. This bill is a discrimination to transgender students because they have the right to express themselves, and this bill takes away that right and is labeling them as them being a lesser person. They can be who they want and don't have to have the private parts to identify as a gender or gender fluid. I vote No against AB 469

Sincerely

Anna Horn

Neenah Joint School District

Dear People of education

This law is stupid and should not happen.  
It will affect many kids who may not  
go to school anymore because of it and it  
violates Title IX.

From, concerned  
student of  
Wiscconsin

Dear Education Committee Member

I don't think this <sup>AB 469</sup> bill should  
be passed because it could  
result in many people feeling  
discriminated against, or feeling  
left out. No one wants to  
feel this way.

Dear Education Committee,  
I am a Wisconsin student and I oppose  
AB 469 because it would create a hostile  
environment for many LGBTQ+ students  
and could increase the already major  
problem of bullying. Please vote No  
against AB 469.

Sincerely,  
Mary Siebert  
Stevens Point Area School District

Dear Education committee member,

I am a Wisconsin student, and I am upset at how this bill shames students for publically indentifying as transgender. Students do not deserve to be singled out like this. Please vote no against AB469.

Thank you,

Lydia Waniorek of Sheboygan county school district

Dear Education Committee,

I am a student in the state  
of Wisconsin and I feel that the  
AB469 Bill is unethical. Honestly forcing  
a gender on someone is appalling.

And the whole there own bathroom  
~~thing~~ thing is difficult for small  
schools to work with

Thanks for your time,

Natasha Martin

Dear Education Committee member,

I am a Wisconsin student and I am ~~op~~ opposed to AB 469 because it will cause harm and harassment to students in Wisconsin. Students have the right to a safe place. They also have the right to not be discriminated against. If this bill is passed students will be harmed bottom line.

Please vote no against AB 469,

Sincerely,

Erin Stone, Middleton Cross Plains Area  
School District.

Dear Education Committee member,

I am a Wisconsin Student and I am opposed to AB 469. The reason that I am against this bill is because it targets transgender youth and teens. The bill is creating false and hurtful stereotypes of transgender youth, teens, and adults. This bill would not help anything, it would just create more hardships for the trans+ community. Among this and many other reasons is why I oppose the AB 469 bill. I am asking you to please vote no against AB 469.

Sincerely,

Maggie Reagan  
Weenah Joint School District

Dear Wisconsin Education Committee Member,  
I am a Wis. Student and I am opposed to ~~AB 464~~ AB 464  
because I have friends who are trans, and it would  
be unfair to see them having to go to the bathroom  
where they are uncomfortable.

Please vote no against AB 464,

Sincerely,

Dane A. Stuessi of Deerfield High

Dane Stuessi

November 14, 2015.

Dear Education Committee Member:

I am a Wisconsin citizen and I am opposed to AB 469. I think that it's a hurtful top-down approach that's unnecessary for youth and our Wisconsin schools. Our schools can create their own policies to respond to their local youth. Our transgender students deserve more support from us adults than this.

Please vote no against AB 469.

Sincerely,

Natalie Shea

2273 meadow Heights Cir  
Neenah, WI 54956

I feel like this Bill is discriminating  
trans students. I am a trans kid  
and I would love to use a bathroom  
of what I identify with.

Sincerely,

Andy

Dear Education Committee member,

As a member of the LGBT+ youth  
And a Wisconsin high school student  
I feel it would be best if Bill AB 469  
Not to be passed. This bill is extremely  
hurtful to Transidentifying youth, and can  
discourage youth to become afraid and ashamed  
about who they are. Please keep this  
in mind :D

James ☺

10th grader at  
~~Neenah~~ Neenah Joint  
School District



Honorable members of the Committee, I come before you today in a state of shock and embarrassment. I am shocked from what I've heard today. I've heard the supporters of this legislation speak about how this bill will protect children. They've drummed up imaginary fears of trans individuals attacking and sexual harassing kids in school. I want to be clear, there is no research to support the idea that transgender people have attacked or harassed anybody, be they student or otherwise, in gendered restrooms. In fact, evidence points to quite the opposite. Transgender youth are bullied and harassed, both verbally and physically, everyday across the nation and throughout the world. Tomorrow is Transgender Day of Remembrance, this week we remember and weep for Brandon Teena, Venus Xtravaganza, and the countless other fallen trans people. There have been 24 trans women murdered in the U.S. alone so far this year. This past month the Madison community experienced the passing of a young trans girl. We are talking about a group so marginalized and harassed that they fear for their lives. And yet the supporters of this legislation have the wherewithal to label the trans community as predators. That somehow this is simply an elaborate hoax for people to enter other restrooms and harass children. They are not predators, they are not criminals, they are victims. Calling them predators tarnishes the memory of those murdered and gives the proverbial "green light" to those who wish to harm transgender people. Now, as shocked as I am at this legislation, I am even more so embarrassed. I am embarrassed that we are even sitting here having this debate. We've seen some amazing success for the LGBTQ community. This past summer, the Supreme Court ensured equality under the law for LGBTQ couples by legalizing same-sex marriage nationwide. So what's our response? To move on and attack the community from a different angle? To marginalize and outlaw trans bodies? Our state's motto is "Forward", but we are not living up to that call. The people of Wisconsin continue to see legislation that turns back the clock on progress. I now call on the members of this Committee, as well as any member of the Assembly and Senate, to stand against this bill. We must, not should, must stand for equality over hate. For trans students, this is bigger than the bathroom.

-Danny Levandoski

Thank you Mister Chairman, and members of the committee, for this opportunity to speak.

My name is Brian Juchems and I am the Senior Director of Education and Policy for GSAFE. For over ten years I have helped Wisconsin school districts understand how to create safe and supportive environments for transgender youth.

Today I want to talk about biological sex, gender, and sexual orientation.

Let's start with Biological Sex, or biology. We all have it. Our biology is a combination of our anatomy (both external and internal genitalia), chromosomes, and hormones. Many people think that biological sex is pretty cut and dried - you are either female or male. What we know, however, is that even at the biological level, it's not so black and white. For instance, sometimes people are born with anatomy that is ambiguous or hard to discern. The doctor cannot immediately determine what sex they are. In other cases someone might be born with external genitalia that look "female", but internally they have testes and and/or XY chromosomes.

Speaking of chromosomes, they too aren't so black and white. We usually think of them as either XX or XY. While those combinations are more common, there are several other naturally occurring combinations. For instance, a person could have XXY chromosomes, and you wouldn't know it. I can't tell you for certain that I have XY chromosomes. Nor can I tell for certain what chromosomes you have.

People with ambiguous genitalia or whose chromosomes vary from the more common combinations are often called intersex individuals. There are more than a hundred types of intersex conditions.

You can't tell just by looking at a person what their genitals look like. And if you are looking at their genitals, that's usually an invasion of privacy and behavior that's definitely not allowed in school or in the community. You also can't determine what someone's chromosomes are just by looking at them. One of the things that doesn't make sense to me about AB 469 is the determination of sex based on an individual's anatomy at birth and their chromosomes. How are schools going to implement that? Will students have to show their genitals to their teachers or have their chromosomes tested?

Let's talk about gender. When I was born, the doctor looked between my legs and said, "It's a boy!" Based on that declaration, people started making a whole lot of assumptions about me. For instance, they bought me blue clothes. What kind of toys did they buy me? Trucks. They held me certain ways. They talked to me certain ways. They made assumptions about my future and who I was going to be as a person. Those assumptions that we make about people based on the anatomy the doctor sees at birth are gender roles, and those vary across time, culture, and community.

As I got older, I was able to articulate my own personal interests and things I gravitated towards. While folks guessed right that I'd like the color blue, they got it pretty wrong with trucks. In truth, I was more of a Star Wars kind of kid. And yes, I'm very excited for the new movie a month from yesterday. As I understood myself, I started dressing how I liked, wearing my hair how I liked, and generally expressed to the world how I saw myself as a young man. This is called gender expression. I should mention that people often use homophobic slurs and bullying to police gender expression, particularly when kids fail to conform to stereotypical expectations around masculinity and femininity. Gender nonconforming or expansive youth are just that - students who don't fit into neat and tidy gender boxes.

Then there is gender identity, which is a person's deeply felt, innate sense of being a man, woman, both, or neither. Our gender identity is something that sets in quite early for us, often as early as ages 2 to 3. For some of us, our gender identity generally aligns with the biological sex a doctor assigned to us at birth. The term for that type of alignment is cisgender, which means on the same side of. I'm a cisgender male. That means that what is in my pants lines up with what's in my head. Growing up, I never once questioned whether or not I was a boy. It's something that I just knew. Because I wasn't always gender conforming, I did often get called a girl or a sissy or other worse names. But I always knew I was a boy. I never had to put on once of thought into knowing that.

For some people, their gender identity doesn't necessarily line up with the sex they were assigned at birth. For instance, they might have what's considered "female" anatomy, but their deeply felt understanding of themselves is that they are a boy. This too is something that sets in as early as ages 2 to 3. This was made clear to me when working with a rural Wisconsin family whose son was born a girl who at age four said to his parents, "I boy." He wasn't gender confused. If anything, he was confused by the fact that the people around him kept calling him a girl.

As I work with educators and families and students, it's very clear to me that our transgender students know who they are. Sometimes they know it really early. Sometimes they know it in middle school or high school. It's not something they decide one day. It's not something they arrive at casually. It is something that involves deep personal reflection and thought. Many hours, weeks, months, and sometimes years of thought and reflection create the courage to share this information with others. To be told they have to use a different facility because someone else is uncomfortable with them is not only dehumanizing and humiliating, but is also traumatizing and unsafe. No matter how quiet or discreet they try to be, being forced to use a different accommodation runs a flag up a pole signaling who they are and how far apart they've been made to stand in school. Public schools are in the business of welcoming all students as they are, not as who others want them to be.

AB 469 is a bill that, at its core, is confused. It says that sex is based on anatomy and chromosomes, but we know it's more complicated than that. Its author says that it will protect schools from lawsuits, but in fact it will put schools and the state at odds with federal guidance and invite lawsuits. It says that school districts are looking for guidance, but district leaders are saying in unison that a one-size, top down approach is not what they need. It says that it's protecting transgender students, but instead targets them for greater ostracism, isolation, and harassment. It says that it protects cisgender students, but in school districts and states around the country, it has been reported again and again that there is nothing to protect these students from. Instead, it teaches them that personal discomfort trumps another's right to be, and that the answer is to hide people away and pretend they don't exist.

I could go on but I want to be considerate of others who are waiting to speak. I do want to finish by recalling the opening line from a NY Times Editorial shortly after the vote in Huston earlier this month. That city's nondiscrimination ordinance was defeated because the opposition chose to utilize a campaign based on gross and untrue stereotypes about transgender people, preying on people's lack of knowledge and fears. The Editorial opened:

"Sometime in the near future, a transgender teenager in Texas will attempt suicide — and maybe succeed — because vilifying people for their gender identity remains politically acceptable in America." [NYTimes Editorial – Nov 4<sup>th</sup>]

Let us remember that our actions have consequences, and that publically debating a person's very identity is a lasting wound to their soul. As many will tell you today, the fears this bill claims to address are unfounded, but this bill itself stands to do great harm to a small group of students in our state. I don't know about you, but I've already been to two funerals for transgender students this past year. I'm really not interested in attending another.

Please join me in opposing AB 469. Thank you for your time.

## **Testimony in opposition to AB 469**

**Dr. Sara L. McKinnon, University of Wisconsin-Madison, Department of Communication Arts**

My name is Dr. Sara McKinnon and I am speaking in opposition to AB 469. I am the co-author with Dr. Maurice Gattis of an interview and focus group study with transgender and gender non-conforming students, parents of transgender students, and school staff in Wisconsin to understand how schools are gendered spaces, and what experiences transgender and gender non-conforming students have as they navigate the walls of their schools.

One of the most salient themes that emerged in speaking with transgender youth and parents was the challenges that trans youth experience with physical facilities including bathrooms and changing rooms. While some students attended schools with accommodations that were sufficient and allowed them to use bathrooms that aligned with their gender identity without incident, many mentioned accommodations such as using the bathroom in the nurses office or a restaurant across the street, which created additional stigma and safety risks that cisgender students do not face. Additionally, when transgender youth were given accommodations in schools—such as permission to use a single-stall staff bathroom, or a disability accessible bathroom—staff and administrators would frequently challenge their right to use these facilities, making the idea of going to the bathroom a high stress, anxiety-ridden moment that took up unnecessary psychological space in the child’s mind and most certainly disrupted their capacity to learn. Parent participants expressed concerns that their youth were not using the bathroom at all during school and student participants also reported not eating or drinking or holding their urine or feces so they wouldn’t have to use the bathroom at school, all of which poses risks to the student’s health. Furthermore, transgender students reported that when they were forced to use bathroom facilities in accordance with their assigned sex—which is what passage of AB 469 would require—they were verbally harassed, threatened, and in a few instances they were physically and sexually assaulted. Our research is in line with national statistical data reporting “roughly 70% of trans people have reported being denied entrance, assaulted or harassed while trying to use a restroom” (Williams Institute, 2013). In contrast, there are no reported cases in the US of cisgender individuals being harassed or assaulted by transgender individuals in a bathroom. None. More details are provided in a community report that my colleague and I released called “School Experiences of Transgender and Gender Non-Conforming Students in Wisconsin.” The proposed bill compromises the health and academic success of transgender and gender non-conforming students as students are not able to put on their best academic performance when they are concerned about where they will

use the bathroom safely, or are thinking about ways of avoiding the use of the bathroom during the day. The rhetoric of AB 469 is that this bill is necessary for “protective” measures, but I would question in an environment where 70% of transgender persons experience bathroom and changing facilities as precarious spaces and none of cisgender individuals, whose safety the state is actually interested in. I urge you to recognize that this bill is not protective, but instead it would make schools for transgender and gender-nonconforming students even more unsafe.

## Testimony in opposition to AB 469

Dr. Sara L. McKinnon, University of Wisconsin-Madison, Department of Communication Arts

My name is Dr. Sara McKinnon and I am speaking in opposition to AB 469. My research examines the way gender is communicated and experienced across a range of legal, political and social institutions. My book *Gendered Asylum: Race and Violence in U.S. Law and Politics*, to be released in 2016 with the University of Illinois Press, charts the definitional parameters and changes to the meaning and applicability of gender as a legal construct in US immigration and refugee law. And in the current study that I co-authored Dr. Maurice Gattis, we conducted interviews and focus groups with transgender and gender non-conforming students, parents of transgender students, and school staff in Wisconsin to understand how schools are gendered spaces, and what experiences transgender and gender non-conforming students have as they navigate the hallways, bathrooms, locker-rooms, classrooms, and lunchrooms of their schools. Before I speak about what our findings reveal, I'd like to address some terminology that are important both to our research as well as to the language in AB 469.

At birth infants are assigned a sex on their birth certificates by the medical community, which is a determination usually based on the appearance of their external anatomy, typically as either male or female. However, decades of scientific research has actually demonstrated that a person's sex is a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics, most of which are not visible, and all of which make sex classifications much more complicated than determining one's sex on the basis of external anatomy at birth alone. Now the definition of "sex" used in AB 469 is as "as the physical condition of being male or female, as determined by an individual's chromosomes and identified at birth by that individual's anatomy." I'm not sure about you, but I have no idea what it means for something that is supposedly based on one's chromosomes to be identifiable in an external way. Such a definition is a factual impossibility that is not at all in line with the scientific scholarship on sex, nor is it at all an indicator of how a student might experience or express their gender.

Scholars have then made a determination between assigned sex and gender identity in recognition that in many, many instance one's assigned sex does not match in binary fashion one's identity. Gender identity refers to a person's internal, deeply held sense of gender. All of us have a gender identity—a way in which we feel and know our genders. Most people have a gender identity of man or woman (or boy or girl), but that does not always mean that the gender identity matches the sex someone was assigned by the medical community at birth. This is the case for many transgender people, whose gender identity does not match the sex they were assigned at birth. Furthermore, for some people, their gender identity does not fit neatly into one of those two choices. Research demonstrates that one's felt sense of gender is often much more complicated and fluid than the two options of woman and man. For example, even with those whose gender identities matches the sex they were assigned at birth, there are an infinite number of ways someone might feel and express that gender. This leads me to the last necessary definition, gender expression, which are the external manifestations of gender, expressed through one's name, pronouns, clothing, haircut, behavior, voice, or body characteristics. Society identifies these cues as masculine and feminine, although there is definitely a range of what counts within these constructs and what is considered masculine and

feminine changes over time and varies by culture. Typically, transgender people seek to make their gender expression align with their gender identity, rather than the sex they were assigned at birth. Importantly, it is not always possible to express one's gender as what one feels their gender to be. This was definitely the case with a number of the students we interviewed in our study, which is what I want to spend the rest of my time speaking with you about.

One of the most salient themes that emerged in speaking with transgender youth and parents was the challenges that trans youth experience with physical facilities including bathrooms and changing rooms. While some students attended schools with accommodations that were sufficient and allowed them to use bathrooms that aligned with their gender identity without incident, many mentioned accommodations such as using the bathroom in the nurses office or a restaurant across the street, which created additional stigma and safety risks that cisgender students do not face. Additionally, when transgender youth were given accommodations in schools—such as permission to use a single-stall staff bathroom, or a disability accessible bathroom—staff and administrators would frequently challenge their right to use these facilities, making the idea of going to the bathroom a high stress, anxiety-ridden moment that took up unnecessary psychological space in the child's mind and most certainly disrupted their capacity to learn. Parent participants expressed concerns that their youth were not using the bathroom at all during school and student participants also reported not eating or drinking or holding their urine or feces so they wouldn't have to use the bathroom at school, all of which poses risks to the student's health. Furthermore, transgender students reported that when they were forced to use bathroom facilities in accordance with their assigned sex—which is what passage of AB 469 would require—they were verbally harassed, threatened, and in a few instances they were physically and sexually assaulted. Our research is in line with national statistical data reporting “roughly 70% of trans people have reported being denied entrance, assaulted or harassed while trying to use a restroom” (Williams Institute, 2013). In contrast, there are no reported cases in the US of cisgender individuals being harassed or assaulted by transgender individuals in a bathroom. None. More details are provided in a community report that my colleague and I released called “School Experiences of Transgender and Gender Non-Conforming Students in Wisconsin.” The proposed bill compromises the health and academic success of transgender and gender non-conforming students as students are not able to put on their best academic performance when they are concerned about where they will use the bathroom safely, or are thinking about ways of avoiding the use of the bathroom during the day. The rhetoric of AB 469 is that this bill is necessary for “protective” measures, but I would question in an environment where 70% of transgender persons experience bathroom and changing facilities as precarious spaces and none of cisgender individuals, whose safety the state is actually interested in. I urge you to recognize that this bill is not protective, but instead it would make schools for transgender and gender-nonconforming students even more unsafe.

Hello,

My name is Joey Clark.

Like everyone in the room, I hold a lot of different titles to many different people, but unlike some of you I am Transgender. I know you have been hearing what that means, but I would like to tell you that every one of us has a different story. I would like to tell you a little about mine.

My favorite title I hold is DAD. I have two great kids that I love so much. I have a 9 year old daughter and a 7 year old son. The reason I am telling you this is because of the greatest achievement I have had in a public restroom.

When my son was 3 years old, I taught him how to use a urinal. It was a huge moment for him because he used the big boy potty for boys and for me because I have never been able to use one myself.

I would like to talk about some not good times for me in public areas. Back when I was in school, I would use the public bathroom as little as possible. This is bad because I would get kidney and bladder infections. The part that hurt the most was high school. See, no one in my family on mom's side or dad's side ever graduated from high school. I would have been the first. I was well on my way to reaching that goal. My mom was so proud. I was so proud of myself. Then it hit,

GYM CLASS. I didn't mind the physical part of gym class, but I could not do the locker room. You hear a lot of joking around by boys who say they would love to get in the girls locker room. I could not do it. I could see the girls doing everything they do in the locker room. I felt like a huge pervert and hated myself just for being in the room. I tried to hide behind a wall and look at the floor, but it still was not good enough. I could still see and hear them. There are things girls talk about in the locker room that guys should not hear either. There was no doubt in my mind that I was completely violating those girls. **IT WAS SO WRONG FOR ME TO BE IN THERE!**

The only thing I could do is to not go. I skipped gym classes. I failed. It broke my heart, still does. That was my biggest dream at that time. I was so close to graduating that the school put my name on the graduating shirt. I still have the shirt. It hurts every time I see it. I keep it to remind me that I am someone who matters. Thank you for your time.

November 19, 2015

Hello.

My name is Michelle and I am here today to encourage you to oppose Bill 469. By the end of the day after listening to us I hope you will understand how hurtful and damaging the effects of the bill would be on people who are transgender and gender expansive.

I am the parent of a 19 year old transgender son who graduated this past May from Stoughton High School and is now in college in Minnesota. When my child was born in 1996, we thought we had a daughter, because based on his genitalia, our child was assigned female at birth. Our child was sweet, shy and happy. At about age 4, our child began to expand his interests to things such as trucks, construction sites and playing mechanic. He pretended sticks were swords and climbed anything and everything. He soon began to prefer wearing boys clothes ,underwear and bathing suits. In preschool he chose to play with boys more than girls. His Dad and I thought he marched to the beat of his own drum and was a tomboy.

Kindergarten went smoothly for him-a nurturing and accepting teacher in a small, cozy classroom, complete with its own bathroom for anyone to use. First grade was a completely different experience, though. He began to have lots of anxiety about going to school and protested going every day. He was a shy, introverted person so we thought a smaller school might be a better fit. He began second grade at the small, Catholic school in Stoughton and was happier there. He made friends and no one cared what clothes he wore, or that he was a tomboy. He found common interests with both boys and girls. He loved to play sports and chose to play baseball rather than softball.

The one thing he stopped doing, though, was using the bathroom in public. When we were in public places he would only use the bathroom if there were designated "family bathrooms" available. I asked him why and he said, "Because people stare at me when I go into the women's bathroom" presumably because of the way he dressed.

In 7<sup>th</sup> grade he transferred to the local middle school where there were many students there he did not know. He stood out as the girl who dressed and acted like a boy and it was not easy for him. Though the majority of students were nice to him he was both verbally and physically bullied and fortunately the teachers there were very supportive. He never felt comfortable using the bathroom, though, in 7<sup>th</sup> and 8<sup>th</sup> grade. Imagine holding it for 7 ½ hours every day. Unfortunately, he stopped liking school, too.

Things did not get better in High School. When I look back on that time period now, I realize he could never be seen by others as the way he saw himself and he had to live with that day after day after day. After seeing Chaz Bono on TV talking about his feelings and transition my husband and I wondered if our child was transgender and began to do research. The summer after freshman year Simone told us he was transgender. His Dad and I were very fearful of him coming out to the kids at his school because we did not know how they would react-we were so worried that he would be harassed and maybe even hurt. His desire to be true to himself was more important than his fear of his safety. He could not live the way he was anymore and wanted to live and express himself as the boy he truly felt like. We found

wonderful community support. We enlisted the help of his OUTSTANDING school counselor who tirelessly educated teachers and staff and had regular appointments with our son . He began to use male pronouns and slowly told people he was transgender and happily he was accepted by most everyone at school. He has always loved sports and took PE almost every semester. While he was transitioning he had swimming class and chose to change in the family locker room. (I think there are many students who would prefer a more private changing place like that!). For subsequent PE classes he used the men's locker room to change for PE and he finally felt comfortable going to the bathroom at school, since he could finally use the men's room! The great thing was nobody cared. The students simply want to go into the bathroom, pee, then leave. I'm thankful that the Stoughton School District has had a gender non-discrimination policy in place for about 2 years now so students and staff can feel safe and legally protected expressing their gender identity and use facilities that correspond to the gender they identify as. During his Junior and Senior years my son was in Concert Choir, his saving grace. Every time I saw him perform on stage in his tux, or with the men's a capella group, my eyes got watery knowing this was exactly where he wanted to be, doing what he loves. He truly fit in there and it made him very happy.

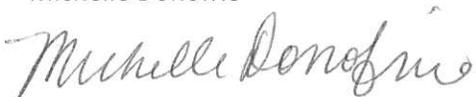
Now my son is living in a co-ed dorm on a college campus. On his floor there is one big, non-gendered bathroom containing a row of sinks, a row of stalls with toilets and a row of individual shower stalls. Each stall has a door that locks, just like a public bathroom. No one cares who is in the stall next to them. Anyone can use them. No one minds and there are no problems.

Forcing transgender and gender expansive students to use the bathroom according to the gender they were assigned at birth can be psychologically damaging and unsafe because THEY are the targets of bullies. It is also discriminatory, impractical and humiliating: who decides and how does one "test" a person to determine which bathroom they use: a cheek swab to check DNA? A bodily inspection?

I implore you to listen carefully to the experiences of the people here today. Being transgender or gender expansive is challenging enough. PLEASE don't add extra hurdles that make life even more difficult for them. Kids are smart, kids are accepting Let them decide where they need to go to the bathroom and change their clothes. It has worked in the past and continues to work.

Sincerely,

Michelle Donofrio

A handwritten signature in cursive script that reads "Michelle Donofrio".

ROSE GEER

## AB 469 Testimony

\*\*\*Thank you very much for considering my testimony during your policymaking. I respect everyone involved and if I ever come off differently, I apologize\*\*\*

My name is Rose Geer, I am a 17 year old cisgender junior at West High school. Let me start by stating plainly; I oppose this bill. I have never felt unsafe in a bathroom or changing room because someone was transgender, and I do not feel that this bill will make anyone more comfortable or safe.

I feel this bill would have the opposite effect.

X If a person is told by their peers they are not "normal" enough for respect, they may still move on. If a person is told by their parents they are not worthy of love, they may still move on. If a person is told by their legislators they do not apply to the values of our country, they may still move on.

But what happens when fellow students tell you something, and your parents, and your government?

This bill is putting trans people in Wisconsin at risk of suicide and violence.

I When cis students see the government putting trans kids in a separate bathroom, they will start to believe that they deserve better, that they are worth more than their trans peers, and they will act on these beliefs. This bill is telling cis kids that its ok to think you're worth more than another person. If you truly want to keep Wisconsin children safe, you will not move this bill forward.

? This bill directly effects me because trans people are my peers, coworkers, and friends. When I ask you not to put this bill forward, I am asking you not to take them away from me.

Have you ever lost someone?

I have lost trans people and cis people, and I can assure you it hurts the same.

? In September, someone I'd known for 12 years committed suicide. He was a mentor and a friend, and I'm here today because he's not, and I find that unfair. He was an activist for trans people, among many others, and would never have stood for this bill. I do not presume to know why he committed suicide and I do not wish to insinuate I do.

All I know is the plain fact of suicide; that death, in its finality and mystery, is more bearable than living. When a sixteen year old boy makes that decision, we cannot ignore the things that contribute to the mindset of "its not worth it anymore."

\* If you pass this bill, you accept responsibility for the effects it will have.

X It may seem like I've taken this too far if you see this as just a bathroom bill. My activist friend was always the one who warned me when I went overboard, but I did learn a few things during our relationship, and I am certain he'd tone is appropriate.

\* Cis people risk nothing when coexisting with trans people. We are all people that need to use the bathroom, and we all deserve to do so without giving up our rights, or anything else.



~~How many groups have worked out.~~

? The frame trans kids face everyday is unparalleled by their peers

? understand that these "accommodations" are a violation of the 14 Amendment -  
No State shall make or enforce any law which shall abridge the Privileges or immunities of Citizens of the United States; nor shall any State deprive any person of life, liberty, or property

? - The younger the more venerable

\* - The young students should not be subjected to this kind of situation

- Why should

? - Majority does not rule

\* - doesn't matter if cis kids are uncomfortable b/c trans is inferior

Oliver Soler I @ gmail.com

← Contact me

My name is Oliver Soler and I am a senior at Madison East High School.

I am here in opposition of this bill and ask for your opposition as well.

Because, in twelve years of school,

I have never had to ask myself,

“Which bathroom should I use?”

At the moment I was born, I was identified as a male.

I was raised as a male and have always thought of myself as a male.

This is called being a “Cisgender” male.

As a Cisgender male,

I do not wonder if I will be targeted when I walk into the school bathroom or locker room.

I do not wonder if I’m going to be harassed or bullied while I’m in there.

I do not wonder who else is already in there, and how will they treat me.

I do not wonder whether I should ask a friend to go in there with me.

I never wonder if people will react negatively to me, or threaten me.

But, my trans-classmates do not share this basic sense of safety in the school bathrooms.

I am here today to voice my **STRONG SUPPORT** for everyone’s right

to safety in the school's bathrooms and changing rooms.

My trans-classmates have the SAME RIGHTS that I do.

Like you and I, they are entitled to the right to use a bathroom and locker room that correlates with their gender identity where they won't be afraid,

Where they won't be a target for harassment.

And where they won't feel unsafe.

This bill would make it HARDER for my transgender classmates

To be safe and happy at school.

It would alienate my trans-classmates

It would add to the discrimination that they still face in other parts of their life.

My transgendered classmates are not looking for special treatment.

They are not pretending to switch genders or plotting to harm anyone.

They only want to be their true, happy authentic selves.

They only want to be treated safe and fairly.

They want to have freedom from harassment.

And, If for some reason I was to ever feel uncomfortable with a transboy's presence in the boy's bathroom or locker room,

then I should be the one to seek separate accommodation, not him.

My discomfort or lack of understanding should not be put above my classmates' right to equal and fair treatment.

My lack of acceptance is the problem, not his gender.

I think that equality,

acceptance

and respect are very easy things to understand.

That is why I came here today to ask you to please reject this bill.

Thank you.

4  
I am Riley Robeson, and I am from Baraboo, Wisconsin.  
I am against AB 469 because, being a transgender student, I believe that I am just as deserving of a safe place to pee as cisgender students. My biological sex does not correspond with the gender I identify with, and this bill denies that importance and validity. This bill annihilates the safety of students who's sex does not match up with their gender, and this is not okay because with this bill the ensurement of safety ~~is threatened~~ <sup>and privacy</sup> is threaded around cisgender students and cisgender students only. This bill is said to protect all students, but on the same hand, it demolishes transgender inclusive policies already made by some schools. This bill descriminates against students like me, and it's simply creating a problematic "solution" to a problem that does not exist. The world is not bigender, and this bill disregards that fact and takes the validity of the existing spectrum and grinds it down into a powder and blows it off. I am not protected by this bill, and I am not the only one. My identity is invalidated by this bill, and mine is not the only one.

Dear The Wisconsin State House and The Wisconsin State Senate,

We are pleased to present you with this petition affirming this statement:

**"STOP Bill LRB 2643/1. The legislators introducing the bill say it's about safety, but it's actually about discrimination. It sets Wisconsin schools - and the state itself- at odds with recent guidance from the U.S. Department of Education around Title IX. Title IX has been clearly defined to prohibit discrimination against transgender students. In the nearly 60 Wisconsin school districts that follow best practices, no incidents have been reported of a non-transgender student being harassed. All this bill does is single out transgender and intersex students for increased scrutiny and harassment, directly jeopardizing their safety. "**

Attached is a list of individuals who have added their names to this petition, as well as additional comments written by the petition signers themselves.

Sincerely,  
Katherine Michele Hatchell

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Lynn Verger  
Platteville, WI 53818  
Nov 19, 2015

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Nancy Collins  
Platteville, WI 53818  
Nov 19, 2015

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Kat  
Appleton, WI 54911  
Nov 19, 2015

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Jan Helmich  
Montfort, WI 53569  
Nov 19, 2015

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Emily Norman  
Stevens Point, WI 54481  
Nov 18, 2015

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Taylor S Riddle  
Beloit, WI 53511  
Nov 18, 2015

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There have been hundreds of injuries and deaths involving guns, and very few if any involving people using the restroom that conforms to their gender identity, and yet that's what you decide to regulate? I do not see transgender students as a risk to my safety.

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Tessa Collins  
Platteville, WI 53818  
Nov 18, 2015

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Amber Long  
Racine, WI 53402  
Nov 18, 2015

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Emily Thomas  
Stevens point, WI 53402  
Nov 18, 2015

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Sam Singleton-Freeman  
Milwaukee, WI 53204  
Nov 18, 2015

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Kati Dussl  
Spooner, WI 54801  
Nov 18, 2015

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Cheyenne DeShaney  
Appleton, WI 54911  
Nov 18, 2015

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Victor Civik  
Iola, WI 54945  
Nov 18, 2015

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Katlyn Dugenske  
Cazenovia, WI 53924  
Nov 18, 2015

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Jennifer Smith  
Greenwood, WI 54437  
Nov 18, 2015

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Please don't discriminate

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Erin McNiff-Kirby  
River Falls, WI 54022  
Nov 18, 2015

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Haley Challoner  
Germantown, WI 53022  
Nov 18, 2015

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Bridget Victorey  
Plover, WI 54467  
Nov 18, 2015

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Erika Reise  
Madison, WI 53704  
Nov 18, 2015

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Stina VanRemmen  
Milwaukee, WI 53215  
Nov 18, 2015

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Justin Lechleiter  
Stevens Point, WI 54481  
Nov 18, 2015

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Brittany Olson  
Shell Lake, WI 54871  
Nov 18, 2015

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Courtney Woods  
Madison, WI 53703

Nov 18, 2015

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Jess King  
Stevens point, WI 54481  
Nov 18, 2015

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Joseph Carpenter  
West Allis, WI 53214  
Nov 18, 2015

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Sara Roanhaus  
Elkhorn, WI 53121  
Nov 18, 2015

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Matt Hogan  
Madison, WI 53703  
Nov 18, 2015

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Jack  
Appleton, WI 54911  
Nov 18, 2015

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Beverly Scow  
Oneida, WI 54155  
Nov 18, 2015

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Why don't you focus on jobs instead of constantly going after people and policies that do absolutely nothing for Wisconsin...except guarantee that your jobs are over.

Laurie Asplund  
Monroe, WI 53566  
Nov 18, 2015

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Non-trans-gendered students are not at risk of violence because a trans-gendered -student uses the same restroom. It's the other way around. What a ridiculous thing to have to question in 2015!!!

Alice  
Janesville, WI 53548  
Nov 18, 2015

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Liv  
Appleton, WI 54911  
Nov 18, 2015

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Ingrid Moser  
Madison, WI 53704  
Nov 18, 2015

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I believe that everyone has the right to be who they want to be, and use the bathroom as whatever they identify as. This bill is discriminating against those of us who wish to use that bathroom we want.

Corrina Czarnik  
Appleton, WI 54911  
Nov 18, 2015

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Araceli Esparza  
Madison, WI 53714  
Nov 17, 2015

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I oppose Bill LRB 2643/1. It is discrimination and this action is not warranted in a PUBLIC school.

Katherine Schwartz  
Madison, WI 53714  
Nov 17, 2015

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Haley Moran  
Appleton, WI 54913  
Nov 17, 2015

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Alyssa Bolante  
Stevens Point, WA 54481  
Nov 17, 2015

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Richard Speicher  
Belleville, WI 53508  
Nov 17, 2015

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all bathrooms should be non-gendered. people use the bathroom to pee. sometimes for tampons. thats all that should matter.

Jennifer Olson  
Hartford, WI 53027  
Nov 17, 2015

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Andrew Simmons  
beloit, WI 53511  
Nov 17, 2015

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Barry Burne  
Black Earth, WI 53515  
Nov 17, 2015

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Nancy Ishikawa  
Madison, WI 53717  
Nov 17, 2015

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Brian A Ponce  
Madison, WI 53704  
Nov 17, 2015

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Life is hard enough. I got so many infections when I was younger for holding my bladder all day. I also could not do gym class in high school.

Joseph Clark  
Fond Du Lac, WI 54935  
Nov 13, 2015

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Diane McNeil  
Ellison Bay, WI 54210-0028  
Nov 12, 2015

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Lisa Sorensen  
PRINCETON, WI 54968  
Nov 11, 2015

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Julia DeLacy  
Kenosha, WI 53140  
Nov 11, 2015

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Olivia Ring  
Falmouth, ME 04105  
Nov 9, 2015

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Discrimination is not something children should learn is correct.

Joe  
falmouth, ME 04105  
Nov 9, 2015

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Summer peeler  
Gaffney, SC 29341  
Nov 9, 2015

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Anthony Ramirez  
Racine, WI 53403  
Nov 9, 2015

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Stormy  
Foley, AL 36535  
Nov 9, 2015

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Maxine Ewing  
Falmouth, ME 04105  
Nov 9, 2015

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Leah Macmaster  
Falmouth, ME 04105  
Nov 9, 2015

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Public schools must serve all of their student with the same level of care and respect.

Victoria Rudolph  
Grand Bay, AL 36541  
Nov 9, 2015

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Ashley Eckler  
W. Sacramento, CA 95691  
Nov 9, 2015

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Maxwell Ullmann  
Glendale, OR 97442  
Nov 9, 2015

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Santino Vella Norris  
Eugene, OR 97401  
Nov 9, 2015

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Petra Ullmann  
Glendale, OR 97442  
Nov 9, 2015

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Justin Selke  
sacramento, CA 95825  
Nov 9, 2015

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I support Title IX and the right to go to the appropriate bathroom.

Cathy Masin  
Bowling Green, OH 43402  
Nov 9, 2015

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Justin  
West Bend, WI 53095  
Nov 9, 2015

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Levi Dial  
West Sacramento, CA 95691  
Nov 9, 2015

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Danielle Koss  
Chico, CA 95928  
Nov 9, 2015

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Corrie Tritz  
Milwaukee, WI 53202  
Nov 9, 2015

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Chriss Forseti  
Millersville, PA 17551  
Nov 8, 2015

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Thorin Sorensen  
Princeton, WI 54968  
Nov 8, 2015

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Christina McCracken  
Butler, WI 53007  
Nov 8, 2015

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Georgeann knier  
Manitowoc, WI 54220  
Nov 8, 2015

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Declan m.  
Temecula, CA 92592  
Nov 8, 2015

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Michelle Stark  
Blenheim, Canada  
Nov 8, 2015

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sarah krug  
fond du lac, WI 54935  
Nov 7, 2015

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Sindre  
Leinesfjord, Norway  
Nov 6, 2015

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David Marstellar  
Milwaukee, WI 53211  
Nov 6, 2015

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Tiffany Neman  
Madison, WI 53703  
Nov 5, 2015

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Amelia Royko Maurer  
Madison, WI 53703  
Nov 5, 2015

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I am signing this petition in hopes that all the children in schools will feel safe in their decisions and surroundings. They should be able to enter the restroom that suits them best.

Danielle Taube Bradley  
Madison, WI 53718  
Nov 5, 2015

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Renee boucher  
Sun Prairie, WI 53590  
Nov 5, 2015

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Please help these kids to safely stay in school, please grant them the safety and dignity we all need to relieve ourselves and get back to class. MCollins BSN RN CWCN

Megan Collins  
Madison, WI 53704  
Nov 4, 2015

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Crispin Torres  
Chicago, IL 60660  
Nov 4, 2015

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Elizabeth Poi  
Madison, WI 53715  
Nov 4, 2015

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Lesley Wolf  
Madison, WI 53704  
Nov 4, 2015

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Lisa Powll  
wauwatosa, WI 53226  
Nov 4, 2015

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Tammy Grulke  
Madison, WI 53704  
Nov 4, 2015

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Derrith Wieman  
Madison, WI 53705  
Nov 4, 2015

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Natalie Bosch  
Bealeton, VA 22712  
Nov 4, 2015

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What would you want if it were you?

Patty Hay-Chapman  
Madison, WI 53705  
Nov 4, 2015

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Harry Waksberg  
Riverside, CA 92507  
Nov 4, 2015

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Aimee Shaw  
Fitchburg, WI 53713  
Nov 4, 2015

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Tara Tschillard  
Madison, WI 53714  
Nov 4, 2015

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Amy Olejniczak  
Middleton, WI 53562  
Nov 4, 2015

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Rachel Frieders  
Madison, WI 53711  
Nov 4, 2015

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Corliss Kurzynski  
Madison, WI 53713  
Nov 4, 2015

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April Wentz  
Madison, WI 53704  
Nov 4, 2015

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Kit Hand  
madison, WI 53703  
Nov 4, 2015

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Angela Hook  
Milwaukee, WI 53228  
Nov 4, 2015

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Harvey  
Madison, WI 53704  
Nov 4, 2015

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Shor Salkas  
Madison, WI 53704

Nov 4, 2015

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Stacey Segelken  
Eau Claire, WI 54701  
Nov 4, 2015

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Michele  
Fort Atkinson, WI 53538  
Nov 4, 2015

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Keri Frantell  
Fort Atkinson, WI 53538  
Nov 4, 2015

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this nonsense perturbs me!!

Carmen  
fort atkinson, WI 53538  
Nov 4, 2015

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Devon Bump  
Fort Atkinson, WI 53538  
Nov 4, 2015

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Inclusive schools are important for ALL OUR CHILDREN. Please do not let this happen.

Elizabeth  
Fort Atkinson, WI 53538  
Nov 4, 2015

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Donald McLaren  
Charlotte, NC 28226-4522  
Nov 4, 2015

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Please don't let this happen. I beg of you, for the safety of our children.

Christine Seaton  
Kendall, WI 54638  
Nov 4, 2015

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Ginger V Baier  
Sun Prairie, WI 53590  
Nov 3, 2015

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Danielle Kornitz  
Shorewood, WI 53211  
Nov 3, 2015

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Ellyn  
Lancaster, OH 43130  
Nov 3, 2015

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Jennifer Jones  
La Crosse, WI 54601  
Nov 3, 2015

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Kevin Isaacson  
Milwaukee, WI 53208  
Nov 3, 2015

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Melissa McLaren  
Lancaster, OH 43130  
Nov 3, 2015

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It's always the bathrooms, but it's never about the bathroom. Let's stop repeating dumb things.

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Jhett Bond  
Philadelphia, PA 19104  
Oct 29, 2015

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Shannon Johnson  
Madison, WI 53706  
Oct 26, 2015

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backwards bills such as these have no business in modern day legislature. Furthermore, backwards thinking and hateful people whom write these kinds of bills have no business sitting in any position of power anywhere!

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Max H. Eisenberg  
Milwaukee, WI 53207  
Oct 25, 2015

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Nicole Tupesis  
Madison, WI 53705  
Oct 23, 2015

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Hatred towards any person for simply being themselves will only take us back. Our country needs to do away with bigots and cruel minded people and move forward.

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nichole agnew  
janesville, WI 53545  
Oct 22, 2015

---

Legislation that has no practical purpose but to discriminate has no place in any society.

Michael Grubber  
Racine, WI 53403  
Oct 20, 2015

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Shawn Streepy  
Madison, AE 53715  
Oct 20, 2015

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Rebecca Dykhuis  
Grandville, MI 49418  
Oct 19, 2015

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Katharine Kendall  
St. Charles, IL 60174  
Oct 19, 2015

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Louise A Coyer  
Santa Claus, IN 47579  
Oct 18, 2015

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You know what you should do, now, do it!

Rene Campbell  
Ixonia, WI 53036  
Oct 18, 2015

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Megan Bartelt  
Milwaukee, WI 53207  
Oct 17, 2015

---

I am transgender as well, this is a waste of our time and tax money to pass this unnessary bill that has no grounds to exist

Tasha  
Blanchardville, WI 53516  
Oct 17, 2015

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Ron cohen  
Mequon, WI 53092  
Oct 17, 2015

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Meredy Shipp  
Milwaukee, WI 53202  
Oct 17, 2015

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LRB 2643/1 presumes that transgender children are a threat to cisgender children against all the evidence. It is a discriminatory move that will increase violence against kids who are already in danger and harm anyone who does not appear to fit a strict gender binary. Allowing children to use the bathroom that fits their gender identity has been shown, however, to greatly improve their mental health, school performance and general wellbeing.

Grace Palmer  
Milwaukee, WI 53202  
Oct 16, 2015

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Jackson Scheerer  
Appleton, WI 54915  
Oct 16, 2015

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John Bollow  
Wauwatosa, WI 53213  
Oct 16, 2015

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Agreed to the petition.

Hendy Kho  
cottage grove, WI 53527  
Oct 16, 2015

---

Agreed to the petition.

Lily Kho  
cottage grove, WI 53527  
Oct 16, 2015

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Charlene Johnson  
Wesley Chapel, FL 33544  
Oct 16, 2015

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Oh for God's sake let people be who they are and not who you want them to be.

Mary Preuss  
Spring Green, WI 53588  
Oct 16, 2015

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Shara Cohen  
Mequon, WI 53092  
Oct 16, 2015

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The "small government" GOP strikes again!

Andy Humphrey  
Fitchburg, WI 53711

Oct 16, 2015

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Amy Kruger  
Madison, WI 53711  
Oct 15, 2015

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Martha McCamy  
Madison, WI 53715  
Oct 15, 2015

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Dave Topp  
Middleton, WI 53562  
Oct 15, 2015

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Garrett Struessel  
Janesville, WI 53546  
Oct 15, 2015

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Cara Fitzgerald  
Middleton, WI 53562  
Oct 14, 2015

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Loree Cook-Daniels  
Milwaukee, WI 53209  
Oct 14, 2015

---

THIS IS A BAD IDEA!!!!!!!!!!!!!!

NadiaFaith  
53704, WI 53604  
Oct 14, 2015

---

i am trans and angered

Corinne Stephens  
Madison, WI 53704  
Oct 14, 2015

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Molly Tobin  
Madison, WI 53705  
Oct 14, 2015

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Why would our state go against the guidance of the US Department of Education other than sheer desire to discriminate.

John Kibler  
Madison, WI 53716  
Oct 14, 2015

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David Neudek  
Mount Horeb, WI 53572  
Oct 14, 2015

---

Let's support ALL kids, please.

Kari  
Madison, WI 53715  
Oct 14, 2015

---

The only major thing that I am in agreement with this bill is having single capacity facilities available for those who wish to use them.

Cassidy McGarry  
Milwaukee, WI 53207  
Oct 14, 2015

---

Jamie Chariton  
Wis Rapids, WI 54494  
Oct 14, 2015

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Let's not legislate something that is not a problem. Transgender students are not causing problems in bathrooms. Let them use the bathrooms that work for them.

Shana Greane  
Madison, WI 53711  
Oct 14, 2015

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Kirsta Hoffman  
Green Bay, WI 54301  
Oct 14, 2015

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Elizabeth Graber  
Appleton, WI 54911  
Oct 13, 2015

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Jennifer Justice  
Madison, WI 53704  
Oct 13, 2015

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Melissa Gwidt  
Green Bay, WI 54313  
Oct 13, 2015

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Doug Neitzel  
Lodi, WI 53555  
Oct 13, 2015

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Thomas Greenler  
Edgerton, WI 53534  
Oct 13, 2015

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Stephanie  
Lodi, Algeria  
Oct 13, 2015

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Barb Foss  
Reedsburg, WI 53959  
Oct 13, 2015

---

As a middle school teacher, and an adviser to the Gender and Sexuality Alliance (GSA) at my school, I understand the importance of allowing students to use the bathroom that most closely identifies with their preferred gender identity. To deny students the right to feel safe within a school is appalling. I hope Wisconsin does the right thing and blocks this bill.

---

Michael Bergemann  
Madison, WI 53716  
Oct 13, 2015

---

This just set us back. We need to move FORWARD! Isolating one group of children is blatant discrimination.

---

Lea Koch  
Jefferson, WI 53549  
Oct 13, 2015

---

Bonnie Brings  
Madison, WI 53704  
Oct 13, 2015

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Melissa Walker  
LAKE MILLS, WI 53551  
Oct 13, 2015

---

Janelle Hupp  
Prairie du Sac, WI 53578  
Oct 13, 2015

---

Every child has the right to be protected and safe at school. Letting children use restrooms that match the gender, they know they are; it is their right. PROTECT our Children! Provide all the students a non gender bathroom.

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Sandy Vopalka  
Indianola, IA 50125  
Oct 13, 2015

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Amy Vincent  
Cottage grove, WI 53527  
Oct 13, 2015

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Virginia Panger  
Madison, WI 53714  
Oct 13, 2015

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Kraig Kissinger  
Dorchester, MA 02125  
Oct 13, 2015

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Wendy brown  
Madison, WI 53714  
Oct 13, 2015

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Tracy Steinhofer  
Madison, WI 53714  
Oct 13, 2015

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Stacey Gardiner  
Milwaukee, WI 53208  
Oct 13, 2015

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Trinity Stevens  
Middleton, WI 53562  
Oct 13, 2015

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Nicole Stevens  
Madison, WI 53713  
Oct 13, 2015

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As someone who has a few trans friends, I've seen the struggle firsthand. Why add to it? We don't want more teen violence or suicides!

---

Karen Wheelock  
Oregon, WI 53575  
Oct 13, 2015

---

My 16 year old son could not care less (he says) about who goes to the bathroom while he's going to the bathroom. Why would they want to make that a crime?

---

Andy bach  
Madison, WI 53705  
Oct 13, 2015

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Leo Sussman  
Appleton, WI 54911

Oct 13, 2015

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Stacy Mallette  
Green Bay, WI 54303  
Oct 13, 2015

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Michael Widlansky  
MILWAUKEE, WI 53217  
Oct 13, 2015

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Lisa Wheelock-Roney  
Delavan, WI 53115  
Oct 13, 2015

---

Jacqueline McGarry  
Milwaukee, WI 53207  
Oct 13, 2015

---

Leilanni Myers  
Milwaukee, WI 53217  
Oct 13, 2015

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Protect the most vulnerable

Elena Dominguez  
Franklin, WI 53132  
Oct 13, 2015

---

Margaret Leaf  
Madison, WI 53714  
Oct 13, 2015

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Jeremy Monty  
Brookfield, WI 53005  
Oct 13, 2015

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Roxanne Conner  
Madison, WI 53703  
Oct 13, 2015

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Amy Martindale  
Milwaukee, WI 53207  
Oct 13, 2015

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Jeff Brown  
Grand Rapids, MI 49506  
Oct 13, 2015

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Beth Tallon  
Janesville, WI 53546  
Oct 13, 2015

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Brooke  
westfield, IN 46074  
Oct 13, 2015

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Renee Scherck-Meyer  
Whitefish Bay, WI 53211  
Oct 13, 2015

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Tamara kent  
whitefish bay, WI 53217  
Oct 13, 2015

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Kathy Miller-Dillon  
Milwaukee, WI 53208  
Oct 13, 2015

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katie rogge  
MADISON, WI 53704  
Oct 13, 2015

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Sara Keen  
cedarburg, WI 53012  
Oct 13, 2015

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Angela LoCicero  
Chicago, IL 60660  
Oct 12, 2015

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Kelly Fricano  
Whitefish Bay, WI 53217  
Oct 12, 2015

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Jessica Schaub  
Whitefish bay, WI 53217  
Oct 12, 2015

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Carolyn  
whitefish Bay, WI 53217  
Oct 12, 2015

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Mary Choice  
Fox Point, WI 53217  
Oct 12, 2015

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Kelly  
Milwaukee, WI 53217  
Oct 12, 2015

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Nancy Pomes  
Whitefish Bay, WI 53217  
Oct 12, 2015

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Valerie Morris  
Whitefish Bay, WI 53217  
Oct 12, 2015

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Tara fikejs  
Pleasant prairie, WI 53158  
Oct 12, 2015

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Chris Fox  
Whitefish Bay, WI 53217  
Oct 12, 2015

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Angela Blair  
Fox Point, WI 53217  
Oct 12, 2015

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Amy michals  
lombard, IL 60148  
Oct 12, 2015

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Jenny Opelt  
Germantown, WI 53022  
Oct 12, 2015

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Jessica Wintheiser  
Whitefish bay, WI 53217  
Oct 12, 2015

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Shannon Panszi  
Milwaukee, WI 53217  
Oct 12, 2015

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Erika Robers  
Albuquerque, NM 87110  
Oct 12, 2015

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Gail Boone  
cazenovia, NY 13035  
Oct 12, 2015

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Gary Overby  
Madison, WI 53703  
Oct 12, 2015

---

Jane Cuthbert  
Germantown, WI 53022  
Oct 12, 2015

---

Katy Meyer  
Milwaukee, WI 53207  
Oct 12, 2015

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Doris Nice  
Kenosha, WI 53142  
Oct 12, 2015

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Mary J Toppins  
Greenville, WI 54942  
Oct 12, 2015

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kenneth Hill  
pomona, CA 91766  
Oct 12, 2015

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Mary Dibble  
New Glarus, WI 53574  
Oct 12, 2015

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janice/james wydeven  
COMBINED LOCKS, WI 54113  
Oct 12, 2015

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Della Haugen  
Madison, WI 53703  
Oct 12, 2015

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Elizabeth Wendt  
Madison, WI 53703  
Oct 12, 2015

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This bill is an egregious example of partisan pandering to fear. Approximatley 1% of the population is born Intersex (with chromosomes and anatomy of both sexes). Some people really AREN'T male or female. What will you do with those people? Who's going to police the bathrooms? All this does is single out and ADD STIGMA AND GEAR TO TRANS PEOPLE'S LIVES!!! Stop the bill now.

Diana Love  
Madison, WI 53716  
Oct 12, 2015

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Lillis Raboin  
Eagle River, WI 54521  
Oct 12, 2015

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Cheryl Breitenfeldt  
Manitowoc, WI 54220  
Oct 12, 2015

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Stop attacking our children. Work on jobs.

Nadine Reinacher  
Oregon, WI 53575  
Oct 12, 2015

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Paula deChelly  
Longmont, CO 80501  
Oct 12, 2015

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Debra Plachinski  
Sherwood, WI 54169  
Oct 12, 2015

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Melinda Modesitt  
Kenosha, WI 53140  
Oct 12, 2015

---

Kathleen Cowdin  
Milwaukee, WI 53212  
Oct 12, 2015

---

Richard Grossman  
New York, NY 10128  
Oct 12, 2015

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Audrey R.  
Ruther Glen, VA 22546  
Oct 12, 2015

---

Reiko P Ramos  
Green bay, WI 54303  
Oct 12, 2015

---

guy F. somers  
Madison, WI 53703  
Oct 12, 2015

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Johanna Worley  
Manitowoc, WI 54220  
Oct 12, 2015

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Veronica Boyer  
Beaver Dam, WI 53916  
Oct 12, 2015

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Evelyn Dickmann  
milwaukee, WI 53202  
Oct 12, 2015

---

Shawn Palmer  
Appleton, WI 54915  
Oct 12, 2015

---

Benjamin Jerner  
Elkins Park, PA 19027  
Oct 12, 2015

---

Dear GOP lawmakers, Your transgender/intersex prejudice does not justify legalizing harassment of these vulnerable young people!

---

Abigail Ryan  
Madison, WI 53704  
Oct 12, 2015

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Erica Colmenares  
Madison, WI 53705  
Oct 12, 2015

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Kierren  
Spokane Valley, WA 99206  
Oct 11, 2015

---

Please...this is NOT about SAFETY, whose safety from wha? This is about right to privacy, respect, and dignity in creating an supportive evironment for student to grow. Don't allow discriminatory practices that promote further harrassment, bullying and ill-at-ease to these children. I have personal observed the beautiful transformation of an unhappy child in to a vibrant, socially active , academically thriving with self confidence after a supportive environment assisted this student to come to the true gender identity. You need this to see these smiles to realize the significants of discreminating practices.

Connie Relyea  
Stoughton, WI 53589  
Oct 11, 2015

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Ellyn Zografi  
Madison, WI 53703  
Oct 11, 2015

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Stephanie Baran  
Milwaukee, WI 53211  
Oct 11, 2015

---

Maria Pope  
Madison, WI 53711  
Oct 11, 2015

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Susan Richards  
Trumbull, CT 06611  
Oct 11, 2015

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The suicide rate among transgender children is an astonishing 41%. They need our love and support not small minded and hateful bills that will ensure even more bullying and suicides.

Janice Edison  
Mount Horeb, WI 53572  
Oct 11, 2015

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Georgi Persons  
Galena, OH 43021  
Oct 11, 2015

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Carol Rosin  
Ashland, WI 54806  
Oct 11, 2015

---

Julia Greenleaf  
Madison, WI 53705  
Oct 11, 2015

---

James Stewart  
Massapequa park, NY 11762

Oct 11, 2015

---

Karen Babich  
Madison, WI 53715  
Oct 11, 2015

---

I can't believe we actually have to have this petition. When will people learn that someone else going to the bathroom is their own personal business.

Andrew B  
Madison, WI 53716  
Oct 11, 2015

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Aaron Kahn  
Madison, WI 53704  
Oct 11, 2015

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Richard Roche  
Massapequa, NY 11758  
Oct 11, 2015

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Sophie Held  
Madison, WI 53711  
Oct 11, 2015

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Cherise Basques  
gilbert, AZ 85297  
Oct 11, 2015

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Teresa Riley  
Madison, WI 53718  
Oct 11, 2015

---

Phillip Edmonds  
Madison, WI 53711  
Oct 11, 2015

---

all bathroom need to provide a gender neutral bathroom. We are all human and deserve equal access to bathrooms. A basic right.

Cedarose Keeley  
Madison, WI 53713  
Oct 11, 2015

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Kathy Axelsen  
stiny brook, NY 11790  
Oct 11, 2015

---

dennis vandehey  
milwaukee, WI 53208  
Oct 11, 2015

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Dotty Blakeslee  
Wyckoff, NJ 07481  
Oct 11, 2015

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Elizabeth Disch  
New Glarus, WI 53574  
Oct 11, 2015

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Lauren Bocketti  
Massapequa park, NY 11763  
Oct 11, 2015

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Jade Kazmierski  
Milwaukee, WI 53207  
Oct 11, 2015

---

PLEASE don't do this to our children--they are SO fragile already! They only want their dignity--not to hurt or bother anyone!!!

---

Kim Rusch  
Appleton, WI 54913  
Oct 11, 2015

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Nicole Franchi  
NEW YORK, NY 10002  
Oct 11, 2015

---

Please stop this bill from passing, I have a friend and her daughter that will be affected by this discriminatory law. The research shows the transgender individuals are at a higher risk for assault, sexual assault, and harassment than non-transgender people. The only thing that will happen if this horrendous bill passes will be putting transgender children in danger. So please stop this bill in it's tracks, transgender kids have been bullied enough!!

---

Stephanie Brighten  
Burlington, VT 05406  
Oct 11, 2015

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Jessica Rusch  
Ashland, WI 53806  
Oct 11, 2015

---

Stop trying to bully trans kids.

Robyn Lloyd  
Suwanee, GA 30024  
Oct 11, 2015

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Carmel Sweet  
Shorewood, WI 53211  
Oct 11, 2015

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Jaime Moore-atkinson  
Eliot, ME 03903  
Oct 11, 2015

---

I have immedite family in Wisconsin. When we visit my son would be a male in the womans room if he was required to use the bathroom of his assigned birth. NOT OK. This bill would out him in danger.

Brenda Abraham  
Auburn, NY 13021  
Oct 11, 2015

---

Elin Martin  
Seattle, WA 98118  
Oct 11, 2015

---

Ruth Jameson  
Orland Park, IL 60467  
Oct 11, 2015

---

Cyrus G  
Madison, WI 53713  
Oct 11, 2015

---

John Parkes  
Middleton, WI 53562  
Oct 11, 2015

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Chris Rein  
Glidden, WI 54527  
Oct 11, 2015

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Letitia  
Twin Lakes, WI 53181  
Oct 11, 2015

---

Claire Swora  
Madison, WI 53711  
Oct 11, 2015

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Caitlin Rose  
Brooklyn Park, MD 21225

Oct 11, 2015

---

Julia Jordan  
Walford, IA 52351  
Oct 11, 2015

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Debora C. Roberts-Eccles  
Sacramento, CA 95831  
Oct 11, 2015

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john giese  
Milwaukee, WI 53209  
Oct 11, 2015

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Shelli Anne Mulka  
Bellingham, WA 98225  
Oct 11, 2015

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Melanie Matheson  
Fairfax, CA 94930  
Oct 11, 2015

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Philip Renner  
MADISON, WI 53703  
Oct 11, 2015

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Krista Owens  
Port Wentworth, GA 31407  
Oct 11, 2015

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Terri Cook  
Westfield, NY 14787  
Oct 11, 2015

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Susan Seleen  
Madison, WI 53711  
Oct 11, 2015

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hailey boothe  
raliegh, NC 27610  
Oct 11, 2015

---

Gender is not genitals. Allow people to use the bathroom with the gender they identify as.

Leah Manteufel  
whitewater, WI 53190  
Oct 11, 2015

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Stephanie Belmas  
Black Earth, WI 53515  
Oct 11, 2015

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Michaela Mendelsohn  
West Hollywood, CA 90046  
Oct 11, 2015

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Kendra Neuberger  
Los Angeles, CA 90016  
Oct 11, 2015

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Angela Hager  
Cottage Grove, WI 53527  
Oct 11, 2015

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Julie Buse  
Yakima, WA 98902  
Oct 11, 2015

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Pam Olsen  
Flagstaff, AZ 86005  
Oct 11, 2015

---

Keith Dager  
Los Angeles, CA 90043  
Oct 11, 2015

---

Carol Loeb  
Montgomery, AL 36111  
Oct 11, 2015

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Toni Jones  
Howell, MI 48843  
Oct 11, 2015

---

Mary Kay Waterson  
Crystal Lake, IL 60014  
Oct 11, 2015

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Jennifer Boote  
Clayton, NC 27527  
Oct 11, 2015

---

Transgender youth are not a threat to anyone. But denying them basic rights like using the restroom of their affirmed gender leads to isolation from peers, a greater chance of being bullied, severe depression, and a higher risk of suicide because of those risk factors.

Debi Jackson  
Kansas City, MO 64114  
Oct 11, 2015

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Matt Daley  
Madison, WI 53711  
Oct 11, 2015

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Marsha Aizumi  
Pasadena, CA 91105  
Oct 11, 2015

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Lang Schmitt  
Madison, WI 53704  
Oct 11, 2015

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Jinhwa Lee  
Brooklyn, NY 11216  
Oct 11, 2015

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Kathleen H. Wendorff  
Middleton, WI 53562  
Oct 11, 2015

---

Clara Yoon  
New York, NY 10026  
Oct 11, 2015

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Mike McGarry  
Madison, WI 53714  
Oct 11, 2015

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SANTINO VAN DER WIELEN  
MADISON, WI 53711  
Oct 11, 2015

---

Anne Conner  
Coquille, OR 97423  
Oct 11, 2015

---

Virginia Woods  
Madison, WI 53703  
Oct 10, 2015

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Grace Anne Hunter  
Madison, WI 53703  
Oct 10, 2015

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Keith Cauwenbergh  
Green Bay, WI 54313  
Oct 10, 2015

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ashley pruit  
monterey, CA 93940  
Oct 10, 2015

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Bill Newman  
Madison, WI 53704  
Oct 10, 2015

---

Julia Townsend  
Fitchburg, WI 53719  
Oct 10, 2015

---

Tiffany  
seattle, WA 98117  
Oct 10, 2015

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Debra L Stone  
Fitchburg, WI 53711  
Oct 10, 2015

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Oh for God's Sake!!! Safety my butt!!! This is all about discrimination against children/adults. These legislators have just got to get a life and stop their discrimination. Like these idiots know what is good for kids? Take a look at the state of our school budgets then tell me they care about children!!!!

---

Heather Andersen  
Bloomer, WI 54724  
Oct 10, 2015

---

It is clear compassion is missing from this type of Bill. It is what I would consider bullying some one who is different . Have we learned nothing in the past 200 years about being inclusive verses excluding? What you are creating is down right cruel.

---

Sandra  
Middleton, WI 53562  
Oct 10, 2015

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Amy Gardner  
Finland, MN 55603-0446  
Oct 10, 2015

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Liana Loos-Austin  
Madison, WI 53713  
Oct 10, 2015

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State motto is Forward, not Backward!

Lexa Dundore  
Madison, WI 53705  
Oct 10, 2015

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laura macwaters  
fort collins, CO 80521  
Oct 10, 2015

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Although I live in Chicago now, I grew up through the public schools in Wisconsin, and am ashamed to see my home state legislating such outright meanness

Alicia Lux  
Chicago, IL 60625  
Oct 10, 2015

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Anna herdina  
Bourbonnais, IL 60914  
Oct 10, 2015

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Lisa Boyd  
Madison, WI 53703  
Oct 10, 2015

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Erin Vogel  
Verona, WI 53593  
Oct 10, 2015

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Jennifer Talarczyk  
Madison, WI 53717  
Oct 10, 2015

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Mark Brueggeman  
Amherst Junction, WI 54407  
Oct 10, 2015

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Nancy Rogge  
Madison, WI 53704  
Oct 10, 2015

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Julie Crego  
Middleton, WI 53562  
Oct 10, 2015

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John Hendricks  
Spart, WI 54656  
Oct 10, 2015

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Cynthia P. Rose  
McFarland, WI 53558  
Oct 10, 2015

---

Wisconsin needs to follow and honor federal law. Who do the WI legislators think they are? They do not have the right to break the law!

---

Francesca  
Madison, WI 53711  
Oct 10, 2015

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Christina Zamastil  
Madison, WI 53716  
Oct 10, 2015

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Cassandra Phoenix  
Madison, WI 53704  
Oct 10, 2015

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Laura McKinstry  
Corydon, IN 47112  
Oct 10, 2015

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Isabelle Bartholomew  
Madison, WI 53711  
Oct 10, 2015

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Marilyn johnson  
Middletom, WI 53562  
Oct 10, 2015

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Kira Schukar  
Fitchburg, WI 53711  
Oct 10, 2015

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Amanda Dutton  
Stoughton, WI 53589  
Oct 10, 2015

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Monica  
Waldorf, MD 20603  
Oct 10, 2015

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Melissa Silver  
Iowa City, IA 52240  
Oct 10, 2015

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Kristin Harwell  
Seattle, WA 98118  
Oct 10, 2015

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Sylvia  
Boone, IA 50036  
Oct 10, 2015

---

Sue Vater Olsen  
New London, WI 54961  
Oct 10, 2015

---

Bathrooms should be gender neutral and contain nothing but stalls with doors and sinks.

---

Dulcie Head  
Palo Alto, CA 94304  
Oct 10, 2015

---

Betty Ptacek  
Madison, WI 53717  
Oct 10, 2015

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Keith  
Madison, WI 53703  
Oct 10, 2015

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Cornelia E Bakker  
Middleton, WI 53562  
Oct 10, 2015

---

Oh my, get a grip! And maybe, actually, do some real work for a change -- feed someone who's hungry, retrain someone whose job has been lost.

---

Meg Gaines  
Madison, WI 53703  
Oct 10, 2015

---

Vicki  
Wausau, WI 54401  
Oct 10, 2015

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Meagan  
Milwaukee, WI 53214  
Oct 10, 2015

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Katie  
Waukesha, WI 53188  
Oct 10, 2015

---

Rev. Anne Andert  
Janesville, WI 53548  
Oct 10, 2015

---

Treat those who are different with respect.

---

Chris Klopp  
Cross Plains, WI 53528  
Oct 10, 2015

---

Evan Boyle  
New York, NY 10028  
Oct 10, 2015

---

Jessika White  
Milwaukee, WI 53233  
Oct 10, 2015

---

Carol Birkholz  
Janesville, WI 53548  
Oct 10, 2015

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Meredith Kuhn  
Milwaukee, WI 53233  
Oct 10, 2015

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Heather  
Kenosha, WI 53142  
Oct 10, 2015

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Jackie Ennenbach  
Madison, WI 53711  
Oct 10, 2015

---

The government needs to learn it's place. Small reminder; there are far more of us 'common folk' than politicians.

---

Kaylea C.  
Sun Prairie, WI 53590  
Oct 10, 2015

---

Teri Wright  
West Fork, AR 72774  
Oct 10, 2015

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Janine Fiore  
Neshkoro, WI 54960  
Oct 10, 2015

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Lanore Rusch  
Wausau, WI 54403  
Oct 10, 2015

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elise waxler  
cincinnati, OH 45237  
Oct 10, 2015

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Susan Sorenson  
milwaukie, OR 97267  
Oct 10, 2015

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Travis Coe  
Butler, WI 53007  
Oct 10, 2015

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Haley Flom  
Chicago, IL 60614  
Oct 10, 2015

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Janice Ziglin  
Mukwonago, WI 53149  
Oct 10, 2015

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Rachel Landsem  
Milwaukee, WI 53233  
Oct 10, 2015

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Jennifer Theuerkauf  
Neenah, WI 54956  
Oct 10, 2015

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McKenna stillings  
Milwaukee, WI 53233  
Oct 10, 2015

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Rachel Winegardner  
Milwaukee, WI 53233  
Oct 10, 2015

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Jordan Ruff  
Milwaukee, WI 53233  
Oct 10, 2015

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Ann Yourell  
sparta, WI 54656  
Oct 10, 2015

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Anne Dickey  
Oshkosh, WI 54901  
Oct 10, 2015

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Grace Moone  
Milwaukee, WI 53216  
Oct 10, 2015

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This is creating a problem where none exists for the purpose of discrimination.

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Jane De Broux  
Madison, WI 53711  
Oct 10, 2015

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Anikka Tesch  
Wausau, WI 54403  
Oct 10, 2015

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Discrimination

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Faith Putnam  
Jefferson, WI 53549  
Oct 10, 2015

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Fix the roads, give more money to our schools, stop vilifying teachers and quit worrying about school bathrooms. The kids don't care, why do you?

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Robin Worth  
Madison, WI 53705  
Oct 10, 2015

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Please stop Bill LRB2643 and it's lack of understanding the difficult lives of transgender persons.

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Donna Lillethun  
Fitchburg, Wi., WI 53711  
Oct 10, 2015

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Amy  
Madison, WI 53711  
Oct 10, 2015

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Why are people so concerned with my genitals?!?! Seriously unless im exposing myself to you in the bathroom no one would know the difference.

Emmett Roehr  
Milwaukee, WI 53233  
Oct 10, 2015

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Meddling at the state level is not necessary and interferes with school professionals' best judgements about trans students.

Linda Stellick  
Verona, WI 53593  
Oct 10, 2015

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Elizabeth Schultz  
Appleton, WI 54911  
Oct 10, 2015

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Jess Muskin-Pierret  
Cambridge, MA 02139  
Oct 10, 2015

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Ellen Weismer  
Madison, WI 53719  
Oct 10, 2015

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Ann Helms  
Brookfield, WI 53045  
Oct 10, 2015

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Jennifer Setlak  
Oregon, WI 53575  
Oct 10, 2015

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Jennifer Zamastil  
Madison, WI 53714  
Oct 10, 2015

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Mary Lu Norton  
Sturgeon Bay, WI 54235  
Oct 10, 2015

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These children deserve to use the bathroom of the gender they are, not the one forced upon them at birth. They shouldn't have to use the one for their birth assigned gender, as that puts them in danger of attack. Wisconsin, you are attempting to protect the children who aren't in danger.

Tina Busta  
Broadview Hts, OH 44147  
Oct 10, 2015

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roberta Stellick  
madison, WI 53704  
Oct 10, 2015

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Jessica Reed  
Madison, WI 53704  
Oct 10, 2015

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Kari Eggert  
Middleton, WI 53562  
Oct 10, 2015

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This bill is hateful and discriminates against an already vulnerable group.

Beth Bruckbauer  
Madison, WI 53726  
Oct 10, 2015

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Jessica Roulette  
Fox Point, WI 53217  
Oct 10, 2015

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Anastasia Doherty  
Madison, WI 53705  
Oct 10, 2015

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Rebecca Steinbach  
Brantwood, WI 54513  
Oct 10, 2015

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Please do not pass this bill but instead pass a bill that does the opposite; declaring that trans and intersex students must be allowed to use the facilities that align with who they know themselves to be. Right now enforcement of title nine is hit-or-miss in WI, depending on intensive community-organizing to make sure that trans and intersex people are not mistreated... Pleasepleaseplease make it clear state-wide that we accept and value trans and intersex kids. Let's take one step forward not one step back.

Podkayne Lee Miller  
Oak Creek, WI 53154  
Oct 10, 2015

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Karryna  
Waukesha, WI 53186  
Oct 10, 2015

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Please don't let this "hate bill" go any further! Our kids lives depend on it.

Lisa Newman  
madison, WI 53704  
Oct 10, 2015

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Denise weinstein  
Cincinnati, OH 45202  
Oct 10, 2015

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Reanna Simmons  
San Marcos, CA 92069  
Oct 10, 2015

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I hope our state can move forward with the understanding of transgender and intersex children/adults. Moving backwards will not help invite upscale business and people into our state, as it has for our neighbor Minnesota...Learn from your neighbors, Mr Walker...

Karl Faber  
ASHLAND, WI 54806  
Oct 10, 2015

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Trans people are not predators. We just want to use the restroom like everyone else. This will just make our lives harder. Please just let us go to the bathroom in peace! We have no interest in what you're doing in the bathroom other than worried that you will harass or assault US, which we are more likely to be at risk of, esp. when in a bathroom that doesn't match our gender. I am a man, I look like a man, don't make me use the women's bathroom!

Miles Lucas  
West Allis, WI 53227  
Oct 10, 2015

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Please don't discriminate against our children. This bill jeopardizes the safety and freedom of our children.

Jane Schroeder  
Lancaster, WI 53813  
Oct 10, 2015

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Leah Herder  
St. Paul, MN 55108  
Oct 10, 2015

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Eric Lock  
Madison, WI 53704

Oct 10, 2015

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Ben Andert  
Middleton, WI 53562  
Oct 10, 2015

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Jessica Belich  
Superior, WI 54880  
Oct 10, 2015

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Jacob Immel  
Madison, WI 53703  
Oct 10, 2015

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Susan Fox  
Monona, WI 53716  
Oct 10, 2015

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Kristi Pursell  
Northfield, MN 55057  
Oct 10, 2015

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Laura Muller  
Madison, WI 53715  
Oct 10, 2015

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John Rasmussen  
Madison, WI 53711  
Oct 10, 2015

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Kimberly Lea  
Sun prairie, WI 53590  
Oct 10, 2015

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Jennifer Groves  
Monterey, CA 93940  
Oct 10, 2015

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Bambi Tischer  
SUN PRAIRIE, WI 53590  
Oct 10, 2015

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Elise Denlinger  
La Crosse, WI 54601  
Oct 10, 2015

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Fawn Lowney  
Superior, WI 54880  
Oct 10, 2015

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ELLE ANHORN  
Brooklyn, NY 11222  
Oct 10, 2015

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Hannah  
Milwaukee, WI 53219  
Oct 10, 2015

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Dawn Cunningham  
Madison, WI 53714  
Oct 10, 2015

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Rachel Zellmer  
Madison, WI 53704  
Oct 10, 2015

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Heather Maciejunes  
Westerville, OH 43081  
Oct 10, 2015

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Diana C. Kelly  
Madison, WI 53711-3020  
Oct 10, 2015

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Stephanie Robnson  
Madison, WI 53711  
Oct 10, 2015

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This is the most ridiculous waste of the time I pay for - are there not enough actual problems in need of fixing in our state that you need to go in search of one? Transgender and intersex kids are already operating in an environment where many people may not understand them. Don't pile on.

---

Jessi Peterson  
Eau Claire, WI 54703  
Oct 10, 2015

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mariette labonville  
albuquerque, NM 87114  
Oct 10, 2015

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Lydia Sanders  
Oshkosh, WI 54901  
Oct 10, 2015

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Stacy Stone  
Madison, WI 53704  
Oct 10, 2015

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Heather Urness  
Appleton, WI 54911  
Oct 10, 2015

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Michelle Rusch  
Madison, WI 53719  
Oct 10, 2015

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Eva Schulte  
Madison, WI 53704  
Oct 10, 2015

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Trans kids use the bathroom like everyone else - #theyjustwanttopee

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Anne Urbanski  
Madison, WI 53714  
Oct 10, 2015

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Victor Cora  
Bronx, NY 10473  
Oct 10, 2015

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Joseph  
Exeter, MO 65647  
Oct 10, 2015

---

Why just why

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Cole Fritz  
Madison, WI 53704  
Oct 10, 2015

---

L T  
Delray Beach, FL 33444  
Oct 10, 2015

---

This bill cannot move forward. We have to give trans kids more support, not less. Pushing this bill forward will, I fear, result in more teen suicides.

---

Judith Howard  
Madison, WI 53704  
Oct 10, 2015

---

For dignity and human decency everywhere. Don't let this set a precedent for hate inside and outside of Wisconsin.

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Maddie Kimme  
Omaha, NE 68116

Oct 10, 2015

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Lisa Wolters  
Trempealeau, WI 54661  
Oct 10, 2015

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Mo O'Connor  
Madison, WI 63705  
Oct 10, 2015

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Jeanne Nutter  
Strum, WI 54770  
Oct 10, 2015

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Kierstin Huelsemann  
Madison, WI 53704  
Oct 10, 2015

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Virginia Lamb  
MADISON, WI 53715  
Oct 10, 2015

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Patricia Iaccarino  
Madison, WI 53711  
Oct 10, 2015

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sophie  
middleton, WI 53562  
Oct 10, 2015

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Mary Rowe  
Madison, WI 53719  
Oct 10, 2015

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Richard Smythe  
Sister Bay, WI 54234  
Oct 10, 2015

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Chris Thalacker  
Waukesha, WI 53189  
Oct 10, 2015

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Carolyn Antonie  
Mazomanie, WI 53560  
Oct 10, 2015

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This potential bill is harmful, not helpful.

Elizabeth Marsh  
Madison, WI 53719  
Oct 10, 2015

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There is no reason to pass this bill

Gretchen Forbes  
Madison, WI 53719  
Oct 10, 2015

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William Megna  
Waukesha, WI 53189  
Oct 10, 2015

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More wedges to prevent our children whom we're trying to educate on being compassionate and caring for each other. I agree it's "bully legislation"

Shirley Grunloh  
Oshkosh, WI 54903  
Oct 10, 2015

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Christopher Gore-Gammon  
Appleton, WI 54911  
Oct 10, 2015

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Sophia Rosabella Scott  
New Auburn, WI 54757  
Oct 10, 2015

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sarah strong  
madison, WI 53717  
Oct 10, 2015

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Abra Vigna  
Madison, WI 53704  
Oct 10, 2015

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Claudia Craemer-Meihnsner  
Madison, WI 53704  
Oct 10, 2015

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Claire  
Tucson, AZ 85748  
Oct 10, 2015

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Kelly Lynaugh  
Madison, WI 53703  
Oct 10, 2015

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Dakota Neill  
University Place, WA 98466  
Oct 10, 2015

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Nicole Cummings  
Madison, WI 53704  
Oct 10, 2015

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Deb Dagitz  
Middleton, WI 53562  
Oct 10, 2015

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Rebecca Laird  
Madison, WI 53704  
Oct 10, 2015

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Troy Zimmerman  
Winneconne, WI 54986  
Oct 10, 2015

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Zonyo jo Schultz  
Kaukauna, WI 54130  
Oct 10, 2015

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Amy  
Madison, WI 53704  
Oct 10, 2015

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Ashley Brion  
West Salem, WI 54669  
Oct 10, 2015

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Erin  
Blaine, MN 55434  
Oct 10, 2015

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Deb Beadle  
Wisconsin Rapids, WI 54494  
Oct 10, 2015

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Abigail Churchill  
Madison, WI 53704  
Oct 10, 2015

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Galen Pardo  
Madison, WI 53718  
Oct 10, 2015

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Amanda Langley  
milwaukee, WI 53212  
Oct 10, 2015

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Annalee Galston  
Sun prairie, WI 53590  
Oct 10, 2015

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Jenny-Anne Bishop  
RHYL, United Kingdom  
Oct 10, 2015

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Megan Bartelt  
Milwaukee, WI 53207  
Oct 10, 2015

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Tamara Packard  
Madison, WI 53703  
Oct 9, 2015

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Sean Dilley  
Eagan, MN 55122  
Oct 9, 2015

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Brian Looker  
Appleton, WI 54911  
Oct 9, 2015

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Nika Johnson  
Rosendale, WI 54974  
Oct 9, 2015

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Joel Nofziger  
Seattle, WA 98168  
Oct 9, 2015

---

jeff baas  
Milwaukee, WI 53208  
Oct 9, 2015

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Staci  
Chippewa Falls, WI 54729  
Oct 9, 2015

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Amy Armstrong  
Madison, WI 53719  
Oct 9, 2015

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Amanda Crim  
madison, WI 53704  
Oct 9, 2015

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Rhyannon Walker  
Oshkosh, WI 54901  
Oct 9, 2015

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Heidi Hakseth  
Madison, WI 53705  
Oct 9, 2015

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Kat Schuknecht  
Madison, WI 53714  
Oct 9, 2015

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Ellen E Hebron  
Madison, WI 53704  
Oct 9, 2015

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Hannah Wydeven  
Madison, WI 53719  
Oct 9, 2015

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Nora Johnston  
Appleton, WI 54915  
Oct 9, 2015

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Anastasia Skliarova  
Mequon, WI 53092  
Oct 9, 2015

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Ruby Martinez  
Madison, WI 53703  
Oct 9, 2015

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trans kids are NOT pervy...that's why they want to be in the RIGHT bathroom

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Jordin baas  
milwaukee, WI 53212  
Oct 9, 2015

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Margaret Getzin  
Wausau, WI 54403  
Oct 9, 2015

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Terry Gottfried  
Menasha, WI 54952

Oct 9, 2015

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Nancy moore  
Monona, WI 53716  
Oct 9, 2015

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Michelle Mittag  
Madison, WI 53716  
Oct 9, 2015

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Joseph kaja  
Milwaukee, WI 53211  
Oct 9, 2015

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Of all the things to be quibbling over... Can we just move on to actually solving some real problems in this country? Gender is not determined by genitalia or legislation.

Chelsie  
Neenah, WI 54956  
Oct 9, 2015

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Patrick McCauley  
Madison, WI 53715  
Oct 9, 2015

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Patricia mcewen-kiel  
Hazelhurst, WI 54531  
Oct 9, 2015

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Amanda Mott  
Madison, WI 53715  
Oct 9, 2015

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Emily Fox  
Pleasant Prairie, WI 53158  
Oct 9, 2015

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Anne leach  
neenah, WI 55956  
Oct 9, 2015

---

Stop bill LRB 2343/1 now!

Joyce Rose  
Madison, WI 53705  
Oct 9, 2015

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Alice Zarda  
Neenah, WI 54956

Oct 9, 2015

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Robert Chance  
St. Anthony, MN 55418  
Oct 9, 2015

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Lynn Gummelt  
Madison, WI 53719  
Oct 9, 2015

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Beth Wydeven  
Madison, WI 53719  
Oct 9, 2015

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Cary Mullen  
Madison, WI 53703  
Oct 9, 2015

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Gerry Vohs  
Madison, WI 53704  
Oct 9, 2015

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Becky Held  
Madison, WI 53704  
Oct 9, 2015

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Cassidy Schroeder  
Madison, WI 53715  
Oct 9, 2015

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Amy KILBURG  
Oregon, WI 53575  
Oct 9, 2015

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Joan Lerman  
Madison, WI 53717  
Oct 9, 2015

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Crystal McParland  
Madison, WI 53711  
Oct 9, 2015

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Robert Korman  
Greenfield, WI 53221  
Oct 9, 2015

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Douglas R. Stewart  
Elkhorn, WI 53121  
Oct 9, 2015

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---

This bill is full of hatred and ignorance. STOP THIS BILL!

Margaret Bowman  
Madison, WI 53714  
Oct 9, 2015

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Paulette Johnson  
Milwaukee, WI 53222  
Oct 9, 2015

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Shari Stephenson  
Madison, WI 53704  
Oct 9, 2015

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Leigh Ann Seifert  
Fitchburg, WI 53711  
Oct 9, 2015

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This bill is cruel.

Amanda Leonard  
Madison, WI 53704  
Oct 9, 2015

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Evan  
Fitchburg, WI 53711  
Oct 9, 2015

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Students who are transgender deserve dignity; have you talked to people in the schools about how this will play out? It is heartless.

Kris A Cody-Johnson  
MIDDLETON, WI 53562  
Oct 9, 2015

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Teresa Reams  
Prairie du Sac, WI 53578  
Oct 9, 2015

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Mary Ann McBride  
Madison, WI 53703-3751  
Oct 9, 2015

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Wendy  
Wauwatosa, WI 53226  
Oct 9, 2015

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Aaron Schultz  
Madison, WI 53704  
Oct 9, 2015

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Melanie Benesh  
Washington, DC 20002  
Oct 9, 2015

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Please GOP, don't create a problem where one does not exist.

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Jackie Menzl  
Wauwatosa, WI 53213  
Oct 9, 2015

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Susan Fox  
Shorewood, WI 53211  
Oct 9, 2015

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S Kilmer  
Madison, WI 53704  
Oct 9, 2015

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camy matthay  
Brooklyn, WI 53521  
Oct 9, 2015

---

Tim  
milwaukee, WI 53208  
Oct 9, 2015

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David Parter  
MADISON, WI 53715  
Oct 9, 2015

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Roselyn Hindle  
Mount Horeb, UT 53572  
Oct 9, 2015

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Rachel  
Minneapolis, MN 55408  
Oct 9, 2015

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Jean Truesdale  
Whitewater, WI 53190  
Oct 9, 2015

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Valerie  
Madison, WI 53713

Oct 9, 2015

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This is a burial of human rights. Instead of discriminating, WI Legislators SHOULD be protecting the rights of ALL its citizens, every single one of us! Shame on you, legislators, shame on you.

Paula Buege  
Middleton, WI 53562  
Oct 9, 2015

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Robin Gray  
Madison, WI 53711  
Oct 9, 2015

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Justin Best  
Holmen, WI 54636  
Oct 9, 2015

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Erika Pritchett  
Madison, WI 53715  
Oct 9, 2015

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Stacey Dunn  
Bellevue, WA 98008  
Oct 9, 2015

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Heather Clefish  
madison, WI 53704  
Oct 9, 2015

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Brianna Payne  
Madison, WI 53719  
Oct 9, 2015

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Rick Lyngaas  
Fitchburg, WI 53711  
Oct 9, 2015

---

And We'll guard each man's dignity and save each man's pride

Anita Parsil  
Tucson, AZ 85713  
Oct 9, 2015

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Amanda Bakken  
Evanston, IL 60201  
Oct 9, 2015

---

Amy  
Greendale, WI 53129

Oct 9, 2015

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La Don Love  
Shorewood, WI 53211  
Oct 9, 2015

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Nancy  
Cottage Grove, WI 53527  
Oct 9, 2015

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Lauren Vedrine  
Madison, WI 53703  
Oct 9, 2015

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Jennifer D. Klein  
Denver, CO 80204-3539  
Oct 9, 2015

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Denny Boehm  
United States 54455-8949  
Oct 9, 2015

---

You people know nothing about this matter. Stay out of it. You are clearly out of your depth.

G Green  
Kenosha, WI 53142  
Oct 9, 2015

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michael freytes  
Milwaukee, WI 53204  
Oct 9, 2015

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Please stop trying to legislate what should be individual choices. If a child is offended by the presence of another in a restroom or locker room, then the administrators of the school, who know the parties involved, should work out a solution. This is not what elected officials should spend their time on. This is mean-spirited and discriminatory.

Jodi Delfosse  
Milwaukee, WI 53211  
Oct 9, 2015

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Sandy Mouras  
Durham, NC 27705  
Oct 9, 2015

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Maryann Schulten  
Iron River, WI 54847  
Oct 9, 2015

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Jean Armendariz-Kerr  
Madison, WI 53711  
Oct 9, 2015

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Debra Tendick  
Appleton, WI 54915  
Oct 9, 2015

---

Please protect these most vulnerable of students and allow them to use the restroom of their gender! There is no need for this bill.

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Erin Carter O'Brien  
Madison, WI 53719  
Oct 9, 2015

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Erin Manning  
Finland, MN 55603  
Oct 9, 2015

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August Glomski  
Madison, WI 53703  
Oct 9, 2015

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reay sutherland  
kastri, Greece  
Oct 9, 2015

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Amanda Villanueva  
Milwaukee, WI 53702  
Oct 9, 2015

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Marco  
Cohoes, NY 12047  
Oct 9, 2015

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Ellen Werdan  
Middleton, WI 53562  
Oct 9, 2015

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Matthew  
Madison, WI 53715  
Oct 9, 2015

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Laurie Stolen  
Waunakee, WI 53597  
Oct 9, 2015

---

A very frequent visitor to your soon to be "unfair" State.

Sammy P.  
Chicago, IL 60645  
Oct 9, 2015

---

Please do not require schools to conform to what you believe to be the definition of gender. Gender is not defined by physical attributes!

Rachel Quade  
Saint Francis, WI 53235  
Oct 9, 2015

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Coyla Rankin  
Madison, WI 53704  
Oct 9, 2015

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Lisa Zingale  
Madison, WI 53713  
Oct 9, 2015

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Jennifer Ferstl  
Madison, WI 53719  
Oct 9, 2015

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Evelyn  
Madison, WI 53711  
Oct 9, 2015

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Catherine Marler  
Madison, WI 53715  
Oct 9, 2015

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Patricia Whyte  
Madison, WI 53711  
Oct 9, 2015

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Morgan Walcheck  
Madison, WI 53703  
Oct 9, 2015

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Another Act of discrimination affecting our children.

Frances Johnson  
Madison, WI 53711  
Oct 9, 2015

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Kim Nemacheck  
Madison, WI 53704  
Oct 9, 2015

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Jennifer Beil  
Madison, WI 53704  
Oct 9, 2015

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Andrea Trapino  
Madison, WI 53711  
Oct 9, 2015

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Silvina Arata  
Fitchburg, WI 53711  
Oct 9, 2015

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Scott Fenton  
Madison, WI 53718  
Oct 9, 2015

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Paul Wegner  
Minneapolis, MN 55419  
Oct 9, 2015

---

Trans kids have it hard enough already. This could be the straw that breaks the camel's back and drives even more of them to suicide.

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Nancy Wettersten  
Madison, WI 53711  
Oct 9, 2015

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Marie Drumm  
Madison, WI 53703  
Oct 9, 2015

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Jed Hopkins  
Madison, WI 53715  
Oct 9, 2015

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Lori C. Melton  
Two Harbors, MN 55616  
Oct 9, 2015

---

Stop trying to legislate discrimination about people you simply do not like. This bill represents the worst the United States has to offer.

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Tyler Donnelly  
Stoughton, WI 53589

Oct 9, 2015

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Julie flotten  
Duluth, MN 55803  
Oct 9, 2015

---

This bill is wrong on so many levels, the most worst of which is making transgender youth out as pedophiles.

Jeanne Marshall  
Madison, WI 53714  
Oct 9, 2015

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S Adrian  
Madison, WI 53704  
Oct 9, 2015

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Shannon Heeley  
Madison, WI 53715  
Oct 9, 2015

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Seth McElhinney  
Madison, WI 53713  
Oct 9, 2015

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Jill Wrobel  
oregon, WI 53575  
Oct 9, 2015

---

Do the right thing and help these children feel safe. Educate yourself about transgender individuals.

Nancy Jones  
Middleton, WI 53562  
Oct 9, 2015

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I do not support this discriminatory bill!

Seth House  
Duluth, MN 55803  
Oct 9, 2015

---

Donna Birschbach  
Middleton, WI 53562  
Oct 9, 2015

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Tara Salzwedel  
Madison, WI 53719  
Oct 9, 2015

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Darcy Wilkin  
Kalamazoo, MI 49008  
Oct 9, 2015

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Vivian Schmelzer  
Sun Prairie, WI 53590  
Oct 9, 2015

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Alyssa Andrew  
Madison, WI 53705  
Oct 9, 2015

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No should should ever feel insafe or unwanted in their school. This bill is a ridiculous and offensive barrier to trans students' right to an education.

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Sophia Nielsen  
Madison, WI 53703  
Oct 9, 2015

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Allen Kannal  
Brooklyn, WI 53521  
Oct 9, 2015

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Patrick S Carpenter  
Milwaukee, WI 53224  
Oct 9, 2015

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Katy Williams  
owatonna, Andorra  
Oct 9, 2015

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Edith McFadden, M.D.  
Milwaukee, WI 53211-3439  
Oct 9, 2015

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Janine Grill  
Watertown, WI 53094  
Oct 9, 2015

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Sue Falk  
Madison, WI 53716  
Oct 9, 2015

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Meghan blodgett  
Madison, WI 53704  
Oct 9, 2015

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This is bully legislation. I want our laws to be about bringing people up to be the best we can, not to bully people and treat them differently. SHAME ON YOU. These types of laws cause violence and intolerance. There is no place in the great state of Wisconsin for this type of legislation.

Jenna Hansen  
Madison, WI 53704  
Oct 9, 2015

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Stephanie Wild  
Madison, WI 53716  
Oct 9, 2015

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Katie Klas  
Sun Prairie, WI 53590  
Oct 9, 2015

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Robin  
Ely, MN 55731  
Oct 9, 2015

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Elizabeth Shirah  
Madison, WI 53711  
Oct 9, 2015

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Suzanne Olajos  
Verona, WI 53593  
Oct 9, 2015

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STOP THE HATE!!!!!!!!!!

CAROLINA SANDHEZ  
RIDGEWAY, WI 53582  
Oct 9, 2015

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This bill only serves to further stigmatize trans children. This legislation is hateful and serves no real purpose.

Stevie Marvin  
Madison, WI 53705  
Oct 9, 2015

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Maureen Meas  
Madison, WI 53711  
Oct 9, 2015

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Please stop this bill!

Jill Stiegler  
MIDDLETON, WI 53562

Oct 9, 2015

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Cheryl Sutter  
Eau Claire, WI 54703  
Oct 9, 2015

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Surely the legislature has more important things to work on than who is using which bathrooms. Jobs, state infrastructure, many things should take precedence over a non-issue like this.

Lynn Hilgers  
Madison, WI 53704  
Oct 9, 2015

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Douglas McKeown  
New York, NY 10036  
Oct 9, 2015

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Kira Panzer  
Appleton, WI 54911  
Oct 9, 2015

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Karly Fransen  
Silver Bay, MN 55614  
Oct 9, 2015

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Anita Krasno  
Madison, WI 53703  
Oct 9, 2015

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Joe Divine  
Milwaukee, WI 53220  
Oct 9, 2015

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Debra Deppeler  
Madison, WI 53703  
Oct 9, 2015

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Cara Streekstra  
Madison, WI 53705  
Oct 9, 2015

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Gary Zajc  
Wauwatosa, WI 53213  
Oct 9, 2015

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Trevyn Slusser  
Canon City, CO 81212  
Oct 9, 2015

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Laurie  
Appleton, WI 54915  
Oct 9, 2015

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Gillian Fink  
Monona, WI 53716  
Oct 9, 2015

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Shayla Dunn  
Madison, WI 53715  
Oct 9, 2015

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Stephanie Parmentier  
Menasha, WI 54952  
Oct 9, 2015

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Samantha  
Oshkosh, WI 54902  
Oct 9, 2015

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Lian  
Milwaukee, WI 53212  
Oct 9, 2015

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Megan Hockenbury  
Malvern, PA 19355  
Oct 9, 2015

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This bill is discrimination against trans kids!

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Ashley Altadonna  
Milwaukee, WI 53207  
Oct 9, 2015

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Cameron Scheller-Suitor  
Oregon, WI 53575  
Oct 9, 2015

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Brittany White  
Fitchburg, WI 53711  
Oct 9, 2015

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Phillip Corona  
Cudahy, WI 53110  
Oct 9, 2015

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Yarrow Mead  
Finland, MN 55603

Oct 9, 2015

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Vered Meltzer  
Appleton, WI 54911  
Oct 9, 2015

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James Evans  
Oshkosh, WI 54901  
Oct 9, 2015

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Eva-Genevieve Scarborough  
Naperville, IL 60565  
Oct 9, 2015

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Annie Rice  
St. Louis, MO 63110  
Oct 9, 2015

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Carrie Preston  
Madison, WI 53704  
Oct 9, 2015

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Erin Veerhusen  
Madison, WI 53719  
Oct 9, 2015

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Ophelia Bailly  
Madison, WI 53704  
Oct 9, 2015

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Lindsey Thomas  
Minneapolis, MN 55407  
Oct 9, 2015

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Simone Doing  
Madison, WI 53703  
Oct 9, 2015

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Jessica  
oshkosh, WI 54904  
Oct 9, 2015

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Stephanie  
Chippewa Falls, WI 54729  
Oct 9, 2015

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Kaelyn Lenski  
Silver Bay, MN 55614  
Oct 9, 2015

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Stefany Grainger  
Madison, WI 53705  
Oct 9, 2015

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Maria Aliza  
seattle, WA 98126  
Oct 9, 2015

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let's rise above the ignorance and stop stereotyping not all kids are gender defined

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Brian K Kipp  
Madison, WI 53703  
Oct 9, 2015

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Joey Krebs  
Madison, WI 53703  
Oct 9, 2015

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Grant Samuelson  
Madison, WI 53704  
Oct 9, 2015

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Evelyn Pate Alcalde  
Stoughton, WI 53589  
Oct 9, 2015

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Anna Lewis  
Fitchburg, WI 53711  
Oct 9, 2015

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Jenna  
Oshkosh, WI 54901  
Oct 9, 2015

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Carole Pecor  
Wauwatosa, WI 53213  
Oct 9, 2015

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Kate Brawner  
minneapolis, MN 55418  
Oct 9, 2015

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Mindy Storch  
Verona, WI 53593  
Oct 9, 2015

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Patricia Gates  
Plover, WI 54467

Oct 9, 2015

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Allyson  
New York, NY 10016  
Oct 9, 2015

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Megan Bennett  
columbia, SC 29203  
Oct 9, 2015

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Julia Cechvala  
Madison, WI 53704  
Oct 9, 2015

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Don't buy into the fearmongering. The only children that need fear anything are the ones making the courageous choice to be their authentic selves, and they deserve the support of adults who should know better than whoever it was who introduced this ridiculous legislation. Get informed, people.

Elizabeth Truesdale  
Appleton, WI 54911  
Oct 9, 2015

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Susan Willis  
Madison, WI 53711  
Oct 9, 2015

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Finn Enke  
Madison, WI 53704  
Oct 9, 2015

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Dave Graf  
Madison, WI 53705  
Oct 9, 2015

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Sarah Heimbach  
Milwaukee, WI 53207  
Oct 9, 2015

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Ann Bowman  
Herbster, WI 54844  
Oct 9, 2015

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Lydia Stephens  
Madison, WI 53713  
Oct 9, 2015

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Erin Moe  
Kenosha, WI 53142  
Oct 9, 2015

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Michael Williams  
Jonesboro, AR 72401  
Oct 9, 2015

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Samone Derks  
seattle, WA 98115  
Oct 9, 2015

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This bill is a violation of our laws under Title IX. The state will experience a variety of law suits if the bill is implemented. I oppose this strongly.

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Rebecca Zambrano  
Middleton, WI 53562  
Oct 9, 2015

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Genevieve Redsten  
Madison, WI 53705  
Oct 9, 2015

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Carlos Chacon  
Madison, WI 53703  
Oct 9, 2015

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Carrie VandenWymelenberg  
Milwaukee, WI 53207  
Oct 9, 2015

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Gina Alexander  
Arena, WI 53503  
Oct 9, 2015

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Carol Oftedahl  
Montello, WI 53949  
Oct 9, 2015

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Polly Snodgrass  
Appleton, WI 54911  
Oct 9, 2015

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Greg Press  
Madison, WI 53711  
Oct 9, 2015

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Kristina Spannbauer  
Oshkosh, WI 54904  
Oct 9, 2015

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What if this was Your child? Wouldn't you want them protected?

Sue Glasset  
Bsmk, ND 58507  
Oct 9, 2015

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Julie Logan  
Madison, WI 53704  
Oct 9, 2015

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Emily Graf  
madison, WI 53705  
Oct 9, 2015

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Hannah  
Madison, WI 53703  
Oct 9, 2015

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Tina Parke-Sutherland  
Columbia, MO 65203  
Oct 9, 2015

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Stop discriminating against transgender children.

Kelly Matthews  
Oshkosh, WI 54901  
Oct 9, 2015

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Linda Balisle  
Arena, WI 53503  
Oct 9, 2015

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Kate Vannoy  
Milwaukee, WI 53207  
Oct 9, 2015

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Claudia Lewis  
Madison, WI 53744  
Oct 9, 2015

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Ness Thiel  
Saint Paul, MN 55119  
Oct 9, 2015

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Tracy Benton  
Madison, WI 53705  
Oct 9, 2015

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Washrooms should be a safe space for everyone!

abigail lofte  
ossian, IA 52161  
Oct 9, 2015

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Mary Holm  
Eau Claire, WI 54703  
Oct 9, 2015

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Harriet chen  
Madison, WI 53705  
Oct 9, 2015

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WI is looking "silly" these days!

Katherine Hartley  
Madison, WI 53713  
Oct 9, 2015

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Aaron Cochran  
Corvallis, OR 97330  
Oct 9, 2015

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Sabrina Miller  
Madison, WI 53704  
Oct 9, 2015

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Alexis Kruger  
Fall Creek, WI 54742  
Oct 9, 2015

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Please do not go forward with this mis-guided legislation. This will in some cases increase bullying against transgendered teens.

Mark Mariucci  
Green Bay, WI 54303  
Oct 9, 2015

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Jessica Flock  
Elkhorn, WI 53121  
Oct 9, 2015

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Dawn Brandenstein  
Cambridge, WI 53523  
Oct 9, 2015

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Miranda Hassett  
Madison, WI 53711  
Oct 9, 2015

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Sara A Colopy  
Madison, WI 53704  
Oct 9, 2015

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Please stop this bill and stop the legislation of hate.

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Rita Erickson  
Tomah, WI 54660  
Oct 9, 2015

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Airi Williams  
Oak Creek, WI 53154  
Oct 9, 2015

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This is a bill written in ignorance and is protecting no one. It stands to harm vulnerable individuals.

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Brittany  
Waunakee, WI 53597  
Oct 9, 2015

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Lora Ott  
Madison, WI 53714  
Oct 9, 2015

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Beth Rendall  
Lake Geneva, WI 53147  
Oct 9, 2015

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Non transgender students are in no danger of any shape or form due to a transgender student using the restroom in which they identify with. This is just another attempt at discrimination disguised as a "safety" issue and is illegal according to Title IX. If passed, it will be immediately struck down by the first person who challenges it in a court of law.

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Kimberly Taylor  
Bartlett, TN 38135  
Oct 9, 2015

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Patrick Bohn  
Madison, WI 53711  
Oct 9, 2015

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Anna Razidlo  
La Crosse, WI 54601  
Oct 9, 2015

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This legislation is discriminatory and unconstitutional.

Noah Abrahamson  
Madison, WI 53716  
Oct 9, 2015

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Cole Rockatansky  
Milwaukee, WI 53211  
Oct 9, 2015

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Everyone deserves equal rights and dignity. Never should any child be singled out.

Donna Hermsen  
Madison, WI 53719  
Oct 9, 2015

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Anthony Harris  
Milwaukee, WI 53222  
Oct 9, 2015

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Jason Horowitz  
Madison, WI 53711  
Oct 9, 2015

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Julia gengenbach  
Madison, WI 53704  
Oct 9, 2015

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Ashe Palmer  
Milwaukee, WI 53218  
Oct 9, 2015

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Please stop the madness and hysteria it is generating towards a protected class of boys, girls , women and children. God's agents on earth are all of us, its unconscionable to promote fear, hate and discrimination into law that only promotes further fear and anxiety. No trans person will be hurting anyone, no trans person is wanting access for sexual satisfaction or leering, we simply need to PEE people. That is not against the LAW or in any BIBLE, Koran, TORAH or any part of a religious teachings. If you are afraid - imagine how it is for a person who is fearful of walking alone anywhere. Please stop the madness.

Erin Bran  
MUNFORD, TN 38058  
Oct 9, 2015

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Norma  
cp, IN 46307  
Oct 9, 2015

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wendy hutton  
madison, WI 53704  
Oct 9, 2015

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Veronica Sustic  
Madison, WI 53715  
Oct 9, 2015

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Nick  
Ames, IA 50013  
Oct 9, 2015

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Jessica Fleek  
Appleton, WI 54915  
Oct 9, 2015

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Protect the rights of trans\* students

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Lisa Hollenbach  
Madison, WI 53703  
Oct 9, 2015

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Jeanne Williams  
Mc Farland, WI 53558  
Oct 9, 2015

---

this is an ignorant and mean piece of legislation, please vote against it. These poor kids are already going through enough turmoil, with out the legislature introducing more into their lives.

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Mary Schmelzer  
Madison, WI 53711  
Oct 9, 2015

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sara gordon  
Madison, WI 53705  
Oct 9, 2015

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Elena McGrath  
Madison, WI 53704  
Oct 9, 2015

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Peter Ballinger  
Hillsboro, OR 97124  
Oct 9, 2015

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Heather Meyer  
Oshkosh, WI 54901  
Oct 9, 2015

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Peggy McDowell  
Tomahawk, WI 54487-1349  
Oct 9, 2015

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Ginger Francis  
Madison, WI 53704  
Oct 9, 2015

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Let's not victimize these kids more than they have been or will be in the future.

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Kris Owen  
Montello, Wi, WI 53949  
Oct 9, 2015

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Daniel Lador  
Chicago, IL 60640  
Oct 9, 2015

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Pamela Nash  
Madison, WI 53717  
Oct 9, 2015

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Libby Thorson  
Wilton, WI 54670  
Oct 9, 2015

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At a time when transgender youth are committing suicide at higher and higher rates the last thing we need is legislated hate. This is not about safety it's about discrimination pure and simple and it's not ok.

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Kaylin Shampo  
Middleton, WI 53562  
Oct 9, 2015

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max Jetzer  
Fitchburg, WI 53711  
Oct 9, 2015

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Johnathan R. Vanko  
CARPENTERSVILLE, IL 60110  
Oct 9, 2015

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This bill isn't about safety, and it isn't about privacy. It's about targeting a group of students who are already marginalized and in our schools and setting them up for further scrutiny and harassment.

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Timothy Michael  
Madison, WI 53705  
Oct 9, 2015

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Kathy George  
Madison, WI 53711  
Oct 9, 2015

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Kelly Jetzer  
Fitchburg, WI 53711  
Oct 9, 2015

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This bill is disrespectful, bigoted, and most importantly, in violation of Title IX. Stop grandstanding and make an attempt to better understand the constituency which you are bound to serve.

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Jay Thomas  
APPLETON, WI 54915  
Oct 9, 2015

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Elijah Holmes  
Madison, WI 53703  
Oct 9, 2015

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Jose Rubio-Zepeda  
Austin, TX 78758  
Oct 9, 2015

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Karen von Huene  
Waunakee, WI 53597  
Oct 9, 2015

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Alexandria Benotch  
Menasha, WI 54952  
Oct 9, 2015

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Sagar Keer  
Stamford, CT 06905  
Oct 9, 2015

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Michael (Mari) Donoian  
Milwaukee, WI 53204  
Oct 9, 2015

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This bill is harmful and will put lives at risk.

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Sandra Olson  
MADISON, WI 53713  
Oct 9, 2015

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Arno Michaelis  
Milwaukee, WI 53202  
Oct 9, 2015

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Vicky Slater  
Salisbury, United Kingdom  
Oct 9, 2015

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Rhonda Edwards  
Oshkosh, WI 54901  
Oct 9, 2015

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Angela Phillips  
Iowa city, IA 52245  
Oct 9, 2015

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Angela Birrittella  
La Crosse, WI 54603  
Oct 9, 2015

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Minia  
Oakland, CA 94602  
Oct 9, 2015

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Andy Olsen  
Madison, WI 53716  
Oct 9, 2015

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Annika  
sun prairie, WI 53590  
Oct 9, 2015

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Andy Jones  
Madison, WI 53713  
Oct 9, 2015

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Katie Gagliano  
Madison, WI 53703  
Oct 9, 2015

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This bill is discriminatory and pointless, and violates federal law. What are you thinking?

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Samantha Looker  
Appleton, WI 54911  
Oct 9, 2015

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Katherine Charek Briggs  
Madison, WI 53704  
Oct 9, 2015

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Separate is not equal, we've already proved this. Please don't put this extra and unnecessary burden on our already at risk transgender and intersex children.

Zz Riford  
Madison, WI 53703  
Oct 9, 2015

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Having a transgender son, I know the risks he takes daily just leaving the house. School should be a safe refuge, and yet those who do not understand the risks are ready to make poor decisions. Follow the law and do the right thing, not just for my son, but all children Trans or not. This is a civil rights case, stand on the side of justice and love.

Bridget Kramerh  
Appleton, WI 54915  
Oct 9, 2015

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Theresa Pope  
Madison, WI 53711  
Oct 9, 2015

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Melissa Peyton  
Madison, WI 53704  
Oct 9, 2015

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Chris Stalker-Herron  
Madison, WI 53711  
Oct 9, 2015

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Charlee Larson  
Austin, TX 78758  
Oct 9, 2015

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Kate Rafferty  
Minneapolis, MN 55430  
Oct 9, 2015

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Alan Irgang  
Madison, WI 53705  
Oct 9, 2015

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Liz Funk Smith  
Monona, WI 53716  
Oct 9, 2015

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Sonja Rode  
Milwaukee, WI 53207  
Oct 9, 2015

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marcia jablonski  
Mineral Point, WI 53565  
Oct 9, 2015

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The kids understand and don't want it, why do the adults force the issue

cindy ulsrud  
SUN PRAIRIE, WI 53590  
Oct 9, 2015

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Debbie Stampler  
Madison, WI 53711  
Oct 9, 2015

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Inclusion should be modeled by the district and teachers for the well-being of everyone in school.

Molly  
Cottage Grove, WI 53527  
Oct 9, 2015

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Lori Hamilton  
Madison, WI 53704  
Oct 9, 2015

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Sally Schultz  
STOUGHTON, WI 53589  
Oct 9, 2015

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Kate Quigley  
Madison, WI 53703  
Oct 9, 2015

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Kathy Utley  
Madison, WI 53705  
Oct 9, 2015

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Julie Olstadt  
Stoughton, WI 53589  
Oct 9, 2015

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I do not support this bill and think it is wrong for our state.

Chris Norris  
Madison, WI 53703  
Oct 9, 2015

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Monica Davidson  
Madison, WI 53713

Oct 9, 2015

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Lynn Francis  
Silver Spring, MD 20904  
Oct 9, 2015

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Stephanie Ricketts  
Madison, WI 53704  
Oct 9, 2015

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Julie Luecke  
Madison, WI 53711  
Oct 9, 2015

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Marcy Doelp  
Madison, WI 53711  
Oct 9, 2015

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The first thing every teacher knows to do is to create an atmosphere of safety and inclusion. Support their mission.

Connie Finnegan  
Middleton, WI 53562  
Oct 9, 2015

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Rhea Palmer  
Minneapolis, MN 55408  
Oct 9, 2015

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Meghan Keller  
Lakewood, WI 54138  
Oct 9, 2015

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Terri Hubbard  
Madison, WI 53705  
Oct 9, 2015

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Please do not pass this bill.

brenda Black  
Winneconne, WI 54986-9540  
Oct 9, 2015

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elizabeth lauer  
madison, WI 53704  
Oct 9, 2015

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Sam Gruber  
Sturgeon Bay, WI 54235

Oct 9, 2015

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I am a teacher and I want all of my students to feel safe and be welcomed at school. Halt this disturbing transphobic legislation NOW.

Bridget Forbes  
Madison, WI 53714  
Oct 9, 2015

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Katie Leach  
Madison, WI 53717  
Oct 9, 2015

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Michael Trokan  
Milwaukee, WI 53212  
Oct 9, 2015

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Tisha King Heiden  
La Crosse, WI 54603  
Oct 9, 2015

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vicki vohs  
Janesville, WI 53546  
Oct 9, 2015

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Christopher Jorgenson  
Eau Claire, WI 54703  
Oct 9, 2015

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Amanda Olson  
Madison, WI 53716  
Oct 9, 2015

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Cristine Fuller  
Dousman, WI 53118  
Oct 9, 2015

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Kristin Mathews  
Madison, WI 53704  
Oct 9, 2015

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Tricia Cremeens  
McFarland, WI 53558  
Oct 9, 2015

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Linda Keys  
Madison, WI 53705  
Oct 9, 2015

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This is ridiculous. I mean this is telling kids to not use the restroom. Isn't this telling them to kill themselves indirectly? Scott Walker and representatives supporting, how many hours can you hold?

James C Lee  
madison, WI 53705  
Oct 9, 2015

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One of the purposes of government is to protect (even unpopular) minorities against the tyranny of the majority. I expect legislators to respect, and to stand up for, the individual rights of transgender students, and to use evidence based decision making, rather than relying on anecdotal incidents, fear or mob mentality.

Jennifer Heinz  
Chippewa Falls, WI 54729  
Oct 9, 2015

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To Representative Jesse Kremer, My name is Joanne Lee and I am a mother of two children. Two weeks ago I would have agreed with your stance on this. I didn't know anything about transgender issues, what it is like to be transgender until my son's death. My child's death. My child, Skylar Marcus Lee, passed away less than two weeks ago with severe depression that was due to so many things. He was transgender. My other son is transgender. I did not listen to them. I ignored them when they talked to me. I would not have walked my children to school to speak to their principal for bathroom accommodations. It did not make sense to me, it did not seem serious to me at the time even though my son complained to me last year. He did not know which bathroom to use. I am a medical professional as a nurse. I should have known the issues if they did not use the restroom. Urinary tract infections are common when a person does not use the restroom on time. Yes, on time. It is hard to concentrate at school when you can only think of using it. Being transgender is something we cannot as parents control. They grow up, you want them to be what you think they are, but it is not always what it seems. My heart is broken. I am grieving the loss of my child who will always be 16. My other son just turned 20. I want to talk about how this country is representing freedom, they should be treated as equals. Not discriminated by their gender identity. Humans have rights for choosing happiness and voicing who they are. We need to give them this equal opportunity regardless of their sex and/or gender. They deserve dignity. What we need to do is protect this youth to get the same opportunity as other students do. If we force them, transgender students, the attempt suicide rate is higher than 40%. If you force them to kill themselves the blood is on your hands, not just you but whoever participates and forces them, administration or politicians. It is indirect killing. I am sorry but it is the truth. Please let them live, fulfill their goals, and save people, and contribute to this country. Make them proud to be citizens of America like other people. Don't deprive of their rights to use the bathroom or the locker rooms. Do not just make it two genders, there are intersex students too. I am a mother of two children. One is no longer here. Please listen to their voices. Thank you. Sincerely, Joanne Lee

Joanne U Lee  
Madison, WI 53705  
Oct 9, 2015

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Timothy Taugher  
Watertown, WI 53098  
Oct 9, 2015

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Emma Zeldin  
Madison, WI 53719  
Oct 9, 2015

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Sarah Linton  
Madison, WI 53703  
Oct 9, 2015

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Melissa  
Verona, WI 53593  
Oct 9, 2015

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Diane House  
Glenwood City, WI 54013  
Oct 9, 2015

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Declan Dwyer  
Madison, WI 53716  
Oct 9, 2015

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Barbara C. White  
Madison, WI 53703  
Oct 9, 2015

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Peter Zarov  
Madison, WI 53717  
Oct 9, 2015

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Alex Hanna  
Madison, WI 53703  
Oct 9, 2015

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Stephanie Gralton  
milwaukee, WI 53207  
Oct 9, 2015

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Jill Ness  
Madison, WI 53704  
Oct 9, 2015

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Miche'l Moore  
greenfield, WI 53220  
Oct 9, 2015

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McKenzie Zeiss  
Madison, WI 53719  
Oct 9, 2015

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Tami paus soleim  
Montello, WI 53949  
Oct 9, 2015

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Melissa Kellor  
Verona, WI 53593  
Oct 9, 2015

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Amy Kortbein  
Middleton, WI 53562  
Oct 9, 2015

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Beth Potter  
madison, WI 53726  
Oct 9, 2015

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Brianna  
Beloit, WI 53511  
Oct 9, 2015

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Cabell Gathman  
Madison, WI 53711  
Oct 9, 2015

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Emily tarter  
madison, WI 53705  
Oct 9, 2015

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Jennifer Rose  
Cottage Grove, WI 53527  
Oct 9, 2015

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Hannah singer  
madison, WI 53711  
Oct 9, 2015

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Jayne Rowsam  
McGarland, WI 53558  
Oct 9, 2015

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Levi Sable  
Madison, WI 53711  
Oct 9, 2015

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Robbyn Kucharski  
Pewaukee, WI 53072  
Oct 9, 2015

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sandy  
Madison, WI 53705  
Oct 9, 2015

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Margie Rem  
Madison, WI 53711  
Oct 9, 2015

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Ann-Marie Cain  
Madison, WI 53703  
Oct 9, 2015

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Trina Clemente  
Madison, WI 53704  
Oct 9, 2015

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Jane Suminski  
Milwaukee, WI 53207  
Oct 9, 2015

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Meredith Krejny  
Madison, WI 53704  
Oct 9, 2015

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Anahi Sanchez Sandoval  
Milwaukee, WI 53208  
Oct 9, 2015

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Nancy Nelson  
Lake Mills, WI 53551  
Oct 9, 2015

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Sonja Cheadle  
Madison, WI 53716  
Oct 9, 2015

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Jennifer  
Milwaukee, WI 53207  
Oct 9, 2015

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Karen Bruno  
Appleton, WI 54911  
Oct 9, 2015

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Anne Colville  
Belleville,, WI 53508  
Oct 9, 2015

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Judith Hasse  
Hixton, WI 54635  
Oct 9, 2015

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Maria Wells  
madison, WI 53718  
Oct 9, 2015

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Don't make your decisions based of assumptions. Spend some time with and learn from the constituents that this legislation is targeting. That's a suggestion for everyone.

Alex Olson  
Westby, WI 54667  
Oct 9, 2015

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Jack Rusch  
Appleton, WI 54913  
Oct 9, 2015

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Mara  
Monona, WI 53716  
Oct 9, 2015

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Susan Ruggles  
Glendale, WI 53209  
Oct 9, 2015

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Korinne  
Ripon, WI 54971  
Oct 9, 2015

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Julia Nowicki  
Madison, WI 53703  
Oct 9, 2015

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Laura  
Hamden, CT 06517  
Oct 9, 2015

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Pam Garrett  
Madison, WI 53704  
Oct 9, 2015

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Kirk Grill  
Watertown, WI 53094  
Oct 9, 2015

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Sarah Wescott  
Rio, WI 53960  
Oct 9, 2015

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Megan Meyer  
Spencer, WI 54479  
Oct 9, 2015

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Gabrielle Bate  
Madison, WI 53715  
Oct 9, 2015

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Clare Masson  
Milwaukee, WI 53211  
Oct 9, 2015

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This bill is discriminatory at its heart. The premise it claims is unfounded at best, outright false at worst. I am reminded of Governor Wallace of Alabama, as well as the Dixiecrats and Segregationists; passing this bill would put Wisconsin in contravention of Title IX, and would only further embarrass any and all who might vote for it.

Michael Schommer  
Fitchburg, WI 53711  
Oct 9, 2015

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Brianne Getchius  
Appleton, WI 54911  
Oct 9, 2015

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Kristina Kishbaugh  
Appleton, WI 54911  
Oct 9, 2015

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Garth Bond  
Appleton, WI 54911  
Oct 9, 2015

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Darlene Harbick  
Madison, WI 53704  
Oct 9, 2015

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Mary Claggett  
Frederick, MD 21701  
Oct 9, 2015

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Saleena White  
Berlin, WI 54923  
Oct 9, 2015

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Kira Berman  
YPSILANTI, MI 48197  
Oct 9, 2015

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Marcea L. Kermitz  
Wausau, WI 54401  
Oct 9, 2015

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Trish Kalhagen  
Edgerton, WI 53534  
Oct 9, 2015

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kelly sullivan  
oregon, WI 53575  
Oct 9, 2015

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Jean Kenevan  
Appleton, WI 54911  
Oct 9, 2015

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Karin Valenti  
Coloma, MI 49038  
Oct 9, 2015

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Diana Roehr  
Cottage Grove, WI 53527  
Oct 9, 2015

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No one should be policing genitals in school bathrooms. No one. Behavior problems are different. I want them addressed, regardless of the genitals of the people behaving badly.

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Elizabeth Kessler  
Milwaukee, WI 53208  
Oct 9, 2015

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Ann Marie Hoepner  
EAU CLAIRE, WI 54703  
Oct 9, 2015

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Tamar Zick  
Madison, WI 53714  
Oct 9, 2015

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Alexandra Fayen  
Madison, WI 53703  
Oct 9, 2015

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Nicola van Kuilenburg  
Frederick, MD 21701  
Oct 9, 2015

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Marianne Matt  
Madison, WI 53716  
Oct 9, 2015

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Jocelyn Henning  
MADISON, WI 53711  
Oct 9, 2015

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Andrew sorensen  
ripon, WI 54971  
Oct 9, 2015

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Daun J  
Madison, WI 53704  
Oct 9, 2015

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Lets save lives, not increase discrmination

Lynn Olson  
brodhead, WI 53520  
Oct 9, 2015

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Linda Weaver  
West Allis, WI 53227  
Oct 9, 2015

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Aimee Bush  
Horse shoe, NC 28742  
Oct 9, 2015

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Ricki Pettinato  
St. Louis, MO 63130  
Oct 9, 2015

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Mary Ray Worley  
Madison, WI 53716  
Oct 9, 2015

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darlene burgert  
milwaukee, WI 53202  
Oct 9, 2015

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Kimberly Keskinen  
Bennett, WI 54873  
Oct 9, 2015

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This bill will really, really harm some children. It is unnecessary, dangerous, and ill-informed. We can't play political games with any child, but especially not when aware of the high suicide rate among trans people.

Melissa McGaughey  
Milwaukee, WI 53207  
Oct 9, 2015

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Transgender students are humans who deserve respect!

AMY Chadek  
Greenfield, WI 53221  
Oct 9, 2015

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This bill will not help anyone. We as humans need to learn to be more accepting of eachother.

Jordan  
Verona, WI 53593  
Oct 9, 2015

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Harry Kiffel  
Oregon, WI 53575  
Oct 9, 2015

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Barry  
Beloit, WI 53511  
Oct 9, 2015

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This is a classic case of micromanagement and disrespect for local control.

Laurie Frank  
Madison, WI 53703  
Oct 9, 2015

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Bailey Roberts  
Kobr, Japan  
Oct 9, 2015

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Bernard Abbott  
Arkadias, Greece  
Oct 9, 2015

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Jane Schneider  
Madison, WI 53704  
Oct 9, 2015

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Peter Vaughan  
Madison, WI 53716  
Oct 9, 2015

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Tara Vazquez  
Bay shore, NY 11706  
Oct 9, 2015

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Deborah Willette  
Greencastle, IN 46135  
Oct 9, 2015

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Trans students are the unsafe ones. This law will put them at even greater risk of violence.

Helen Boyd  
Appleton, WI 54911

Oct 9, 2015

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Heather  
Greenfield, WI 53221  
Oct 9, 2015

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kevin phillips  
Random Lake, WI 53075  
Oct 9, 2015

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Takes away local control from school boards. Sets up schools for possible litigation. Is non inclusive and discriminatory.

Kenneth Douglas Mering  
Baraboo, WI 53913  
Oct 9, 2015

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Abigail Swetz  
Madison, WI 53704  
Oct 9, 2015

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Thomas Bouril  
Milwaukee, WI 53233  
Oct 9, 2015

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Aaron Lowe  
Madison, WI 53719  
Oct 9, 2015

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Jennifer Green  
madison, WI 53714  
Oct 9, 2015

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Ann Feeney  
Madison, WI 53704  
Oct 9, 2015

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Janis N. Senungetuk  
Madison, WI 53716-1238  
Oct 9, 2015

---

Steven Marty  
Green Bay, WI 54304  
Oct 9, 2015

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Susanne Breckenridge  
Madison, WI 53703-3881  
Oct 9, 2015

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Nicole Desautels  
Madison, WI 53705  
Oct 9, 2015

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Dale Weiss  
Milwaukee, WI 53213  
Oct 9, 2015

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Bethany wheeler  
mount horeb, WI 53572  
Oct 9, 2015

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Martha Treder  
Milwaukee, WI 53208  
Oct 9, 2015

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Jayne Mullins  
Madison, WI 53716  
Oct 9, 2015

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David Wilson  
Olympia, WA 98502  
Oct 9, 2015

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BJ wolfe  
Waunakee, WI 53597  
Oct 9, 2015

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Creating fear and isolating groups of people is not the way to govern.

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Sarah Canon  
Madison, WI 53705  
Oct 9, 2015

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Leah Flack  
Shorewood, WI 53211  
Oct 9, 2015

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Joan Papke  
Madison, WI 53704  
Oct 9, 2015

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Amber Ramirez  
STURTEVANT, WI 53177  
Oct 9, 2015

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Lisa Sottile  
Milwaukee, WI 53207

Oct 9, 2015

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Sol Kelley-Jones  
Madison, WI 53711  
Oct 9, 2015

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Andrew Silver  
Madison, WI 53719  
Oct 9, 2015

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Sol Kelley-Jones  
Madison, WI 53711  
Oct 9, 2015

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Mike Tuten  
Madison, WI 53713  
Oct 9, 2015

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Cindy Crane  
Madison, WI 53704  
Oct 9, 2015

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Michelle Dent  
Baraboo, WI 53913  
Oct 9, 2015

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Andrew Larsen  
Milwaukee, WI 53202  
Oct 9, 2015

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Emily Denler  
Madison, WI 53703  
Oct 9, 2015

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Melissa Tempel  
Milwaukee, WI 53212  
Oct 9, 2015

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Kathy Reid  
Seattle, WA 98115  
Oct 9, 2015

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Callen Harty  
Monona, WI 53716  
Oct 9, 2015

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Anne Zoellner  
McFarland, WI 53558  
Oct 9, 2015

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Mateo Medina  
Amherst, MA 01002  
Oct 9, 2015

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Transgender people deserve equal rights across the board

victoria schneider  
stevens point, WI 54481  
Oct 9, 2015

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Bailey  
Madison, WI 53704  
Oct 9, 2015

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Cheri Maples  
Madison, WI 53704  
Oct 9, 2015

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Susan Cameron  
Waterford, WI 53185  
Oct 9, 2015

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Christine Moellering  
ypsilanti, MI 48197  
Oct 9, 2015

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Quinn Salas  
Fond du Lac, WI 54935  
Oct 9, 2015

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Emma hale  
La crosse, WI 54601  
Oct 9, 2015

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SHAME!

Gina Jorgensen  
Milwaukee, WI 53219  
Oct 9, 2015

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cassi Jolitz  
Appleton, WI 54912  
Oct 9, 2015

---

Sarah Wagner  
Salem, WI 53168  
Oct 9, 2015

---

Pat  
Sun Prairie, WI 53590  
Oct 9, 2015

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Claire Wenstrom  
Oregon, WI 53575  
Oct 9, 2015

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Stefanie Jorenby  
MC FARLAND, WI 53558  
Oct 9, 2015

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Andrea Andrews  
Ontario, OR 97914  
Oct 9, 2015

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Mary  
Monona, WI 53716  
Oct 9, 2015

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Please don't let a lack of understanding hurt vulnerable kids.

Christopher B Murray  
Verona, WI 53593  
Oct 9, 2015

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Amber X Franklin  
Stoughton, WI 53589  
Oct 9, 2015

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Margaret Sleeper  
Madison, WI 53703  
Oct 9, 2015

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michael munson  
Milwaukee, WI 53202  
Oct 9, 2015

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Rather than harassing people who are different from yourself, try instead to learn about them and how they are more similar than different.

Steve Kurr  
Middleton, WI 53562  
Oct 9, 2015

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Charlie Dee  
Milwaukee, WI 53208  
Oct 9, 2015

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This bill would stigmatize transgender students and vastly harm their school experience. Plus it goes against Title IX. It's a very very bad idea.

Anne Urbanski  
Madison, WI 53714  
Oct 9, 2015

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Mark Zirbel  
Green Bay, WI 54302  
Oct 9, 2015

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Lori Nelson  
Verona, WI 53593  
Oct 9, 2015

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Susannah Brooks  
Madison, WI 53714  
Oct 9, 2015

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If this a way to save money, this is not the way. We need to have equal space for youth, where they matter and don't have to be hidden behind the current while the schools showcase their bio students. They have the right to use the bathroom of which they feel like they need to be. When you are home, you call a bathroom a bathroom for which all can use. Friends and family will come over and use it at their free will, cause why would they have to go to a restroom which they don't feel pressure of others eyes staring at them. Cause that doesn't happen in the restrooms of high school. People go in there do their business and leave. If a very female dressed person goes into the stales of which is assigned for males, the males will harass said person, thinking she is in the wrong place. Rather than going to a female assigned bathroom, no one will bat an eye. The men will see her as a treat.

Charlene Detra  
Columbus, WI 53925  
Oct 9, 2015

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Hateful hateful people, must be stopped.

Suzy Grindrod  
Madison, WI 53704  
Oct 9, 2015

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Ellen Severson  
La Crosse, WI 54601  
Oct 9, 2015

---

Laura Gibson  
Mc Farland, WI 53558  
Oct 9, 2015

---

Jennifer

Madison, WI 53714  
Oct 9, 2015

---

Doug Leikness  
Madison, WI 53704  
Oct 9, 2015

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Shameful bill.

Ellen Connor  
Waupaca, WI 54981  
Oct 9, 2015

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Amelia Speight  
Monon, WI 53716  
Oct 9, 2015

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Lori Vavrus  
Cottage Grove, WI 53527  
Oct 9, 2015

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Rachel  
Appleton, WI 54915  
Oct 9, 2015

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Emiliano  
Milwaukee, WI 53211  
Oct 9, 2015

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Joe Lynch  
Waukesha, WI 53189  
Oct 9, 2015

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No to Jim Crow bathroom bill.

Bob Bergman  
Oshkosh, WI 54901  
Oct 9, 2015

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Hilary Shager  
Madison, WI 53705  
Oct 9, 2015

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Susie Murray  
Verona, WI 53593  
Oct 9, 2015

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Lauren Pedersen  
Verona, WI 53593

Oct 9, 2015

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Please stay out of our school bathrooms, legislators.

Ellen Lindgren  
MIDDLETON, WI 53562  
Oct 9, 2015

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Leslie  
Monona, WI 53716  
Oct 9, 2015

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I am appalled that less than 2 weeks after a Madison transgender teen committed suicide, this bill was introduced. It has nothing to do with safety and everything to do with ignorance and discrimination.

Barbara Pietz  
Madison, WI 53715  
Oct 9, 2015

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Andrea Selbig  
Monona, WI 53716  
Oct 9, 2015

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Beth Ludeman  
Milwaukee, WI 53212  
Oct 9, 2015

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Peggy Schulz  
Milwaukee, WI 53202  
Oct 9, 2015

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Gail Wasmer  
Springfield, IL 62704  
Oct 9, 2015

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Anne Schoenemann  
Cottage Grove, WI 53527  
Oct 9, 2015

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I urge you to use empathy in this decision. As a female, it would be unbearably uncomfortable to use a conventional, public men's restroom. For a trans student identifying and dressing as a female, it is no less uncomfortable, and vice versa.

Allison Saecker  
Markesan, WI 53946  
Oct 9, 2015

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Isabel  
Oshkosh, WI 54901

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Oct 9, 2015

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Tou Fong Lee  
Milwaukee, WI 53211  
Oct 9, 2015

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Kelley Salas  
Shorewood, WI 53211  
Oct 9, 2015

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Jon A Bishop  
Madison, WI 53704  
Oct 9, 2015

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Rachel Flom  
Appleton, WI 54914  
Oct 9, 2015

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Chelsea Schlicht  
Milwaukee, WI 53202  
Oct 9, 2015

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I am outraged by the tactics that this hate filled bill represents.

Stephen Thompson  
Sullivan, WI 53178  
Oct 9, 2015

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Tena Madison  
Madison, WI 53704  
Oct 9, 2015

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Brett Fuller  
Milwaukee, WI 53224  
Oct 9, 2015

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S. Joseph Holloway  
PLATTEVILLE, WI 53818-3517  
Oct 9, 2015

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Diane White  
Beaver Dam, WI 53916  
Oct 9, 2015

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Kelly KNUTOWSKI  
Madison, WI 53703  
Oct 9, 2015

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Jessica  
Shrewsbury, MA 01545  
Oct 9, 2015

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Laura Lang  
Madison, WI 53717  
Oct 9, 2015

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Shannon Gorman  
DeForest, WI 53532  
Oct 9, 2015

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#lovewins

Melissa Sargent  
Madison, WI 53704  
Oct 9, 2015

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Natalie Miller  
Random Lake, WI 53075  
Oct 9, 2015

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Ayden Prehara  
Fitchburg, WI 53711  
Oct 9, 2015

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Signing this for my brother, a trans high school student <3

Laurel Hunt  
Madison, WI 53717  
Oct 9, 2015

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Michael Gruber  
Madison, WI 53713  
Oct 9, 2015

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Alan Morales  
Madison, WI 53713  
Oct 9, 2015

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WI needs to be about supporting all children....our children are our future!!

Jane Kesting  
Cleveland, WI 53015  
Oct 9, 2015

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Progress marches forward regardless! We can choose to be leaders or followers.

Mike Dorfman  
Madison, WI 53704  
Oct 9, 2015

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Kristin Joiner  
Milton, WI 53563  
Oct 9, 2015

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Easton Smith  
Madison, WI 53711  
Oct 9, 2015

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Michelle Eldridge  
Fitchburg, WI 53711  
Oct 9, 2015

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Lisa Cutting  
Madison, WI 53705  
Oct 9, 2015

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Israel Ramon  
Milwaukee, WI 53211  
Oct 9, 2015

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Caleah  
Madison, WI 53711  
Oct 9, 2015

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Maile Varian  
Madison, WI 53705  
Oct 9, 2015

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Stephanie  
Canal Winchester, OH 43110  
Oct 9, 2015

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Lalita du Perron  
Madison, WI 53705  
Oct 9, 2015

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Jo Jensen  
Madison, WI 53715  
Oct 9, 2015

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Have the WI legislators really nothing better to do with their time??

Melissa Baumann  
Madison, WI 53711  
Oct 9, 2015

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Holly Szablewski  
Milwaukee, WI 53222  
Oct 9, 2015

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Cassandra Mckinely  
wauankee, WI 53597  
Oct 9, 2015

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Kirstin Carlson  
Madison, WI 53705  
Oct 9, 2015

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Susanne Buchberger  
Wausau, WI 54403  
Oct 9, 2015

---

I do not understand republicans.

Jenna Mann  
Madison, WI 53706  
Oct 9, 2015

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Kimberly Strother  
Madison, WI 53711  
Oct 9, 2015

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Sherri Honaker  
Madison, WI 53704  
Oct 9, 2015

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STOP THE ASSAULT ON THE LIVES OF OUR YOUTH. They all deserve better from our elected officials.  
Rrv Chris LONG

Chris Long  
Madison, WI 53703  
Oct 9, 2015

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Antonio Mims  
madison, WI 53711  
Oct 9, 2015

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Justin Riley  
South Milwaukee, WI 53172  
Oct 9, 2015

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Hannah Edwards  
Saint Paul, MN 55104  
Oct 9, 2015

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Kate wanberg  
Madison, WI 53714  
Oct 9, 2015

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Elizabeth Martinez  
Madison, WI 53726  
Oct 9, 2015

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Jennifer Sternbach  
Madison, WI 53716  
Oct 9, 2015

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Randi Torstenson  
Long Island City, NY 11101  
Oct 9, 2015

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Richard Kent  
Princeton, NJ 08540  
Oct 9, 2015

---

Clara  
Appleton, WI 54911  
Oct 9, 2015

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Megan Schreiber  
Madison, WI 53718  
Oct 9, 2015

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Jonavan martin  
Milwaukee, WI 53206  
Oct 9, 2015

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Let the kids pee.

Michael Varihue  
Madison, WI 53704  
Oct 9, 2015

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Jody Clowes  
madison, WI 53715

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Oct 9, 2015

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Ruth Jones  
Onalaska, WI 54650  
Oct 9, 2015

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Michael Kruse  
Madison, WI 53704  
Oct 9, 2015

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Brenda Irene Coley  
Milwaukee, WI 53212  
Oct 9, 2015

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Emily Schmidt  
Lake Mills, WI 53551  
Oct 9, 2015

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Deirdre  
Madison, WI 53711  
Oct 9, 2015

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Laura Hartog  
Monona, WI 53716  
Oct 9, 2015

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Juniper  
Madison, WI 53719  
Oct 9, 2015

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Judi culver  
Windsor, WI 53598  
Oct 9, 2015

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Shanon Ebert  
Clintonville, WI 54929  
Oct 9, 2015

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Sharon Gould  
Madison, WI 53718  
Oct 9, 2015

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Jeb Ebben  
Milwaukee, WI 53212  
Oct 9, 2015

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Laura Hiebing  
madison, WI 53703  
Oct 9, 2015

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Peggy  
madison, WI 53711  
Oct 9, 2015

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Noah Degenhardt  
Oregon, WI 53575  
Oct 9, 2015

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Kari Rongstad  
Madison, WI 53715  
Oct 9, 2015

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Kathy king  
Madison, WI 53711  
Oct 9, 2015

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Eve Bertrand  
Madison, WI 53715  
Oct 9, 2015

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Lauren Davenport  
Norfolk, VA 23502  
Oct 9, 2015

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Amy Sutherland  
Sun prairie, WI 53590  
Oct 9, 2015

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William  
Madison, WI 53704  
Oct 9, 2015

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Diana Wheeler  
Madison, WI 53704  
Oct 9, 2015

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Nicole Carver  
Milwaukee, WI 53216  
Oct 9, 2015

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Anu E  
waunakee, WI 53597  
Oct 9, 2015

---

Theresa O'Neel  
Eau Claire, WI 54701  
Oct 9, 2015

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Martha Spiegel  
Norwich, NY 13815  
Oct 9, 2015

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Chris  
Monona, WI 53716  
Oct 9, 2015

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Authrene Ashton  
La Crosse, WI 54601  
Oct 9, 2015

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Susan Grimes  
Wauwatosa, WI 53222  
Oct 9, 2015

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Sheri South  
Buffalo Grove, IL 60089  
Oct 9, 2015

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Nanct Ruggeri  
Evanston, IL 60201  
Oct 9, 2015

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Karla Smith  
beloit, WI 53511  
Oct 9, 2015

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Linda Wesp  
Milwaukee, WI 53211  
Oct 9, 2015

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Jessica Hanson  
Minneapolis, MN 55407  
Oct 9, 2015

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Emily Kelly  
Superior, WI 54880  
Oct 9, 2015

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Carol  
Marshfield, WI 54449  
Oct 9, 2015

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gloria thiessen  
superior, WI 54880  
Oct 9, 2015

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Karen Baker  
Cottage Grove, WI 53527  
Oct 9, 2015

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Cheryl Hack  
Brooklyn, WI 53521  
Oct 9, 2015

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Asher Masino  
Verona, WI 53593  
Oct 9, 2015

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Taylor Hooker  
Watertown, WI 53094  
Oct 9, 2015

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Kitty Erdman  
Sun Prairie, WI 53590  
Oct 9, 2015

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Keesia Hyzer  
Madison, WI 53711  
Oct 9, 2015

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Mark Simundza  
Wilmington, DE 19810  
Oct 9, 2015

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Bryan Adato  
Ypsilanti, MI 48198  
Oct 9, 2015

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Jennifer Samuels  
Madison, WI 53718  
Oct 9, 2015

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Please do not pass this bill. Our students deserve dignity when they use the restrooms in our schools, no matter how they identify.

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Stacey Struessel  
Janesville, WI 53546  
Oct 9, 2015

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Robin Sereno  
Madison, WI 53704  
Oct 9, 2015

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Rachel  
Madison, WI 53704  
Oct 9, 2015

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Melissa Marl  
Middleton, WI 53562  
Oct 9, 2015

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Eleanor  
Meriden, CT 06451  
Oct 9, 2015

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Melisa Atndt  
Rio, WI 53960  
Oct 9, 2015

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David Nordstrom  
La Farge, WI 54639  
Oct 9, 2015

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Debra Dillenberg  
Appleton, WI 54915  
Oct 9, 2015

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Janet R Theobald  
Madison, WI 53711  
Oct 9, 2015

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Amanda Schumacher  
Eau Claire, WI 54703  
Oct 9, 2015

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Peg Zizzo  
Madison, WI 53704  
Oct 9, 2015

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Michelle Schaefer  
Wausau, WI 54401  
Oct 9, 2015

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This is discrimination

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Heather warnecke  
Racine, WI 53404  
Oct 9, 2015

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Marcy Worzala  
Oregon, WI 53575

Oct 9, 2015

---

Laura Forness  
Madison, WI 53704  
Oct 9, 2015

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Shayna Leib  
Madison, WI 53703  
Oct 9, 2015

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Stop the hate and discrimination.

Tery Hughes  
erie, PA 16510  
Oct 9, 2015

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Raquel Conway  
Superior, WI 54880  
Oct 9, 2015

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Shawnee Parens  
Madison, WI 53704  
Oct 9, 2015

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Eileen Harrington  
Madison, WI 53704  
Oct 9, 2015

---

Liza Gorman  
Minneapolis, MN 55455  
Oct 9, 2015

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Amanda  
Zionsville, IN 46077  
Oct 9, 2015

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Please, please do not pass this bill. There has been no problem. Please work on issues that are problems. Help transgender students rather than hurting them.

Miriam Klika  
Necedah, WI 54646  
Oct 9, 2015

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Katie Connerton  
Milwaukee, WI 53207  
Oct 9, 2015

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Kathy Oriel  
madison, WI 53705

Oct 9, 2015

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Christine Kittelson  
Milwaukee, WI 53213  
Oct 9, 2015

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Stop the violent abuse of our children.

Ashley Staley  
Madison, WI 53404  
Oct 9, 2015

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Robyn Rech  
Appleton, WI 54914  
Oct 9, 2015

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Nathaniel Glewwe  
Edina, MN 55439  
Oct 9, 2015

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Tammy Conrad  
Cottage Grove, WI 53527  
Oct 9, 2015

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For my student

Rachel Bitzer  
Madison, WI 53714  
Oct 9, 2015

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Sasha K. Lasdon  
Madison, WI 53703  
Oct 9, 2015

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Wayne Gathright  
Madison, WI 53705  
Oct 9, 2015

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Mariana Castro  
Madison, WI 53704  
Oct 9, 2015

---

Jennifer Young  
Hamilton, OH 45013  
Oct 9, 2015

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This is terrifying as a trans youth.

Leo Hilliard  
Madison, WI 53704  
Oct 9, 2015

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Olivia  
West Allis, WI 53214  
Oct 9, 2015

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Anne Morgan Giroux  
madison, WI 53726  
Oct 9, 2015

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Debbie Griffin  
Madison, WI 53704  
Oct 9, 2015

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Sonja Downing  
Appleton, WI 54911  
Oct 9, 2015

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Dana vigna  
Madison, WI 53704  
Oct 9, 2015

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Judy mcalexander  
Brownville, NE 68331  
Oct 9, 2015

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alysha riehl  
appleton, WI 54914  
Oct 9, 2015

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Corissa Moore  
milwaukee, WI 53210  
Oct 9, 2015

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Britney Johnson  
Monroe, WI 53566  
Oct 9, 2015

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Justin Martin  
Madison, WI 53716  
Oct 9, 2015

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Mary-jo Olsen  
Stoughton, WI 53589  
Oct 9, 2015

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The proposed legislation is just plain wrong. Who raised these people to have such venom in their hearts?

Denise Aulik  
Stoughton, WI 53589  
Oct 9, 2015

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Enough.

Favian McMurray  
Madison, WI 53714  
Oct 9, 2015

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Mary Ebeling  
Madison, WI 53704  
Oct 9, 2015

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Grace McKirdy  
Khon Kaen, Thailand  
Oct 9, 2015

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I am sick and tired of Scott Walker and his bought marauders ruining everything good about this state. Soon it will be just as bad as Georgia. It's time to get rid of Walker and the Legislature.

Bruce Oleson  
ELKHORN, WI 53121  
Oct 9, 2015

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Melinda Morella  
Appleton, WI 54911  
Oct 9, 2015

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Amber Sowards  
Madison, WI 53716  
Oct 9, 2015

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Alex  
appleton, WI 54911  
Oct 9, 2015

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Mick  
Stoughton, WI 53589  
Oct 9, 2015

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Des Cooper Homann  
Milwaukee, WI 53207  
Oct 9, 2015

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Emily Huttenburg  
Madison, WI 53719  
Oct 9, 2015

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Kelly Litke  
Madison, WI 53719  
Oct 9, 2015

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Jeff Gunderson  
Madison, WI 53711  
Oct 9, 2015

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Ari Stone  
Milwaukee, WI 53212  
Oct 9, 2015

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Lisa Epple  
Sun Prairie, WI 53590  
Oct 9, 2015

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Michele Stanley  
Middleton, WI 53562  
Oct 9, 2015

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Siobhan Wilson  
Middleton, WI 53562  
Oct 9, 2015

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Kris olds  
Ankeny, IA 50021  
Oct 9, 2015

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Cas R Bacon  
Fond Du Lac, WI 54937-8203  
Oct 9, 2015

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Ellie  
Oregon, WI 53573  
Oct 9, 2015

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Courtney Wendt  
Appleton, WI 54915  
Oct 9, 2015

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Sue Sterk  
Madison, WI 53704  
Oct 9, 2015

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Diane Kaufman  
West Salem, WI 54669  
Oct 9, 2015

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Jennifer Stubbs  
Mc Farland, WI 53558  
Oct 9, 2015

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Tina Eder  
Cross Plains, WI 53528  
Oct 9, 2015

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John Sacia  
Madison, WI 53703  
Oct 9, 2015

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Susan Cary  
Fitchburg, WI 53575  
Oct 9, 2015

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Kelda Roys  
Madison, WI 53711  
Oct 9, 2015

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Katherine Fincutter  
whitewater, WI 53190  
Oct 9, 2015

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Alexis Van Lone  
Madison, WI 53704  
Oct 9, 2015

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Jennifer Schroeder  
Madison, WI 53704  
Oct 9, 2015

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I have a transgender son and this bill is a disgrace to the civil rights of children! It is the equivalent of not allowing black children to use the same bathrooms as white children!

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Tammy Nickel  
Beaver Dam, WI 53916  
Oct 9, 2015

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Sandra Eklof  
Sun Prairie, WI 53590  
Oct 9, 2015

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Jennifer  
Madison, WI 53703  
Oct 9, 2015

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lori bonfigt  
madison, WI 53711  
Oct 9, 2015

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Jackson Maddox  
Darien, WI 53114  
Oct 9, 2015

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This is very dangerous legislation. Trans young people need acceptance not hurtful restrictions on their ability to live their lives.

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William Parke-Sutherland  
Madison, WI 53703  
Oct 9, 2015

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Carol Kreuscher  
Madison, WI 53716  
Oct 9, 2015

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Kelle Adams  
Madison, WI 53711  
Oct 9, 2015

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Carla Holloway  
Platteville, WI 53818  
Oct 9, 2015

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Elizabeth Neuens  
Milwaukee, WI 53207  
Oct 9, 2015

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Kelly Pluemer  
Madison, WI 53716  
Oct 9, 2015

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Jean Wilatoski  
Wausau, WI 54403  
Oct 9, 2015

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Laura Springman  
Fitchburg, WI 53711  
Oct 9, 2015

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Gianna Taylor  
Madison, WI 53704  
Oct 9, 2015

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Joanne Bullis  
Milford, NH 19320  
Oct 9, 2015

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Rachel sauer  
Madison, WI 53717  
Oct 9, 2015

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Bonnie Augusta  
Stoughton, WI 53589  
Oct 9, 2015

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Julia Smith  
Oregon, WI 53575  
Oct 9, 2015

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Emmaline Carrick  
oshkosh, WI 54902  
Oct 9, 2015

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Kennedy feiler  
Appleton, WI 54915  
Oct 9, 2015

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Lisa Mahan  
MILWAUKEE, WI 53212  
Oct 9, 2015

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Michael Lisowski  
Milwaukee, WI 53209  
Oct 9, 2015

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Joshua Schiffman  
Middleton, WI 53562  
Oct 9, 2015

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Mary Beth Adams  
Whitefish Bay, WI 53211  
Oct 9, 2015

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Marjorie Passman  
Madison, WI 53713  
Oct 9, 2015

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All children deserve to feel protected at school - THAT INCLUDES TRANS KIDS.

Jessica Petersen  
Madison, WI 53716  
Oct 9, 2015

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Kathryn  
Springfield, OH 45505  
Oct 9, 2015

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Marcia Caton Campbell  
Wauwatosa, WI 53213  
Oct 9, 2015

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Have Republicans no shame! They are the party of mean!

Jessica Hotz  
Madison, WI 53704  
Oct 9, 2015

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this is cruel

Marcia Signorile  
Sun Prairie, WI 53590  
Oct 9, 2015

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Rachel Collier  
Monroe, WI 53566  
Oct 9, 2015

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Jennifer Rosen Heinz  
Verona, WI 53593  
Oct 9, 2015

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James Parens  
Madison, WI 53704  
Oct 9, 2015

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Cody  
oshkosh, WI 54902  
Oct 9, 2015

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Greg Wertsch  
Denver, CO 80223  
Oct 8, 2015

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Anne Eudaly  
Verona, WI 53593

Oct 8, 2015

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Eliza Bonnemann  
Brookings, SD 57006  
Oct 8, 2015

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Just....stop.

Jesse Lyne  
Madison, WI 53704  
Oct 8, 2015

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Mark Eames  
Fort Atkinson, WI 53538  
Oct 8, 2015

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Karen Robison  
Madison, WI 53711  
Oct 8, 2015

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This bill only confirms what we've all known for ages, that the Wisconsin GOP literally does not believe that transgender people are fully human.

Morgan Thorp  
Madison, WI 53714  
Oct 8, 2015

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Carlie Malone  
Madison, WI 53704  
Oct 8, 2015

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Sarah McCure  
Milwaukee, WI 53207  
Oct 8, 2015

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janet lewis  
aurora, IL 60504  
Oct 8, 2015

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Annette Haas  
Madison, WI 53703  
Oct 8, 2015

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Meredith Newby  
Madison, WI 53715  
Oct 8, 2015

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I am tired of hearing the republican "representatives" frame discussion around bills they introduce as being helpful to the people of Wisconsin. Their intent is plainly harmful and mean-spirited. This bill is ridiculous and unnecessary.

Erin Selbee  
Madison, WI 53744  
Oct 8, 2015

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Tracy Doyle  
Stoughton, WI 53589  
Oct 8, 2015

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I will not tolerate allowing hate and discrimination in WI schools.

Amber  
Superior, WI 54880  
Oct 8, 2015

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Brenda Swenson  
Madison, WI 53704  
Oct 8, 2015

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Debra Ballweg  
Verona, WI 53593  
Oct 8, 2015

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Nicole Schiavo  
Madison, WI 53713  
Oct 8, 2015

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Kelly Christenson  
McFarland, WI 53558  
Oct 8, 2015

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Kristi Nelson  
Madison, WI 53704  
Oct 8, 2015

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Jamesetta Fousek  
Madison, WI 53719  
Oct 8, 2015

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Sandra Presnell  
Fish Creek, WI 54212  
Oct 8, 2015

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Sarah Biondi  
mnpls, MN 55403

Oct 8, 2015

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Carrie K Hooyman  
Milwaukee, WI 53218-4848  
Oct 8, 2015

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E-Ben Grisby  
APPLETON, WI 54914  
Oct 8, 2015

---

Alex  
Marshfield, WI 54449  
Oct 8, 2015

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Cayce  
Centreville, VA 20120  
Oct 8, 2015

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Connie North  
Louisville, CO 80027  
Oct 8, 2015

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This bill hurts an already vulnerable population. Trans youth are committing suicide left and right, and this kind of legislative hate only leads to more deaths. Please don't be on the wrong side of history with this. We simply want to pee in a safe place, and that safe space is the one of our identified/presented gender.

Brittyn Calyx  
Monona, WI 53716  
Oct 8, 2015

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Kimberly  
MARKESAN, WI 53946  
Oct 8, 2015

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Jacob Diestelmann  
Madison, WI 53715  
Oct 8, 2015

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Emily Sivesind-Finger  
Fitchburg, WI 53711  
Oct 8, 2015

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Cyndi Beckstrom  
Sturgeon bay, WI 54235  
Oct 8, 2015

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Blanca Rosa Merino Ramos.os  
Fichburg, WI 53711  
Oct 8, 2015

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Shannon Lawrence  
Brooklyn, NY 11214  
Oct 8, 2015

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Freya Amor  
Milwaukee, WI 53208  
Oct 8, 2015

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Nicole Bresnick  
Madison, WI 53703  
Oct 8, 2015

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This is the most ridiculous, actively discriminating thing I've seen since the marriage ban... And we all know how that worked out. Smarten up, you legislative dummies! Propose good ideas that help students, not ones that hurt.

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Rachael Holden-Kaufman  
Superior, WI 54880  
Oct 8, 2015

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Mary Nienow  
St. Paul, MN 55103  
Oct 8, 2015

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Amy Daroszeski  
Milwaukee, WI 53207  
Oct 8, 2015

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Thank you!

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Jean Kammer  
Madison, WI 53705  
Oct 8, 2015

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Valerie Secaur  
Madison, WI 53703  
Oct 8, 2015

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Lisa Koenecke  
Fitchburg, WI 53711  
Oct 8, 2015

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Laura Komai  
Madison, WI 53703  
Oct 8, 2015

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Bonnie Murphy  
Madison, WI 53704

Oct 8, 2015

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Ashley  
Westby, WI 54667  
Oct 8, 2015

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Erika  
Madison, WI 53711  
Oct 8, 2015

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This is a waist of time and taxpayers' money. Live and let live!

Gloria Hermansen  
Cottage Grove, WI 53527  
Oct 8, 2015

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Mary Kinsey  
Madison, WI 53718  
Oct 8, 2015

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Alex Whitney  
Oshkosh, WI 54904  
Oct 8, 2015

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Gretchen  
Madison, WI 53704  
Oct 8, 2015

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Elizabeth Nunez  
Madison, WI 53703  
Oct 8, 2015

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Dana Mosling  
Waunakee, WI 53597  
Oct 8, 2015

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Patricia Thomas  
Somonauk, IL 60552  
Oct 8, 2015

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Christine Schuardt  
Elkhorn, WI 53121  
Oct 8, 2015

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Eldonna Hazen  
Madison, WI 53726  
Oct 8, 2015

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Hannah Hatlan-Atwell  
Middleton, WI 53562  
Oct 8, 2015

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Stacy Morgan  
Madison, WI 53705  
Oct 8, 2015

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Thank you

---

Rachel  
Madison, WI 53704  
Oct 8, 2015

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Sue Gill  
Madison, WI 53593  
Oct 8, 2015

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Marissa Rosen  
Madison, WI 53716  
Oct 8, 2015

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Alesia Ebeling  
Windsor, WI 53598  
Oct 8, 2015

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A bill like this might have been expected in 1950, but not now. These legislators need education about what transgender is all about and expect they would retract it with a little education on the subject.

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Kay Heggstad  
Madison, WI 53718  
Oct 8, 2015

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Erich Ellis  
Madison, WI 53719  
Oct 8, 2015

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Sarah Kass  
Eau Claire, WI 54701  
Oct 8, 2015

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Liz Romenesko  
Madison, WI 53703  
Oct 8, 2015

---

my students deserve to feel safe and repeated at school. This bill completely robs my students of this right.

Kati Walsh  
Madison, WI 53715  
Oct 8, 2015

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Kiran Patricia McTaggart  
Long Beach, CA 90804  
Oct 8, 2015

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Daniel Brown  
Fitchburg, WI 53713  
Oct 8, 2015

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Mary Shannon  
Madison, WI 53719  
Oct 8, 2015

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Jennifer Blasen  
Madison, WI 53704  
Oct 8, 2015

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Jessica Brown  
Fitchburg, WI 53713  
Oct 8, 2015

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William Hutter  
Cross Plains, WI 53528  
Oct 8, 2015

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Leah  
Madison, WI 53719  
Oct 8, 2015

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Bronwyn Wolbers  
Oshkosh, WI 54902  
Oct 8, 2015

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Lindsay Jacobson  
Madison, WI 53704  
Oct 8, 2015

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Ryan LeSage  
Stoughton, WI 53589  
Oct 8, 2015

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Debra Malek  
Sturgeon Bay, WI 54235

Oct 8, 2015

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Sheri Swokowski  
De Forest, WI 53532  
Oct 8, 2015

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This bill is absurd and discriminatory.

Mathew Hicks  
La Crosse, WI 54601  
Oct 8, 2015

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Mindy  
Stoughton, WI 53589  
Oct 8, 2015

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Teri LeSage  
Stoughton, WI 53589  
Oct 8, 2015

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Kelly McMahon  
Cedar Rapids, IA 52404  
Oct 8, 2015

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June Paul  
Madison, WI 53716  
Oct 8, 2015

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Salem Lemerond  
Chicago, IL 60637  
Oct 8, 2015

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Brienna Parsons  
Port Jervis, NY 12771-2523  
Oct 8, 2015

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Jennifer Moore  
Prairie du Sac, WI 53578  
Oct 8, 2015

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Steven H. Morrison  
Verona, WI 53593-7808  
Oct 8, 2015

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Skye Zitkus  
Madison, WI 53704  
Oct 8, 2015

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Julia Burke  
Madison, WI 53703  
Oct 8, 2015

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Michael Jones  
Madison, WI 53714  
Oct 8, 2015

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Jeanne Ruck  
Lake Zurich, IL 60047  
Oct 8, 2015

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Gabrielle Robeson  
Baraboo, WI 53913  
Oct 8, 2015

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Louisa Armijo  
Bosque Farms, NM 87068  
Oct 8, 2015

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William Chiles  
Lafayette, IN 47909  
Oct 8, 2015

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Grace  
Madison, WI 53557  
Oct 8, 2015

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Kathryn Humiston  
Columbus, WI 53925  
Oct 8, 2015

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Jennifer Herdina  
verona, WI 53593  
Oct 8, 2015

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Jet McMahon  
New York, NY 11435  
Oct 8, 2015

---

Dan Ruge  
Milwaukee, WI 53212  
Oct 8, 2015

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Amber gale  
Milwaukee, WI 53203  
Oct 8, 2015

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J.Ciorkey Custer  
Madison, WI 53717  
Oct 8, 2015

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JoAnne Lehman  
Madison, WI 53705  
Oct 8, 2015

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Maeve Willey  
madison, WI 53704  
Oct 8, 2015

---

This bill is transphobic and there is no place for hatred and discrimination in our public schools.

---

Blue Campbell  
Madison, WI 53704  
Oct 8, 2015

---

Trams rights are EXTREMELY important to me. No person should be discriminated against for their identities. This bill is both heartbreaking and disgusting. Do not transgress like this!! Equality for all!!

---

Tianna Linebarger  
Madison, WI 53703  
Oct 8, 2015

---

This law would be unconstitutional and if passed the Federal could remove its funding from the State's public schools along with sanctions and Judicial ramifications. Discrimination is wrong no matter what justification a person or government thinks it has.

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Charlotte Bender  
Kendall, WI 54638  
Oct 8, 2015

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Amy Draper  
Madison, WI 53704  
Oct 8, 2015

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Debbie LaForge-Pagel  
Sturgeon Bay, WI 54235  
Oct 8, 2015

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Nika  
Stoughton, WI 53589  
Oct 8, 2015

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Megan Norris  
Madison, WI 53703  
Oct 8, 2015

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Please stay out of the bathroom politics!

Margaret Arney  
Wauwatosa, WI 53213  
Oct 8, 2015

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Kara Weaver  
Madison, WI 53711  
Oct 8, 2015

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Fox  
Neenah, WI 54956  
Oct 8, 2015

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Emma Carlisle  
Chicago, IL 60660  
Oct 8, 2015

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Tanya Polhill  
Watertown, WI 53094  
Oct 8, 2015

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Cathi Lapp  
Germantown, WI 53022  
Oct 8, 2015

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Waring Fincke  
West Bend, WI 53090  
Oct 8, 2015

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Noah Anderson  
Madison, WI 53711  
Oct 8, 2015

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I Ju Tu  
San Jose, CA 95128  
Oct 8, 2015

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Jerimiah Buege  
Neenah, WI 54956  
Oct 8, 2015

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Judith Munaker  
Fitchburg, WI 53711  
Oct 8, 2015

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Amy Shannon  
Madison, WI 53719

Oct 8, 2015

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Sorry, but this Is discrimination!

Catherine Johnson  
La Crosse, WI 54601-2486  
Oct 8, 2015

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Lisa Fiala  
Madison, WI 53713  
Oct 8, 2015

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Joanna Frasch  
Madison, WI 53804  
Oct 8, 2015

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Stop the harassment/bullying of youth by lawmakers

Mary Lynn  
Oak Creek, WI 53154  
Oct 8, 2015

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Shelly Tennesen  
Champlin, MN 55316  
Oct 8, 2015

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Karla Lehmann  
Milwaukee, WI 53213  
Oct 8, 2015

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Ramona Field  
Madison, WI 53705  
Oct 8, 2015

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Mary Klehr  
Madison, WI 53703  
Oct 8, 2015

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Kim Reain  
Madison, WI 53704  
Oct 8, 2015

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Shannon Bailey  
oregon, WI 53575  
Oct 8, 2015

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Nicole Heiman  
Madison, WI 53704  
Oct 8, 2015

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Per Christensen  
Madison, WI 53703  
Oct 8, 2015

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stevie venner  
sauk city, WI 53583  
Oct 8, 2015

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sarah  
watertown, WI 53094  
Oct 8, 2015

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John Neupert  
Madison, WI 53704  
Oct 8, 2015

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Camille Bernier  
Madison, WI 53705  
Oct 8, 2015

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Wendy Hoang  
Madison, WI 53718  
Oct 8, 2015

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Carolyn Daughtry Krill  
Madison, WI 53711  
Oct 8, 2015

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mac  
Vancouver, Canada  
Oct 8, 2015

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Ryan Schultz  
Stoughton, WI 53589  
Oct 8, 2015

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Emery Rankin-Utevsy  
Madison, WI 53704  
Oct 8, 2015

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Amanda Reynolds  
Eau Claire, WI 54701  
Oct 8, 2015

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Wendy Johnson  
Madison, WI 53711  
Oct 8, 2015

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Utter disregard for the rights of trans-gender students is unacceptable.

Kyle Basteau  
La Crosse, WI 54601  
Oct 8, 2015

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Carolyn Desrosiers  
Menasha, WI 54952  
Oct 8, 2015

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Phaedra Christou  
Milwaukee, WI 53209  
Oct 8, 2015

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Eli Lynch  
Madison, WI 53719  
Oct 8, 2015

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Kristin Phillip  
Green Bay, WI 54301  
Oct 8, 2015

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Rachel Buckner  
De Pere, WI 54115-3506  
Oct 8, 2015

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emily vanlaanen  
green bay, WI 54304  
Oct 8, 2015

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Ron  
Milwaukee, WI 53207  
Oct 8, 2015

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Allison Hensley  
sturgeon bay, WI 54235  
Oct 8, 2015

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Anders Zanichkowsky  
Madison, WI 53704  
Oct 8, 2015

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Gregory Ames  
West Allis, WI 53214  
Oct 8, 2015

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Robin Matthies  
Madison, WI 53705

Oct 8, 2015

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Hope Bidlack  
Milwaukee, WI 53207  
Oct 8, 2015

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Erin Heckelsmiller  
Madison, WI 53719  
Oct 8, 2015

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Michelle Peckham  
Richland Center, WI 53581  
Oct 8, 2015

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carrie waters schmidt  
fitchburg, WI 53711  
Oct 8, 2015

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Aaron Case  
Madison, WI 53703  
Oct 8, 2015

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Emilie Anderson  
Edgerton, WI 53534  
Oct 8, 2015

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Emma Kestrel  
madison, WI 53703  
Oct 8, 2015

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Nyle Biondi  
louisville, CO 80027  
Oct 8, 2015

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Mary Beth Schultz  
Stoughton, WI 53589  
Oct 8, 2015

---

This bill is creepy. Put it on the shelf, please.

Ronald M. Legro  
Whitefish Bay, WI 53217  
Oct 8, 2015

---

Deanna Tappy  
Green Bay, WI 54301  
Oct 8, 2015

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LISA DUWELL  
Mineral Point, WI 53565  
Oct 8, 2015

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Christina  
Madison, WI 53703  
Oct 8, 2015

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Catherine Seasholes  
Mequon, WI 53097  
Oct 8, 2015

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Jeffrey Peterson  
Milwaukee, WI 53214-1961  
Oct 8, 2015

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Joel Heiman  
Madison, WI 53704  
Oct 8, 2015

---

We're all human. Stop scandalizing the differences between genders and sexualities and just let people go to the bathroom.

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James Belmont  
Middleton, WI 53562  
Oct 8, 2015

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Anne Wilhelms  
Fond du Lac, WI 54935  
Oct 8, 2015

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Warren Scherer  
Milwaukee, WI 53212  
Oct 8, 2015

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Margaret Kucera  
Evansville, WI 53536  
Oct 8, 2015

---

Noone is hurt when children choose the bathroom in which they identify. Stop hurting trans youth through such blatant discrimination.

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Michelle Martin  
Madison, WI 53703  
Oct 8, 2015

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Raven  
Sturgeon bay, WI 54235

Oct 8, 2015

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Martine Tate  
Milwaukee, WI 53207  
Oct 8, 2015

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This bill is discriminatory and needs to be stopped.

Melinda Gleason  
Verona, WI 53593  
Oct 8, 2015

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Emily Christianson  
Oregon, WI 53575  
Oct 8, 2015

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As a transwoman living and working in Wisconsin, I am very concerned about this huge step backwards some legislators want to take. In the discussions I've had with trans students in Southeastern Wisconsin, they are very concerned about what's happening to their right to be who they are and to use the restrooms appropriate to their affirmed gender. The trans community is not looking for special rights, just equal rights. It's a sad comment on our state when we see people acting out of fear, lack of understanding, and lack of compassion.

Jody Rendall  
Lake Geneva, WI 53147  
Oct 8, 2015

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Austin Jones  
Madison, WI 53703  
Oct 8, 2015

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Nathan Duhr  
Richland Center, WI 53581  
Oct 8, 2015

---

Ariel Laxo  
Sturgeon Bay, WI 54235  
Oct 8, 2015

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Michele Briggs  
Madison, WI 53703  
Oct 8, 2015

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Seriously!

Amy Johnson  
Mc Farland, WI 53558  
Oct 8, 2015

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Stephen Marsh  
Madison, WI 53716  
Oct 8, 2015

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Ellen Ranney  
Madison, WI 53703  
Oct 8, 2015

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Thomas B Kuplic  
Madison, WI 53704  
Oct 8, 2015

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Sarah DeRubis  
Madison, WI 53704  
Oct 8, 2015

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Dakota  
oshkosh, WI 54901  
Oct 8, 2015

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Sharel Nelson  
Madison, WI 53719  
Oct 8, 2015

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Jen Murray  
Milwaukee, WI 53211  
Oct 8, 2015

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Not only is this contrary to Federal Law, but transgender people the world over go to the bathroom for the same reasons as non-transgender people do. How they present: male or female should determine what bathroom they use. Kids diagnosed as transgender and who present opposite their assigned gender are simply being themselves authentically. Please do not pass this bill as it also creates more of a problem than it solves.

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Thomas Sobottke  
Pewaukee, WI 53072  
Oct 8, 2015

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Monica Schroeter  
Madison, WI 53711  
Oct 8, 2015

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Laura Dresser  
Madison, WI 53703  
Oct 8, 2015

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We have so many huge quality of life issues, increasing homelessness, unemployment lagging behind the nation, increasing poverty and this is where our elected leaders want to spend their energy. For shame.

Linda Ketcham  
Madison, WI 53714  
Oct 8, 2015

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Megan Meyer  
Spencer, WI 54479  
Oct 8, 2015

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Darla Iannert  
Madison, WI 53714  
Oct 8, 2015

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Sarah Neddo  
Madison, WI 53714  
Oct 8, 2015

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Dominique  
Neenah, WI 54956  
Oct 8, 2015

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Shannon Kenevan  
Appleton, WI 54911  
Oct 8, 2015

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Carver  
Sheboygan Falls, WI 53085  
Oct 8, 2015

---

This bill is not making schools more safe, it's actually jeopardizing the safety of Transgender children and youth

Monika  
La Crosse, WI 54601  
Oct 8, 2015

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Kelly Tyrrell  
Madison, WI 53704  
Oct 8, 2015

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Sandy Pasch  
Shorewood, WI 53211  
Oct 8, 2015

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Elizabeth Miller  
Stevens Point, WI 54481

Oct 8, 2015

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Michelle Reis  
Madison, WI 53711  
Oct 8, 2015

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Annalise Parker  
Madison, WI 53705  
Oct 8, 2015

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Michelle Reis  
Madison, WI 53711  
Oct 8, 2015

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Jason Kotek  
Madison, WI 53704  
Oct 8, 2015

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Char Brandl  
Madison, WI 53793  
Oct 8, 2015

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Bryan Durkee  
Menasha, WI 54952  
Oct 8, 2015

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Larry Chomsisengphet  
Oshkosh, WI 54904  
Oct 8, 2015

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Geoffrey Gyrisco  
Madison, WI 53711-3999  
Oct 8, 2015

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Amelia Ramirez  
Madison, WI 53711  
Oct 8, 2015

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Nicole Fumo  
Milwaukee, WI 53207  
Oct 8, 2015

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I am a voter and I am very concerned that this bill is completely misguided and uninformed about transgendered people. It relies upon no research or credible information at all and will stir up hatred over a problem that does not exist. I sincerely hope that you and your staff will do some research, talk with trans people, and learn about the issue and the facts before creating a bill that discriminates for no reason.

Margaret Cherne  
LA Crosse, WI 54601  
Oct 8, 2015

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Tyler Reininger  
Manitowoc, WI 54220  
Oct 8, 2015

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Christina Hamada  
Madison, WI 53719  
Oct 8, 2015

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Taylor Armstrong  
Waukesha, WI 53186  
Oct 8, 2015

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Marianne Radley  
Neenah, WI 54956  
Oct 8, 2015

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Ann Green  
Milwaukee, WI 53211  
Oct 8, 2015

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Heidi Wilhelm  
Madison, WI 53704  
Oct 8, 2015

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Susan Day  
Madison, WI 53704  
Oct 8, 2015

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It is vital to stop this bill. My daughter is transgender and this bill would have stopped the accommodations she received that made her days in high school bearable and survivable. I'd hate to see what this does to these strong yet fragile kids.

Tasha Saecker  
Menasha, WI 54952  
Oct 8, 2015

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Norm Littlejohn  
United States 53703-4360  
Oct 8, 2015

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Tina Owen Moore  
Milwaukee, WI 53222  
Oct 8, 2015

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Danny Wakefield  
edgerton, WI 53534  
Oct 8, 2015

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Michael Tyree  
West Bend, WI 53090  
Oct 8, 2015

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If you have a Republican legislator Don't just sign this petition call, go see in person your Assembly/Senator.  
<http://legis.wisconsin.gov/>

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John Smallwood  
Madison, WI 35704  
Oct 8, 2015

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Suzanne Doody  
Sun Prairie, WI 53590  
Oct 8, 2015

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Jay Botsford  
Milwaukee, WI 53212  
Oct 8, 2015

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I work in high schools with youth of many identities and I want all of my students to feel safe and supported.

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Syd Robinson  
Milwaukee, WI 53202  
Oct 8, 2015

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Aaric Guerriero  
Fort Collins, CO 80525  
Oct 8, 2015

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I work in a high school and want trans students to feel safe and supported.

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Virginia Harrison  
Madison, WI 53704  
Oct 8, 2015

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ashley olson  
wenatchee, WA 98801  
Oct 8, 2015

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Jan Singer  
Milwaukee, WI 53217  
Oct 8, 2015

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Jessica Baker  
Milwaukee, WI 53207  
Oct 8, 2015

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Sally Masters  
Appleton, WI 54915  
Oct 8, 2015

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Legislating discrimination is just plain wrong. There are many more issues you could be addressing if safety actually was your primary concern.

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Brian Murton  
Appleton, WI 54915  
Oct 8, 2015

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Rachel byington  
Madison, WI 53713  
Oct 8, 2015

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Jene tate  
Milwaukee, WI 53215  
Oct 8, 2015

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Kill this bill!

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joe brusky  
milwaukee, WI 53207  
Oct 8, 2015

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Sedrick Huppert  
madison, WI 53704  
Oct 8, 2015

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Aaron Arteaga  
Milwaukee, WI 53204  
Oct 8, 2015

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Shortsighted bills like this are born out of fear and ignorance and put young people at risk.

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Lee Snodgrass  
Appleton, WI 54911  
Oct 8, 2015

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This bill is mean spirited and will only decrease safety of students. Please defeat this bill designed from bigotry.

Kathy Flores  
APPLETON, WI 54911-5537  
Oct 8, 2015

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Kye Richards  
Middleton, WI 53562  
Oct 8, 2015

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This bill is a TERRIBLE idea.

James Thompson  
Madison, WI 53711  
Oct 8, 2015

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Gary Hollander  
Milwaukee, WI 53217  
Oct 8, 2015

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Melissa Ugland  
Whitefish Bay, WI 53217  
Oct 8, 2015

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Blake Van Egeren  
Milwaukee, WI 53212  
Oct 8, 2015

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Leigh Monson  
St Paul, MN 55108  
Oct 8, 2015

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Rob Van Nevel  
Madison, WI 53703  
Oct 8, 2015

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Sherri Kiffel  
Oregon, WI 53575  
Oct 8, 2015

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Vernon Brechin  
Mountain View, CA 94040  
Oct 8, 2015

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Amanda Avalos  
Milwaukee, WI 53207  
Oct 8, 2015

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Cary Costello  
Shorewood, WI 53211  
Oct 8, 2015

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I am strongly opposed to this bill, which promotes discrimination against transgender, intersex, and gender nonconforming students. The struggles these children face are difficult enough without this kind of mean spirited legislation, which is directly opposed to Title IX guidance against gender identity discrimination.

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Gary Cooper-Sperber  
Glendale, WI 53209  
Oct 8, 2015

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Ben Anderson  
Loyal, WI 54446  
Oct 8, 2015

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Mark Nessel  
Madison, WI 53705  
Oct 8, 2015

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Jennifer M. Oakes  
Madison, WI 53711  
Oct 8, 2015

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Brandon Smith  
St. Louis Park, MN 55426  
Oct 8, 2015

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Katie Forster  
Oak Lawn, IL 60459  
Oct 8, 2015

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Sue carr  
Monona, WI 53716  
Oct 8, 2015

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Dana Rowe  
Waunakee, WI 53597  
Oct 8, 2015

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Paul Weisensel  
Madison, WI 53711  
Oct 8, 2015

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"This bill is first and foremost to keep our kids safe. " Rep Kremer Without any proof and contrary to all evidence this bill will accomplish the exact opposite a hundred fold for the safety for the lives of transkids.

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Michelle M. Eldridge  
McFarland, WI 53558  
Oct 8, 2015

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Laura Berghahn  
Wi, WI 53705  
Oct 8, 2015

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Sarah Hinkley  
Madison, WI 53703  
Oct 8, 2015

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Jonathan A Garber  
Madison, WI 53704  
Oct 8, 2015

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Mimi Wermcrantz  
Madison, WI 53705  
Oct 8, 2015

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crystal corona  
cross Plains, WI 53528  
Oct 8, 2015

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Joel Beebe  
Prairie du Sac, WI 53578  
Oct 8, 2015

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Dianne Daines  
Hillsboro, WI 54634  
Oct 8, 2015

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Leah Bentfield  
Minneapolis, MN 55406  
Oct 8, 2015

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Peter Byfield  
DeForest, WI 53532  
Oct 8, 2015

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Vivienne Andersen  
Middleton, WI 53562  
Oct 8, 2015

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Teach respect by showing respect.

Holly Henschen  
Madison, WI 53703  
Oct 8, 2015

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Rowan Calyx  
Monona, WI 53716  
Oct 8, 2015

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Kelli Martino  
Madison, WI 53704  
Oct 8, 2015

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David Hafner  
Madison, WI 53704  
Oct 8, 2015

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Patrick Farabaugh  
Madison, WI 53704  
Oct 8, 2015

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Greg Frahm  
Madison, WI, WI 53704  
Oct 8, 2015

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Anna Grunseth  
Abbotsford, WI 54405  
Oct 8, 2015

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Carl White  
Madison, WI 53719  
Oct 8, 2015

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I am strongly opposed to this bill, which promotes discrimination against transgender, intersex, and gender nonconforming students. The struggles these children face are difficult enough without this kind of mean spirited legislation, which is directly opposed to Title IX guidance against gender identity discrimination.

Lance S Weinhardt  
Shorewood, WI 53211  
Oct 8, 2015

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Our LGBT children die at a higher suicide rate than their counter parts and continued attacks on their inner most beings will increase the numbers. Stop attacking our youth due to your inability to see the truth.

David Coumbe  
Appleton, WI 54914  
Oct 8, 2015

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Outrageously hateful and harmful to all young people. What a divisive and exclusionary message to send. Please keep these politicians out of our children's bathrooms.

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Emilio De Torre  
West Bend, WI 53095  
Oct 8, 2015

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Angela Baerwolf  
Madison, WI 53704  
Oct 8, 2015

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Maria Peebles  
Milwaukee, WI 53212  
Oct 8, 2015

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Skylar Bull Lyon  
Madison, WI 53716  
Oct 8, 2015

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Molly Harvey  
Menomonie, WI 54751  
Oct 8, 2015

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Candice Peterson  
Madison, WI 53704  
Oct 8, 2015

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Beth Wetzel Gracyalny  
Green Bay, WI 54303  
Oct 8, 2015

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Jezebelj ferrentino  
Madison, WI 53704  
Oct 8, 2015

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William Gilles  
Madison, WI 53704  
Oct 8, 2015

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Sawyer Johnson  
La Crosse, WI 54601  
Oct 8, 2015

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Sherie Hohs  
Madison, WI 53703  
Oct 8, 2015

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Brian Juchems  
Madison, WI 53715  
Oct 8, 2015

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Elizabeth L Miller  
MADISON, WI 53711  
Oct 8, 2015

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Forward, not backward!!

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amy clements  
madison, WI 53704  
Oct 8, 2015

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Tina Fedora  
Madison, WI 53704  
Oct 8, 2015

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elizabeth doyle  
madison, WI 53716  
Oct 8, 2015

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Jeff Simpson  
cottage grove, wi, WI 53527  
Oct 8, 2015

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This proposal is illegal, discriminatory, and completely unfair to all transgender children. Let them pee in peace!

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Marcela  
Madison, WI 53719  
Oct 8, 2015

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Deborah Bailey  
Madison, WI 53704  
Oct 8, 2015

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Last week our community lost an amazing transgender child to suicide. These kids need our support. This bill is a proposal to pick on and marginalize some of our most fragile kids. Absolutely hateful.

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Jeanne steele  
Madison, WI 53711  
Oct 8, 2015

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This bill is based on ignorance and fear. It is mean-spirited and discriminatory. Our transgender and gender fluid children need support, not separation.

Dan York  
Madison, WI 53714  
Oct 8, 2015

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Patricia JSmith  
Madison, WI 53704  
Oct 8, 2015

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Liz Wermcrantz  
Madison, WI 53714  
Oct 8, 2015

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Katherine Michele Hatchell  
Madison, WI 53705  
Oct 8, 2015