

## *Other Inclusive Bathrooms*

### *2023 Wisconsin*

*Adult man exposes genitals to four 14-year-old girls in the school locker room*

<https://meaww.com/wisconsin-trans-student-exposes-genitalia-to-girls-in-locker-room>

### *2023 California*

*Male allowed to use girls bathroom assaults minor girls*

<https://nypost.com/2023/05/04/high-schooler-slams-california-school-district-over-trans-policy/>

### *2023 California*

*Nude adult man exposes himself to 17-year-old girl in the locker room*

<https://news.yahoo.com/teen-girl-blasts-ymca-trans-222120731.html>

### *2023 Michigan*

*Male exposes genitals to minor girls in school bathroom*

<https://wwmt.com/news/local/vicksburg-schools-bathroom-locker-room-students-boys-girls-transgender-parents-lawsuit-gender-identity-policy-title-nine-privacy>

### *2022 Vermont*

*Dressed male sat and watched 14-year-old girls undress in locker room. The girls were disciplined for complaining.*  
<https://www.dailysignal.com/2022/10/02/vermont-high-school-under-fire-as-girls-parents-push-back-against-biologically-male-trans-student-using-female-locker-room/>

### *2022 Ohio*

*Adult man exposes genitals to 13 and 16 year old girls in locker room*  
<https://www.whio.com/news/local/transgender-woman-facing-indecent-exposure-charges-using-female-locker-room-xenia-ymca/GUBP7X6255EBVMGY3VGFAABM74/>

### *2022 Oklahoma*

*17-year old male assaulted two female high school students in girls bathroom at school.*  
<https://nypost.com/2023/06/01/oklahoma-parent-files-suit-after-daughter-was-beaten-by-trans-student/>

### *2021 Virginia*

*Male anally raped 15 year old girl in girls school bathroom.*  
<https://www.nationalreview.com/news/judge-rules-loudoun-county-teen-sexually-assaulted-female-student-in-girls-bathroom/>

### *2021 California*

*Nude adult man exposed himself to 6 year old girl in locker room*

<https://tatumreport.com/another-woman-claims-young-daughter-exposed-male-genitalia-wi-spa/>

*2019 Pennsylvania*

*Male undressing and observing 15 year old girl undress in school locker room.*

<https://www.dailysignal.com/2019/03/21/high-school-girls-protest-biological-males-being-allowed-to-change-in-their-locker-rooms/>

*2018 Georgia*

*Male sexually assaulted 5 year old girl in school bathroom*

<https://www.nbcnews.com/feature/nbc-out/transgender-bathroom-policy-investigated-georgia-school-assault-case-n916621>

*2016 Washington*


*Adult male undressed in girls locker room*

<https://www.krem.com/article/news/local/northwest/seattle-man-in-womens-locker-room-cites-gender-rule/293-45412534>

*2012 Washington*

*Nude adult man exposed himself to girls ages 6-17 in a school locker room after swim practice*

<https://thenewamerican.com/us/culture/faith-and-morals/college-lets-transgendered-man-expose-self-to-girls-in-locker-room/>

**From:** [REDACTED]   
**Subject:** Fwd: Public Comments  
**Date:** June 14, 2023 at 4:25 PM  
**To:** [REDACTED]  
[REDACTED]



[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Begin forwarded message:

**From:** "Eileen Jackson, BOARD" <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)>  
**Subject:** Fwd: Public Comments  
**Date:** June 14, 2023 at 9:11:09 AM MST  
**To:** [REDACTED]  
**Cc:** BOARD Amy Krauss <[akrauss@cfsd16.org](mailto:akrauss@cfsd16.org)>, MAC Mary Kamerzell <[mkam@cfsd16.org](mailto:mkam@cfsd16.org)>

[REDACTED]

I wanted to respond to your comments last evening regarding your feeling that you have not been listened to. I respectfully disagree. You have spoken at our board meetings on more than one occasion requesting a specific written policy and/or a mass email to parents and students regarding how we will work with transgender students in our schools. I have listened to all of your comments and have considered them. Because the District has not responded by complying with your request does not mean no one is listening. You *can* construe this to mean that our District administration does not consider your suggestion appropriate. I concur with that decision.

We do not write specific policies, nor send email alerts as to how we work with the other protected classes listed in our nondiscrimination policy. Similarly, I am not going to recommend that we write an email or policy detailing how we work with transgender students. As I have stated before in emails to you, we treat all our students in the same manner, in accordance with our nondiscrimination policy. Our school administrators are well-trained in that policy and the related practices in our schools. In this manner, the non-discrimination policy is implemented appropriately.

Regarding your request for this topic to be placed on a Board agenda, I assert to you that our policy and practices are no secret. Our nondiscrimination policy was passed unanimously in an open board meeting with absolutely no comment. And, if you've been listening in full to our meetings over the past few weeks, you will have heard my recent statement during the "Future Agenda Considerations" section of the meeting explaining why I will not call for these topics to be placed on our agenda. You can also read a synopsis of those comments in the most recent Desert Leaf article about the District.

As a Board member in this District, I have pledged to listen to our constituents' comments. I did not, and cannot promise to agree with all of them.

Respectfully

Eileen Jackson

----- Forwarded message -----

**From:** Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)>  
**Date:** Fri, Mar 10, 2023 at 12:05 PM  
**Subject:** Re: Public Comments  
**To:** [REDACTED]  
**Cc:** MAC Mary Kamerzell <[mkam@cfsd16.org](mailto:mkam@cfsd16.org)>, BOARD Amy Krauss <[akrauss@cfsd16.org](mailto:akrauss@cfsd16.org)>

[REDACTED]

As I see it, your request to be informed has been fulfilled. You have been informed of the District's nondiscrimination policy; you have been informed that I support the District's interpretation of that policy as it relates to the issues you raise; you have been informed that the District's response to requests re: the use of a specific multi-occupancy facility is the same - i.e. accommodation - regardless of the requestor's gender identity - a practice that epitomizes nondiscrimination and equal treatment. I don't have

anything else to add in response to your inquiries.

Your suggestions re: how and what we should communicate to our constituents and families has been noted.

Eileen Jackson  
President, CFSD Governing Board

On Thu, Mar 9, 2023 at 5:42 PM [REDACTED] > wrote:  
Good evening,

Thank you for your apology, I'm happy to have clarified the subject of my comments to the board on Feb 28th.

I am sad though to not have been acknowledged for my request to be clear about how the CFSD community (me as a parent) is informed of what appears to be a "formal" policy that you state adheres to district policy under anti discrimination per your previous email. I don't want to assume things, and desire to have open communication, transparency and full understanding. I have to admit I don't have a full understanding of what the details of what seems to be a request by a male/s to use the female multi occupant facilities due to their gender expression as a female. To date nobody is clarifying the data around the topic that I am aware of. What I am understanding is that a request was made and accommodated, correct?

My request is for clear, transparent and open communication with courtesy and respect to fully understand what the issue is. My desire is to be informed.

I also requested a simple email to your constituents to clear up any misunderstanding of district policy as you presented. I thought this would be a simple and easy fulfillment, costing nothing and represent a commitment to be open and transparent. I along with 20-30 other parents took the time to attend last weeks Board meeting to express ourselves and vocalize concerns. My primary concern is about communication and information, I don't understand a lack of interest to engage and involve the parents, students, staff and community that you represent.

Another request was to articulate how not allowing these male/s use the female multi occupant facilities would be discriminatory. You clearly stated the district policy decision was made because of the district anti discrimination policy towards protected classes. I don't see how it applies in this case and I'd like to better understand how you come to that conclusion. If the district has communicated with my daughter about granting this request please let me know and I will talk to her about not sharing with me. Did the district ask the females affected by your decision about their feelings, comfort and safety. If yes, please communicate to me. I don't want to assume the district did not act with due diligence to consider the safety and security of the female students, in addition to not communicating to their parents.

I may have missed the Board meeting/s where this subject was discussed. Did the Board conclude it should not, could not or didn't need to communicate around this subject. If there is background information where the Board has engaged, discussed or communicated details about this issue, I'm seeking to be informed and please point me in that direction.

I did request for this subject or some form of it to be on the agenda for the next Board meeting (as did at least 2 other speakers at last weeks meeting), but I want to be clear I also requested for you to respond to other questions. I feel unheard and not acknowledged. If the appropriate questions would be better asked of another Board member or district administrator, please let me know.

Thank you for your consideration to add the topic of allowing male/s to use the female multi occupant facilities to the agenda for April 4th.  
I look forward to your response,

[REDACTED]

On Mar 8, 2023, at 4:15 PM, Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)> wrote:

[REDACTED]

If I misunderstood any of your comments at our previous board meeting, I apologize.

Your request for this subject to be placed on a future board agenda is being considered for the April 4th board meeting, per our policy, which can be found at the link below.

Eileen Jackson

<https://policy.azsba.org/asba/browse/catalina/catalina/BEDBA>

On Tue, Mar 7, 2023 at 9:06 PM [REDACTED] > wrote:  
Good evening,

Thank you very much for your recent email regarding my comments at last week's Board meeting.

I first I want to clarify what I said, I think you've mistaken my comments with other parents.

1. I did not mention "pronouns" nor did I make any statements about it.
2. I did not state the District did not have a policy regarding multiple occupant facilities, rather I indicated there seemed to be a reference by the High School principal to a "informal" policy and my concern was why parents have not been informed or aware.

To be clear:

My concern expressed during the Board meeting was the lack of communication from the Catalina Foothills School District regarding an issue that became public allowing boys to use the girls locker rooms or restrooms if they felt more comfortable there or so desired. I expressed my frustration about the lack of transparency, consideration, courtesy and respect for parents.

In my opinion, the CFSD and High School Principal has made a gross error in judgement in applying "non discrimination" to the request of a male to use the female locker room / restrooms. The males were not nor have been singled out or isolated. They made a request and the Principal accommodated their request.

Were the females asked about their comfort level accommodating the request?

Where parents informed about this?

Are there other alternatives to consider without affecting the broader group of students, family and parents?

Mrs Jackson, Could you please articulate more specifically why this request falls under discrimination? Because an individual is in a protected class does not equate to accommodation of request. To be clear, are you saying CFSD does not have an option because an individual is part of a protected class...no choice because of district policy? Secondly, please explain how the females who may be uncomfortable with your accommodation are similarly not discriminated against by allowing a male in their midst in the locker rooms and restrooms. How will the district accommodate any females expressing discomfort with sharing a multi occupant facility like a locker room or restroom with males?

In search of the district policy I came across the Parents rights and responsibilities.

## **A.R.S. § 1-601 – Parents' rights protected**

### **A. The liberty of parents to direct the upbringing, education, health care and mental health of their children is a fundamental right.**

Could you please explain how CFSD's handling of this issue is compliant with parental rights?

Last week I solicited some opinions from a few high school girls about the subject.

The responses included:

Gross

Weird

I don't care

That's awkward

Why?

I asked if they would vocalize any of this to their school, and their emphatic response was, no way!

Given today's culture, I can't imagine how difficult it may be for high school girls to express their discomfort or even opposition to this "informal" or maybe now "formal" policy.

Given today's culture and community discourse I can't imagine any of you would think the community you serve would not wish to be consulted regarding this issue. I know how difficult it can be to have parents involved and engaged, but I have to believe based on last weeks attendance and community comments you would want to take advantage of the opportunity to get more parents involved and engaged on what appears to be an important topic for more than just a couple people.

My request is for the CFSD to be communicate clearly to the parents your interpretation to apply anti discrimination of a protected class to a request from a male/s to use a multi occupant facility like locker rooms & restrooms with females. A simple email to state this would cost nothing and go a long way to being transparent and open. Perhaps a survey of the people you represent would be appropriate.

My second request is to add this discussion to the Agenda of the next Board meeting with the intention of inviting comments from the CFSD community. I would encourage the parents of the boy/s making the request to articulate their perspective so I can better understand the issue, or perhaps one of the Board could do so on their behalf.

Once again, I am grateful for your email and I look forward to your response and following actions.

[REDACTED]

On Mar 2, 2023, at 10:16 AM, Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)> wrote:

[REDACTED]

On Tuesday night, you expressed your concern that our District does not have a written policy covering the use of pronouns and/or use of multiple-occupant facilities like restrooms or locker rooms. In truth, our District does have a policy which was crafted by and unanimously passed by the Board that governs these matters. This policy is Policy AC [Nondiscrimination/Equal Opportunity](#).

In that policy, we specifically state our District is committed to a policy of nondiscrimination on the basis sex, sexual orientation, gender identity or expression, national origin, ethnicity, religion, creed, age or disability. This policy is meant to guide our administrators in their daily decisions that arise in the operation of our schools.

Our District staff will respect any student's preference regarding how they are addressed in school, be it a nickname or a pronoun request. However, as students are informed, if a parent were to inquire, staff does not keep this information from parents. Further, our staff encourages students to discuss these matters with their parents.

Similarly, any student who is uncomfortable sharing multiple-occupancy facilities with others has the ability to request an accommodation. Our district administrators respond to their needs and find alternatives for those students. In this way, we treat all students in the same manner. Further, our administrators do not require any student to be singled out or isolated based on *any* of the protected statuses identified in our policy.

The way our administrators are operating is well within the directive of our established Board policy.

Sincerely

Eileen Jackson  
President, CFSD Governing Board

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]



**From:** Mary Kamerzell, MAC mkamerzell@cfsd16.org  
**Subject:** Re: Transgender  
**Date:** August 16, 2019 at 11:50 AM  
**To:** [REDACTED]



The reason I have tried to redirect you to any possible relevant personal experience regarding your children, both in my communication in 2016 and now, is because that's what interests us. Not opinions/ideology about perceived problems that need solutions without any evidence whatsoever that these are issues in our place.

Best,

Mary



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On Thu, Aug 15, 2019 at 11:46 AM [REDACTED] wrote:  
Mary,

I wasn't asking you to engage with my personal ideology. In case that wasn't clear enough, I didn't make any statements that tell you what my position might be. I listed eight areas where people across the ideological spectrum might be concerned. Do you know where the parents can go to learn more about the district policies that are in place that address these 8 questions?

If the district were riddled with problems or not responsive to parental concerns, I wouldn't bother asking. But since you have given timely responses and oversee a top-rated school district, I have the confidence to ask tough questions and offer solutions that could make it even better. I don't have to worry about the quality of educators or the safety of my children. You lead an outstanding group that does an excellent job of fulfilling the district's mission.

I don't want to preach a position but to seek answers. When we change long standing ways of doing things (privacy rights, abuse laws, title IX, etc), it's unsurprising we see these kinds of problems. That's not to say we can't overcome them. I proposed solutions so that I'm not just a complaining menace. I would also like to volunteer my personal time to help the district navigate through this. You, the board, faculty, staff, FFO, and students have enough on their plate already. It's okay if the answers to some of the 8 issues are "I don't know." Or "We're working on it." You don't know me other than by an occasional email, but be assured I'm a partner in this with you. I'll reach out to Mr. Henikman to see how I can be more actively engaged on campus or behind the scenes. I'm sure you both agree, this is a big deal. And I bet the ultimate values you and I have aren't that different anyway. We're all in this together.

Sent from clumsy fingers on a tiny keyboard

On Aug 15, 2019, at 11:02 AM, Mary Kamerzell, MAC <[mkamerzell@cfsd16.org](mailto:mkamerzell@cfsd16.org)> wrote:

Dear [REDACTED],

As noted previously, we do not judge the differing personal ideologies of parents. As a result, I am not going to engage with you about yours.

Noticeably absent from your communications is an allegation of mistreatment or discrimination of either of your children by us. As a reminder, I am the Title IX Coordinator for the district so any complaint about discrimination comes to me. Any other issues related to your children should be brought to Principal Henikman's attention.

I hope that these first days of the school year have been positive for your family.

Sincerely,

Mary



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On Wed, Aug 14, 2019 at 4:05 PM [REDACTED] wrote:

Thanks Mary. You are always good at responding to my emails and tackle the most difficult questions. I appreciate your patience while we try to understand the district's position. I've considered this issue carefully in light of the available information and values stated in your email to me.

You said that "[District 16] is an inclusive educational environment." It's in this interest of inclusiveness that I submit this request.

You mentioned "We are committed to creating a culture in which each student feels safe, welcome, supported, included, and connected."

The concern we have about Ali's situation is both for his sake and for his fellow students. While I realize he is no longer at Canyon View and in the interest of privacy, I mention him as a very real example to learn from so we know how to best move forward on this thorny issue.

"In my view, one of the greatest strengths of a public school system is that we also do not judge the widely differing personal ideologies of our families." I agree to the extent it's possible. We can agree on 99% of things and then civilly debate the remaining 1%. Unfortunately it's that tiny minority where families disagree that make the loudest noise. Wherever the worldview of students/families clash, the district must decide to either remain neutral or choose a side. It's at difficult spots like these where I've found 8 challenges and offer a solution I'd like you to consider. Each solution is consistent with your stated values of inclusion, respect, and neutrality:

1. Why aren't bathrooms and changing areas blind to gender and strictly limited to biological sex? A urinal or stall doesn't care how you identify but how your body functions. We understand that a male identifying as a female feels uncomfortable in the boy's room but how does the discomfort of a few forfeit the rights of the rest? **SOLUTION:** Since vasectomy and hysterectomy procedures are socially benign concepts based on biological sex, bathroom/changing rooms could be as well. Remove gender labels and use physiological designations. Instead of girls or boys room, we could have a penis rooms and a vagina rooms. It's silly we even have to offer this, but the old way isn't working.
2. Who isn't allowed in girls bathrooms and showers? Do we have a strict criteria that applies equally to everyone or are some people given special treatment? If applied equally to everyone, are all males allowed into high school girls showers? Why not? If special cases demand exceptions, why is comfort not afforded to all the others? Under what circumstances are 18 year old male students not allowed to use the girls showers? My daughter will be 14 when Ali is 18. It seems he will be allowed to watch her shower. That's troubling by itself, but what about the sexual predator? We're not talking about someone with the sexual identity challenge Ali is dealing with but who simply wants to watch naked girls. What prevents non-trans people from engaging in voyeurism and how is that enforced? Does my daughter have the right to shower without a boy watching her? If sexual orientation and gender identity are truly protected, so are those whose orientation is straight. You can't say you won't discriminate based on sexual orientation or gender identity and then discriminate because a potential predator ONLY because they have the wrong orientation or gender identity. **SOLUTION:** bathroom and changing areas are limited by body part (vagina/penis).
3. Which gender sports teams will transgender students be eligible for? If boys are allowed on girl teams because they feel like the opposite gender, what does that do to the future of girl's athletics? If my son can't make the boys track team, can he try out for the girls? If sexual orientation can't be discriminated against, what basis is there to discriminate against straight kids from joining the team of their choice? **SOLUTION:** sport teams are segregated by body part (vagina/penis) or in the case of ambiguous genitalia, chromosome count or hormone levels.
4. Does the district report all abuse? The AZ child abuse statute does not exempt parents from transitioning their transgender children before the age of consent. Under definitions in AZ law, ARS 8-201.2 states: "Abuse" means the "infliction or allowing of physical injury, impairment of bodily function or disfigurement or the infliction of or allowing another person to cause serious emotional damage as evidenced by severe anxiety, depression, withdrawal or untoward aggressive behavior and which emotional damage is diagnosed by a medical doctor or psychologist and is caused by the acts or omissions of an individual who has the care, custody and control of a child." Transitioning requires long term damage to reproductive organs. If it doesn't, it's not a successful transition. The current research tells us over 80% of transgender kids outgrow their condition and desire the opposite sex by the time the reach adulthood. When this happens, the resulting anxiety and depression meets every letter of the current abuse statute. Even if that never happens, the child still has damage to an organ (reproductive organs). If it's

- not abuse, how does the district define child abuse? And if it's different, how does it justify allowing a child abuse violation under current state law AND transsexual? SOLUTION: remain neutral by not involving staff or students in the dysphoria condition and report anyone who does to PCSD and the state child services department. This is a class 2 felony with a presumptive sentence of 13-27 years in prison (ARS 13-705)
- Are the kids being told gender change is fluid and normal? If so, how can we prevent the confusion by kids who may think this will happen to them? SOLUTION: respect all beliefs by remaining neutral and not saying anything positive or negative about gender dysphoria.
  - What has the school told our kids about transgender issues? SOLUTION: respect all beliefs by remaining neutral and not saying anything positive or negative about gender dysphoria
  - Is tolerance universal or only the LGBTQIA+ affirming position? Are our kids going to be allowed to disprove of this behavior? Is it okay for my son to continue to accept Ali as a boy with a girl name or must he also be confused about gender in how he must speak and act? SOLUTION: respect all beliefs by remaining neutral and either allowing open conversation or not allowing any conversation about it at all.
  - What gender do you think Ali is? Do you really think he's a girl? Or do you think he *thinks* he's a girl? Either way he needs abundant love and compassion, but we need to start by identifying where the problem is. Do we share the belief he's a girl or sympathize with him about a mental illness? We need to diagnose the condition before knowing how to appropriately respond to it. SOLUTION: treat it like any other mental dysphoria like anorexia or BIA.

What do you think the district can do to address these concerns?

[REDACTED]  
Sent from clumsy fingers on a tiny keyboard

On Jul 25, 2019, at 9:31 AM, Mary Kamerzell, MAC <[mkamerzell@cfsd16.org](mailto:mkamerzell@cfsd16.org)> wrote:

Dear [REDACTED],

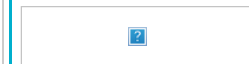
It has been awhile since you and I had an email exchange on this topic. As a reminder, our 2016 conversation is shown below.

I am sure that we have several LGBTQ+ students in our schools. We aren't going to notify families about the presence of a trans boy or girl in a class any more than we would announce a student's sexual orientation, ethnicity, religion, or disability. Ours is an inclusive educational environment. We are committed to creating a culture in which each student feels safe, welcome, supported, included, and connected.

In my view, one of the greatest strengths of a public school system is that we also do not judge the widely differing personal ideologies of our families.

Sincerely,

Mary Kamerzell



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On Thu, Jul 18, 2019 at 3:23 PM [REDACTED] > wrote:  
Dr. Kamerzell:

I hope you've had a great summer and things are going as expected with fall 19 quickly approaching.

As you might know, several foothills students are faced with the challenge of real or apparent gender dysphoria (transgenderism) among our kids or their fellow students. When our son was in 2nd grade at Canyon View, we learned that school staff instructed our son in the proper ways to act and speak in response to this new circumstance. We learned this from our son and received no communication from the school. While every disability is different and every case is unique, transgenderism comes packed with medical, mental, moral, religious, political, and societal complexities. As an example, transgenderism is the one mental dysphoric condition where everyone is expected to use certain speech to reflect something other than reality. While it's prevalence and acceptance in mainstream culture is relatively recent, there is a surprising amount of robust research on the long term effects of youth transgenderism. It seems the goal should be truth and love beyond political correctness when it comes to the children entrusted to our care. So it seems relevant, even imperative, for a school system that values the parent-teacher partnership to team together on such a difficult experience. It seems we can work together to accomplish both a growing understanding of the truth AND an effective outpouring of loving compassion. But that's only possible if we all work together with a proper understanding of both.

My questions are these:

- 1) why were parents of Oliver/Ali's classmates not notified of this and how will this happen in future cases,
- 2) why does the school take the position that permanent youth gender transition is generally something to be supported, and
- 3) what kinds of things will inform future decisions about instructing students about appropriate behavior and required speech around other gender-confused students?

I realize this is a difficult subject but it's importance and inevitable recurrence makes it a poignant one, I think. Being part of a network of parents throughout the foothills has informed me it's happening in similar ways at other schools in the district. My children may eventually go to some of those schools so I'm seeking a good understanding of the position from a district level. I appreciate the hard work you do to make CFSO16 the best in every way.

Sincerely,

[REDACTED] parent

[REDACTED] >

Wed, May 25, 2016, 4:39 PM

Dr. Kamerzell,

I know this is difficult issue but I'm hopeful there's a straight forward answer to my two questions. I am the father of a CFSO16 student and would like to know how the district is handling the gender identity issue as it pertains to bathrooms, changing areas, and showers in light of the Dept of Ed letter mailed out earlier this month. More importantly, since there's no neutral position to take, I'm curious if the district is generally supporting or discouraging of students undergoing the gender transition process. As you know, this is a significant issue that has captured the minds of concerned parents and attracted widespread media attention. I am aware of the civil lawsuit and statements by officials at the state level but curious what the district has decided to do between now and when the courts finally settle the matter.

My two questions:

- 1) Are multi-student changing areas going to be limited only by biological sex?
  - 2) Where could I find out whether the district policies change in accordance with ideas like those that were offered in the Dept of Ed letter?
- I appreciate your consideration of this delicate issue and look forward to your forthcoming response.

[REDACTED]  
Mary Kamerzell, MAC <[mkamerzell@cfsd16.org](mailto:mkamerzell@cfsd16.org)>

Tue, May 31, 2016, 4:03 PM

[REDACTED]  
Thank you for your inquiry.

I respectfully disagree with your assessment that "there's no neutral position to take." We are not in the business of counseling or advising our students about their gender identity or for that matter, sexual orientation. We neither encourage nor discourage students. Our job is to make sure that we provide an educational environment in which all students feel safe and are treated with dignity and respect.

The recent "Dear Colleague Letter" from the United States Department of Education, Office of Civil Rights (OCR), that gave Title IX 'guidance' to school districts about transgender students wasn't a new OCR position. However, the public announcement made by President Obama magnified it for a much wider audience. It wasn't very helpful, in my opinion. One size doesn't fit all for what are very sensitive and complex social and legal issues. These issues must be resolved in the context of local communities and for us, that means on a case-by-case basis.

Our Catalina Foothills School District's nondiscrimination policy regarding the treatment of both students and staff includes gender identity and expression. Discrimination is also prohibited based on sex (including a prohibition against sexual harassment), sexual orientation, national origin, ethnicity, religion, creed, age, or disability.

The civil rights of one group of students do not supersede those of another group. We acknowledge that there may be legitimate privacy and safety concerns involving individuals undressing, using the restroom, or showering in an area to which a member of the opposite birth sex has access.

If at any time you believe that your child is being discriminated against for any of the reasons noted in our nondiscrimination policy, please contact me. I am the Title IX coordinator for our district, and I assure you that I will investigate a complaint thoroughly and take appropriate corrective action on any confirmed violation.

Sincerely,

Mary Kamerzell

[Redacted]

Sun, Jun 5, 2016, 9:37 PM

to me

Dr. Kamerzell,

I read this right when you sent it but wanted to be sure I thanked you for your response. I appreciate you hearing my concern. I'd like to learn more about how the district can be neutral on this issue (or any moral issue) but that might be a conversation for another time and place. I'm sure we'll meet sometime soon.

Regards,

[Redacted]

## Re: Rubin-Toles Memo and HS Bathroom/Locker Room Usage

3 messages

Mary Kamerzell, MAC <mkamerzell@cfstd16.org>

Sun, Feb 26, 2023 at 8:03 AM

To: [REDACTED] >

Cc: BOARD Eileen Jackson <ejackson@cfstd16.org>, BOARD Amy Krauss <akrauss@cfstd16.org>, BOARD Amy Bhola <abhola@cfstd16.org>, MAC Doug Huie <dhuie@cfstd16.org>, BOARD Gina Mehmet <gmehmet@cfstd16.org>

Dear [REDACTED]

We do not have a practice of making confidential lists of students who prefer a different pronoun or name and keeping that information from parents. I noted that Mark Rubin-Toles' email was dated September 20, 2021. At the time, he thought that his message was appropriate to protect student privacy per the Federal Educational Rights and Privacy Act (FERPA).

When a student requests a preferred pronoun and/or name, and asks that it not be revealed to a parent, we inform the student that we cannot keep that request confidential, if a parent inquires. We also encourage the student to discuss their preference with their parent(s). It is our experience that most parents are aware of their child's request.

We don't have a written policy about shared facilities because one size does not fit all. Our principals respond to student needs on a case-by-case basis. Not all students, both transgender and cisgender, are comfortable sharing facilities (locker rooms, restrooms, hotel rooms) so we try to respond to their issues by finding alternatives that are satisfactory, such as individual-user options for students who want more privacy. However, we do not compel any student to be segregated from peers if that is not what they want.

Sincerely,

Mary Kamerzell



Follow CFSD on Facebook and Twitter

Mary Kamerzell, Ph.D., Superintendent

Catalina Foothills Unified School District #16

[www.cfstd16.org](http://www.cfstd16.org)

2101 E. River Road

Tucson, AZ 85718

520.209.7537

[mkam@cfstd16.org](mailto:mkam@cfstd16.org)

**From:** [REDACTED]  
**Subject:** Fw: CFSD policies  
**Date:** April 2, 2023 at 6:48 PM  
**To:** [REDACTED]

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**From:** Mary Kamerzell, MAC <mkamerzell@cfsd16.org>  
**Sent:** Sunday, February 26, 2023 6:51 AM  
**To:** [REDACTED]  
**Cc:** BOARD Amy Bhola <abhola@cfsd16.org>; BOARD Amy Krauss <akrauss@cfsd16.org>; BOARD Eileen Jackson <ejackson@cfsd16.org>; dhadley@cfsd16.org <dhadley@cfsd16.org>; gmehmert@cfsd16.org <gmehmert@cfsd16.org>  
**Subject:** Re: CFSD policies

Dear [REDACTED],

We do not have a practice of making confidential lists of students who prefer a different pronoun or name and keeping that information from parents. I noted that Mark Rubin-Toles' email was dated September 20, 2021. At the time, he thought that his message was appropriate to protect student privacy per the Federal Educational Rights and Privacy Act (FERPA).

When a student requests a preferred pronoun and/or name, and asks that it not be revealed to a parent, we inform the student that we cannot keep that request confidential, if a parent inquires. We also encourage the student to discuss their preference with their parent(s). It is our experience that most parents are aware of their child's request.

Not all students, both transgender and cisgender, are comfortable sharing facilities (locker rooms, restrooms, hotel rooms) so we try to respond to their issues by finding alternatives that are satisfactory, such as individual-user options for students who want more privacy. However, we do not compel any student to be segregated from peers if that is not what they want. Our practice is not illegal; actually, not doing this is discriminatory.

Since other parents' children are not within your purview, if you believe that your students are not being supported at either Orange Grove or the High School, please be sure to contact the school's administration so that they can address your concerns.


Sincerely,

*Mary Kamerzell*



Follow CFSD on [Facebook](#) and [Twitter](#)

Mary Kamerzell, Ph.D., Superintendent  
Catalina Foothills Unified School District #16  
[www.cfsd16.org](http://www.cfsd16.org)  
2101 E. River Road  
Tucson, AZ 85718  
520.209.7537  
[mkam@cfsd16.org](mailto:mkam@cfsd16.org)

From: [REDACTED]   
Subject: Re: Public Comments  
Date: June 19, 2023 at 2:34 PM  
To: [REDACTED]  
[REDACTED]

Good morning Mrs. Jackson,

I do appreciate your email; however, in my opinion you have missed the point of my attempts speaking at BOD meetings. Possibly the challenge of one way speaking vs two way communication. In part this could be solved by holding a town hall or adding this to the agenda where the public can observe and weigh in on a particular subject.

My first attempt to speak was responded to me by you with what I now know was a form email to multiple parents. Unfortunately the form email was not related in any way to what I spoke about. I understand how that would save you time in attempting to communicate to multiple parents with the same email, but I also hope you understand by not addressing my comments at all would lead me to think you did not hear the words I spent so much time trying to frame well so the BOD would understand and not just an angry activist.

I think my second attempt to communicate with the BOD there were a lot of people there and many speakers, went on a long time. I can acknowledge due to the time spent and the many speakers some comments may have have missed. I am not sure where I'd seen your comments about the meeting but it was something about mainly being community activists. Unfortunately if you did hear the comments from the 15 parents that spoke that evening, your public comments did not acknowledge them just the "activists" I've spoken with several of the parents that spoke that evening and they too did not feel as though the BOD heard what they had to say.

On subsequent BOD meetings my intent on speaking was to let the BOD know of my and many other parents concerns about the lack of communication surrounding how CFSD is applying the Non discrimination policy with respect to gender identity expression.

1. I never said, nor did I hear anyone say "I don't like your non discrimination policy". When you responded to me again via email and what I observed in comments to the media and general public you stated " don't like our non discrimination policy" on multiple occasions and very consistently.

2. I have no expectations the BOD would need to follow my suggestions to be heard. My suggestion of a mass email was to simply point out how easy it is to communicate with virtually no expense. I wanted to point out it is not just me who is concerned and doesn't know about how CFSD is applying it's non discrimination policy it is every parent and student I've spoken to. There is a lack of communication with the people you represent regarding how CFSD is handling transgender students. I understand communicating this could complicate matters for the BOD and CFSD due to what I believe is not supported by a vast majority of the people you represent. I don't think the issue is a non discrimination policy , rather how CFSD is choosing to apply it, not communicating about any alternatives considered, and continued non interest to have any public discussion.

I appreciate your email clarifying your position regarding communication with parents and students regarding transgender students use of multi-use facilities. On this point I do now feel heard. "[You can construe this to mean that our District administration does not consider your suggestion appropriate. I concur with that decision.](#)" It is clear to me you have stated CFSD does not feel it appropriate to communicate with parents/ students nor the parents and residents who have expressed concern and asked for communication.

It makes sense to me CFSD would not proactively send an email or alert regarding any particular policy just passed or added. It also makes sense where there may not have been any public comment on the passing or changes to the non discrimination policy. At the time, it would not be clear how CFSD would implement this policy nor how it would impact the students, parents and staff. Now the informal policy is being made public, and parents, students and staff have concerns. I now understand you and the BOD stand by your implementation of this policy and have no interest in further discussion regardless of concern nor by how many.

On Jun 14, 2023, at 9:11 AM, Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)> wrote:

[REDACTED]

I wanted to respond to your comments last evening regarding your feeling that you have not been listened to. I respectfully disagree. You have spoken at our board meetings on more than one occasion requesting a specific written policy and/or a mass email to parents and students regarding how we will work with transgender students in our schools. I have listened to all of your comments and have considered them. Because the District has not responded by complying with your request does not mean no one is listening. You *can* construe this to mean that our District administration does not consider your suggestion appropriate. I concur with that decision.

We do not write specific policies, nor send email alerts as to how we work with the other protected classes listed in our nondiscrimination policy. Similarly, I am not going to recommend that we write an email or policy detailing how we work with



nondiscrimination policy. Similarly, I am not going to recommend that we write an email or policy detailing how we work with transgender students. As I have stated before in emails to you, we treat all our students in the same manner, in accordance with our nondiscrimination policy. Our school administrators are well-trained in that policy and the related practices in our schools. In this manner, the non-discrimination policy is implemented appropriately.

Regarding your request for this topic to be placed on a Board agenda, I assert to you that our policy and practices are no secret. Our nondiscrimination policy was passed unanimously in an open board meeting with absolutely no comment. And, if you've been listening in full to our meetings over the past few weeks, you will have heard my recent statement during the "Future Agenda Considerations" section of the meeting explaining why I will not call for these topics to be placed on our agenda. You can also read a synopsis of those comments in the most recent Desert Leaf article about the District.

As a Board member in this District, I have pledged to listen to our constituents' comments. I did not, and cannot promise to agree with all of them.

Respectfully

Eileen Jackson

----- Forwarded message -----

From: **Eileen Jackson, BOARD** <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)>

Date: Fri, Mar 10, 2023 at 12:05 PM

Subject: Re: Public Comments

To: [REDACTED]

Cc: MAC Mary Kameron <[mkam@cfsd16.org](mailto:mkam@cfsd16.org)>, BOARD Amy Krauss <[akrauss@cfsd16.org](mailto:akrauss@cfsd16.org)>

[REDACTED],

As I see it, your request to be informed has been fulfilled. You have been informed of the District's nondiscrimination policy; you have been informed that I support the District's interpretation of that policy as it relates to the issues you raise; you have been informed that the District's response to requests re: the use of a specific multi-occupancy facility is the same - i.e. accommodation - regardless of the requestor's gender identity - a practice that epitomizes nondiscrimination and equal treatment. I don't have anything else to add in response to your inquiries.

Your suggestions re: how and what we should communicate to our constituents and families has been noted.

Eileen Jackson  
President, CFSD Governing Board

On Thu, Mar 9, 2023 at 5:42 PM [REDACTED] wrote:

Good evening,

Thank you for your apology, I'm happy to have clarified the subject of my comments to the board on Feb 28th.

I am sad though to not have been acknowledged for my request to be clear about how the CFSD community (me as a parent) is informed of what appears to be a "formal" policy that you state adheres to district policy under anti discrimination per your previous email. I don't want to assume things, and desire to have open communication, transparency and full understanding. I have to admit I don't have a full understanding of what the details of what seems to be a request by a male/s to use the female multi occupant facilities due to their gender expression as a female. To date nobody is clarifying the data around the topic that I am aware of. What I am understanding is that a request was made and accommodated, correct?

My request is for clear, transparent and open communication with courtesy and respect to fully understand what the issue is. My desire is to be informed.

I also requested a simple email to your constituents to clear up any misunderstanding of district policy as you presented. I thought this would be a simple and easy fulfillment, costing nothing and represent a commitment to be open and transparent. I along with 20-30 other parents took the time to attend last weeks Board meeting to express ourselves and vocalize concerns. My primary concern is about communication and information, I don't understand a lack of interest to engage and involve the parents, students, staff and community that you represent.

Another request was to articulate how not allowing these male/s use the female multi occupant facilities would be discriminatory. You clearly stated the district policy decision was made because of the district anti discrimination policy towards protected classes. I don't see how it applies in this case and I'd like to better understand how you come to that conclusion. If the district has communicated with my daughter about this request please let me know and I will talk to her about not sharing with me.

Did the district ask the females affected by your decision about their feelings, comfort and safety. If yes, please communicate to me. I don't want to assume the district did not act with due diligence to consider the safety and security of the female students, in addition to not communicating to their parents.

I may have missed the Board meeting/s where this subject was discussed. Did the Board conclude it should not, could not or didn't need to communicate around this subject. If there is background information where the Board has engaged, discussed or communicated details about this issue, I'm seeking to be informed and please point me in that direction.

I did request for this subject or some form of it to be on the agenda for the next Board meeting (as did at least 2 other speakers at last weeks meeting), but I want to be clear I also requested for you to respond to other questions. I feel unheard and not acknowledged. If the appropriate questions would be better asked of another Board member or district administrator, please let me know.

Thank you for your consideration to add the topic of allowing male/s to use the female multi occupant facilities to the agenda for April 4th.

I look forward to your response,

[REDACTED]

On Mar 8, 2023, at 4:15 PM, Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)> wrote:

[REDACTED]

If I misunderstood any of your comments at our previous board meeting, I apologize.

Your request for this subject to be placed on a future board agenda is being considered for the April 4th board meeting, per our policy, which can be found at the link below.

Eileen Jackson

<https://policy.azsba.org/asba/browse/catalina/catalina/BEDBA>

On Tue, Mar 7, 2023 at 9:06 PM [REDACTED] > wrote:

Good evening,

Thank you very much for your recent email regarding my comments at last week's Board meeting.

I first I want to clarify what I said, I think you've mistaken my comments with other parents.

1. I did not mention "pronouns" nor did I make any statements about it.
2. I did not state the District did not have a policy regarding multiple occupant facilities, rather I indicated there seemed to be a reference by the High School principal to a "informal" policy and my concern was why parents have not been informed or aware.

To be clear:

My concern expressed during the Board meeting was the lack of communication from the Catalina Foothills School District regarding an issue that became public allowing boys to use the girls locker rooms or restrooms if they felt more comfortable there or so desired. I expressed my frustration about the lack of transparency, consideration, courtesy and respect for parents.

In my opinion, the CFSD and High School Principal has made a gross error in judgement in applying "non discrimination" to the request of a male to use the female locker room / restrooms. The males were not nor have been singled out or isolated. They made a request and the Principal accommodated their request.

Were the females asked about their comfort level accommodating the request?

Where parents informed about this?

Are there other alternatives to consider without affecting the broader group of students, family and parents?

Mrs Jackson, Could you please articulate more specifically why this request falls under discrimination? Because an individual is in a protected class does not equate to accommodation of request. To be clear, are you saying CFSD does not have an option because an individual is part of a protected class...no choice because of district policy? Secondly, please explain how the females who may be uncomfortable with your accommodation are similarly not discriminated against by allowing a male in their midst in the locker rooms and restrooms. How will the district accommodate any females expressing discomfort with sharing a multi occupant facility like a locker room or restroom with males?

In search of the district policy I came across the Parents rights and responsibilities.

**A.R.S. § 1-601 – Parents' rights protected**



## A. The liberty of parents to direct the upbringing, education, health care and mental health of their children is a fundamental right.

Could you please explain how CFSD's handling of this issue is compliant with parental rights?

Last week I solicited some opinions from a few high school girls about the subject.

The responses included:

Gross

Weird

I don't care

That's awkward

Why?

I asked if they would vocalize any of this to their school, and their emphatic response was, no way!

Given today's culture, I can't imagine how difficult it may be for high school girls to express their discomfort or even opposition to this "informal" or maybe now "formal" policy.

Given today's culture and community discourse I can't imagine any of you would think the community you serve would not wish to be consulted regarding this issue. I know how difficult it can be to have parents involved and engaged, but I have to believe based on last week's attendance and community comments you would want to take advantage of the opportunity to get more parents involved and engaged on what appears to be an important topic for more than just a couple people.

My request is for the CFSD to be communicate clearly to the parents your interpretation to apply anti discrimination of a protected class to a request from a male/s to use a multi occupant facility like locker rooms & restrooms with females. A simple email to state this would cost nothing and go a long way to being transparent and open. Perhaps a survey of the people you represent would be appropriate.

My second request is to add this discussion to the Agenda of the next Board meeting with the intention of inviting comments from the CFSD community. I would encourage the parents of the boy/s making the request to articulate their perspective so I can better understand the issue, or perhaps one of the Board could do so on their behalf.

Once again, I am grateful for your email and I look forward to your response and following actions.

[REDACTED]

On Mar 2, 2023, at 10:16 AM, Eileen Jackson, BOARD <[ejackson@cfsd16.org](mailto:ejackson@cfsd16.org)> wrote:

Dear [REDACTED],

On Tuesday night, you expressed your concern that our District does not have a written policy covering the use of pronouns and/or use of multiple-occupant facilities like restrooms or locker rooms. In truth, our District does have a policy which was crafted by and unanimously passed by the Board that governs these matters. This policy is [Policy AC Nondiscrimination/Equal Opportunity](#).

In that policy, we specifically state our District is committed to a policy of nondiscrimination on the basis sex, sexual orientation, gender identity or expression, national origin, ethnicity, religion, creed, age or disability. This policy is meant to guide our administrators in their daily decisions that arise in the operation of our schools.

Our District staff will respect any student's preference regarding how they are addressed in school, be it a nickname or a pronoun request. However, as students are informed, if a parent were to inquire, staff does not keep this information from parents. Further, our staff encourages students to discuss these matters with their parents.

Similarly, any student who is uncomfortable sharing multiple-occupancy facilities with others has the ability to request an accommodation. Our district administrators respond to their needs and find alternatives for those students. In this way, we treat all students in the same manner. Further, our administrators do not require any student to be singled out or isolated based on *any* of the protected statuses identified in our policy.

The way our administrators are operating is well within the directive of our established Board policy.

Sincerely

Eileen Jackson  
President, CFSD Governing Board

[REDACTED]

[REDACTED]

**From:** [REDACTED]  
**Subject:** Fw: CFSD policies  
**Date:** March 29, 2023 at 8:41 AM  
**To:** [REDACTED]



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**From:** Eileen Jackson, BOARD <ejackson@cfsd16.org>  
**Sent:** Thursday, March 16, 2023 3:59 PM  
**To:** [REDACTED]  
**Subject:** Re: CFSD policies

[REDACTED]

I am writing in response to your written request for the Board to place a discussion of our schools' implementation of our nondiscrimination policy as it pertains to transgender students onto a future Board agenda.

After listening to public comment on this topic, considering the variety of emails received from you and other constituents, and reviewing additional information that board members requested from Dr. Kamerzell, no Board member has requested this discussion be placed on an agenda. (Please see our policy [BEDBA Agenda Preparation and Dissemination](#) linked below.)

I understand you disagree with our District's interpretation of the nondiscrimination policy in this matter. I respect your right to express that. By not requesting this item be added to a future agenda, I am expressing my full support of the policy and our administrators' implementation of this policy in our schools.

Eileen Jackson  
President, CFSD Governing Board

Agenda Preparation and Dissemination  
<https://policy.azsba.org/asba/browse/catalina/catalina/BEDBA>

**From:** Eileen Jackson, BOARD ejackson@cfsd16.org  
**Subject:** Re: Agenda Request  
**Date:** April 6, 2023 at 1:50 PM  
**To:** [REDACTED]



[REDACTED]

I am writing in response to your written request for the Board to schedule a discussion and vote on your petition idea at a future meeting. After consideration in our agenda planning session and receiving no request from any Board member who wishes for this item to be slated, please be informed this will not become an agenda item. Below, I have included a link to our [Agenda Preparation and Dissemination](#) policy for you to review and understand our process.

The position of board member is an elected position. The major responsibility of the position is to set policy for the District that will serve our constituents, the most important of which is our students, but also includes parents, teachers, staff and the greater District 16 community surrounding us. Our District administrators help us fulfill this responsibility by proposing policies that are research-based, recommended best-practice by experts in their fields, and that comply with the state and federal laws that govern us. The petition process you describe would circumvent this process and make it very difficult for us to accomplish our work for the District.

You say you are troubled by our Board's refusal to hear the concerns of parents on an important issue. I would say that we have done nothing but listen to a variety of people's viewpoints as they have been vigorously expressed at the last two Board meetings. Because we don't discuss doesn't mean we don't listen. And, if we're being honest with each other, many of the viewpoints we have listened to come from neither parents of District students or District constituents. I will tell you that at least for me, I haven't heard anything in public comment or in individual emails I've received that would cause me to move away from our practices that are indeed strongly supported by research and the law. I know that you may disagree and that is where I must leave it.

Respectfully

Eileen Jackson  
President, CFSD Governing Board

On Wed, Mar 29, 2023 at 11:16 AM [REDACTED] > wrote:  
CFSD Board President Jackson:

As a concerned parent in the district, I'm troubled by the board's refusal to hear the concerns of hundreds of other parents on an important issue affecting all kids especially a marginalized group among them in our district. To address this in an open forum, I'm asking the board to discuss the following proposition as an official agenda item on April 11, 2023 for a vote as soon as possible:

Effective immediately, it will become CFSD Governing Board policy that whenever a written petition calling upon the board to discuss and vote on any matter is signed and submitted collectively by 100 or more district residents or legal guardians of actively CFSD-enrolled students in a calendar year, the board must place that item on the next agenda for discussion and vote on the petition exactly as stated.

A "Yes" vote means parents won't be ignored. A "No" vote means they will be. Please do the right thing and remember your primary audience: Me.

[REDACTED]  
[REDACTED]  
[REDACTED]

**From:** [REDACTED]  
**Subject:** Fwd: Your most recent request  
**Date:** September 21, 2023 at 8:20 AM  
**To:** [REDACTED]

Begin forwarded message:

**From:** "Brase, Jody" <jbrase@cfsd16.org>  
**Date:** September 21, 2023 at 8:06:36 AM MST  
**To:** [REDACTED]  
**Subject:** Re: Your most recent request

I just wanted to let you know I have nothing more to add. Your request to add materials has been denied.

[REDACTED], this will be my last communication with you.

*Jody Brase* | Principal  
Catalina Foothills High School  
4300 E. Sunrise Dr. Tucson, AZ 85718  
*"A Global Learning Community of Academic and Social Excellence"*

[CFHS Homepage](#)

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On Wed, Sep 20, 2023 at 7:08 PM [REDACTED] wrote:  
Good evening, Jody.

I am following up on my request from August 29.

Sincerely,

[REDACTED]

On Aug 29, 2023, at 9:41 AM, [REDACTED] wrote:

Good morning, Jody.

Thank you for doing this. I would also like some or all of the resources I've attached in our previous correspondence, as well as that which is included in today's missive, added to the counseling website. As it stands now the site only presents one side of this very difficult and challenging societal problem. As a school, counseling department, and institute of learning it should strive to present multiple points of view so as to better elucidate and deduce the truth for the benefit of all concerned.

Sincerely,

[REDACTED]

<Current Concerns About Gender-Affirming Therapy in Adolescents.pdf>

[Increasing Number Of European Nations Adopt A More Cautious Approach To Gender-Affirming Care Among Minors](#)

<https://www.economist.com/briefing/2023/04/05/the-evidence-to-support-medicalised-gender-transitions-in-adolescents-is-worryingly-weak>

On Aug 21, 2023, at 9:52 AM, Brase, Jody <jbrase@cfsd16.org> wrote:

Dear [REDACTED] we have removed the one resource you had an issue with on the counseling website.

Have a good week,  
Jody Brase

On Jul 24, 2023, at 3:06 PM, Brase, Jody <jbrase@cfsd16.org> wrote:

Hi [REDACTED],  
I am just returning to the office today. I did want to get back to you that I received your email.

I will review the information sent. If I need any further clarification, I'll get back to you.

My best,

Jody Brase | Principal  
Catalina Foothills High School  
4300 E. Sunrise Dr. Tucson, AZ 85718  
*"A Global Learning Community of Academic and Social Excellence"*

[CFHS Homepage](#)

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On Fri, Jul 14, 2023 at 12:12 PM [REDACTED] > wrote:

Good afternoon, Jody.

Thank you for the clarification. It appears that you will post a request from a non-parent and a non-health professional, like the Community Coordinator for Nursing License Map from Seattle. With the criteria you listed you should not have posted the resource she recommended.

As you know, I work in the medical field. The resource I sent to you was an official publication from a very old and respected organization, The British Medical Journal. It is far older and more well known than the Nursing Licensing Map.

Below I've attached some other links to published studies and articles, all written by health professionals (PhD's and MD's). I formally request these resources be posted on the HS counseling department's website.

The Myth of "Reliable Research" in  
Pediatric Gender Medicine: A critical  
evaluation of the Dutch Studies—and  
research that has followed  
tandfonline.com

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[ACPeds Calls on Organizations to Scrap Current Transgender Protocols Based on Newly Published Critique](#)

You are being redirected...  
acpeds.org



bell.png

Puberty Blockers, Cross-Sex Hormones, and  
Youth Suicide  
heritage.org

<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0202330>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC543940/>

<https://www.psychologytoday.com/us/blog/culture-mind-and-brain/201811/why-is-transgender-identity-the-rise-among-teens>

<https://www.psychologytoday.com/us/blog/its-catching/201703/why-are-females-prone-mass-hysteria>

Sincerely,

█

On Jul 10, 2023, at 7:04 AM, Jody Brase, Fh <[jbrase@cfsd16.org](mailto:jbrase@cfsd16.org)> wrote:

Dear █,

Thank you for your question. I'm happy to provide a response.

Our Counselors provide resources that are community-based organizations as well as national hotlines (for example) that support students and parents versus articles. Because school counselors do not provide therapy or long-term counseling, some of the postings may be resources that provide options for other support structures not provided by the schools. It's not our practice to simply post a request from a parent. However, we do have parents that work in the medical field, for example, and if a resource is sent to a counselor and/or principal, it is reviewed. The high school determines whether a resource is a reliable community or a nationally-based organization that provides support for students and parents. As a general guideline, parents are not providing the resources.

After reviewing the content you submitted, we have determined that it is an investigative report rather than something authored by a health professional. Therefore, we will not post it on the high school website.

Thank you,

Jody Brase | **Principal**

Catalina Foothills High School  
4300 E. Sunrise Dr. Tucson, AZ 85718

*"A Global Learning Community of Academic and Social Excellence"*

[CFHS Homepage](#)

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On Fri, Jul 7, 2023 at 2:59 PM █ > wrote:

Dear Jody,

Since you and the counseling department added the resource requested by Ms. Young, I formally request you add this resource to the counseling department's website: <https://www.bmj.com/company/newsroom/gender-dysphoria-in-young->

[people-is-rising-and-so-is-professional-disagreement/](#)

Please let me know as soon as it is posted or if you would like to discuss it further. Thank you.

Sincerely,

█

On Jun 15, 2023, at 8:52 AM, Jody Brase, Fh <[jbrase@cfsd16.org](mailto:jbrase@cfsd16.org)> wrote:

Dear █,

The email indicates that Erin Young holds the position of Community Coordinator at Nursing License Map. Our school website provides numerous resources for families to use. This particular resource is one of many available as a community service for families to reference, but it is not endorsed or sponsored by the school or district.. <https://cfs-counseling.cfsd16.org/community-Resources-supports>

Jody Brase | **Principal**

Catalina Foothills High School  
4300 E. Sunrise Dr. Tucson, AZ 85718

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On Tue, Jun 13, 2023 at 2:16 PM █ > wrote:

Dear Ms. Collier and Principal Brase,

In September of 2021, you were in contact with a Ms. Erin Young regarding gender affirming care and you added a link to the HS counseling website at her request. I am curious, who is Erin Young and with which organization is she affiliated?

Thank you for your time and attention in this matter.

Sincerely,

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