



## Sex/Gender Position, Policies and Procedures

Our mission at Gilbert Christian Schools is to partner with parents to prepare the next generation to impact the world for Christ. This occurs by establishing, teaching, fostering, upholding and enforcing a Godly environment. We use holy scripture as our guide.

### **Position Statement:**

The students of GCS will be **trained in godliness** (Duet.4:9-10; 6:4-7; 11:19), provided the content and mentorship whereby they may **become mature disciples of Christ** (Matt.28:18-20; 1Pt.2:2-3; Col.1:9-10) **enabling them to stand firm** for Him in a world that vehemently opposes His person, work and a conservative biblical worldview (Josh.24:15; Eph.6:13-15; 1Pt.5:8).

Our commitment is to love those students or other persons who struggle with the sin and state of gender dysphoria and/or same sex attraction (Ezk.18:23; Lk.15:1-32; 19:10; Rom.5:8). By love we do not mean agree with, affirm or enable (Jude 1:3,17-23; 1Jn.4:1; James 4:7). We will love those students by listening to, praying with and presenting a biblical worldview, consistent with the GCS Statement of Faith, that invites all into a relationship with Christ (Jn.3:16-17; 2Cor.5:17; Jn.14:6). It is through a relationship with Christ that the indwelling Holy Spirit confronts sin(s) (Isa.6:5; Jn.16:8; Acts 2:37), empowers us to deny our fallen nature along with its tendencies/expressions (Matt.16:24; Rom.6:6; Gal.5:16-24) and transforms our hearts and lifestyles to and for the glory of God (Rom.12:1-2; 2Cor.3:18; Col.3:5-11).

- **We are convinced by Scripture and believe that references to one's biological sex in the Bible are one and the same as an individual's gender** (Gen.1:27; 5:2; Matt.19:4). We are convinced a late separation between sex and gender is hermeneutically unfounded and baseless both scripturally and theologically (Ps.119:89; Isa.40:7-8; Matt.5:17-19). Though many in the current culture advocate for a separation of sex and gender, we affirm that the eternity and relevance of inspired Scripture (Ps.12:6; 119:89,152,160) addresses such issues both directly and indirectly and stands in authority over any and all cultural fads, phases, challenges, worldviews and/or contemporary practices legally embraced and sanctioned or otherwise (DT.18:9; Ps.106:35,39; 2Cor.6:17; Eph.4:24; Col.2:8;

1Pt.1:16;1Jn.2:15-17).

- We are convinced by Scripture and believe that human beings were made in and continue to bear the Image of God (Gen.1:27; 9:6; Ps.8:3-8; James 3:9).
- We are convinced by Scripture and believe that God created, designed and defined (Gen.1:27;5:2; Matt.19:4) humanity and assigned (binary) only two possible genders/sexes to the species; these are male and female respectively (Gen.1:27; 5:1-2; Matt.19:4). While males and females are created in equal value and essence as human beings and redeemed in equal measure and impact as Christ followers, we also embrace the beauty and creativity of their distinctions in roles, responsibilities, and expressions (Gen. 1:27; Deut. 22:5; Gal. 1:28; Eph. 5:22-33; 1 Pet. 3:1-9)
- We are convinced by Scripture that we are sinners by nature (Ps.51:5; Rom.5:12,18; Eph.2:1) and our totally depraved disposition expresses itself immediately upon birth in various ways and to varying degrees (Gen.8:21; Ps. 58:3; Prov.22:15; Eph.2:2-3). This includes but is not limited to gender dysphoria, homosexuality, transgenderism, gender fluidity and a host of other expressions biblically and correctly deemed sexually immoral (Lev.18:22; 20:13; Rom.1:24-32; 1Cor.6:9; 1Tim.1:8-11).
- We are convinced by Scripture and believe that God gives great value to the entire person both spiritually (Ps.23:1-4,6; 2Cor.4:16; Eph.3:16) and bodily (Ps.139:13-16; Matt.6:25-34; 10:28-31) having created humanity in His image whereby he communicated to a lesser and in some ways fuller degree His characteristics to the species (Gen.1:26,27; Ps.8:3-9; Jms.3:9). Moreover, He is the designer of the first humans bodily (Gen.1:26-28), having made Adam from the dust (Gen.2:7; 3:19; 1Cor.15:47) and Eve (Gen.2:18, 21-22; 1Cor.11:8,12) fashioned from his side. Scripture states and affirms the binary nature of the species (Gen.1:27; 5:2; Matt.19:4) and upholds the value and constancy of the same through the following:
  1. The blessing of procreation after one's kind (Gen.1:28; 4:1; 1Tim.2:15) as consistent with the rest of the created order (Gen.1:11-12, 21-22) in Genesis 1
  2. Judgment pronounced and carried out (Gen.19:4-11; Lev.18:22; 20:13; Deut.22:5; Judg.19:22-26; Rom.1:24-32; 1Cor.6:9-10; Rev.22:15) upon those who pursue other sexual identities and/or act in intimate ways not belonging to the normal relational course of objectively born males and objectively born females, both of whom accept and maintain their God designed and defined sexes/genders
  3. The redemption of human beings holistically (body and spirit/soul) now (Lev.19:2; 1Cor.6:19-20; Rom.12:1-2; 1Thess.4:3-5; 1Pt.1:16,19) and, the resurrection of the same in a sex/gender consistent state (Jn.11:24; 1Cor.15:53-55; 2Cor.4:14; Phil.3:21; 1Thess.4:14-16). Restated, objectively born males and objectively born females will be raised to an eternal sex/gender that is physically consistent with their

pre-resurrected bodies (Jn.6:40,54; 11:24, and 4).

- Believers are held responsible for the sexual deeds done in and to their bodies (Rom.12:12-14; 1Cor.6:18; 2Cor.5:10; Col.3:5-6; 1Thess.4:3-7; Heb.13:4). This includes but is not limited to the attempt to redefine and thereby live differently than one has been made and designed by God (DT.22:5; 1Cor.11:14-16).

## **Policies and Procedures**

- The GCS administration, staff, teachers, and coaches will continue to lovingly yet directly and indirectly teach and model the biblical truth concerning humanity's existence as image of God bearers (Gen.1:26-28; 5:1; 9:6; Ps.8:3-9; Jms.3:9-10).
- They will continue to recognize and acknowledge all students within the framework of the binary existence of humanity as designed by God, namely, male and female (Gen.1:27; 5:2; Matt.19:4).
- They will continue to recognize and acknowledge each student by his/her God ordained, objective biological gender at birth, thereby forgoing any preferred references to pronouns that are inconsistent with God's original design of humanity as male and female (Ps.15:1-2; Prov.8:7; 12:17; Eph.4:14-16,25; Col.3:9-10).
- The GCS instructors, staff and students will continue to employ proper, historically recognized titles which are consistent with the biblical description of man as male and woman as female (Gen.1:27; 4:1; Isa.7:14-16; Dan.4:28-33; Lk.1:13-17,31-38; Jn.19:26-27) for all staff, parents, students and others (Mr., Ms., Miss, Mrs., Sir, Ma'am).
- The GCS staff and coaches will only allow students playing for or representing any and all GCS campuses to join sports teams and compete as biologically objective males from birth, or biologically objectively born females from birth. This rule seeks to honor and uphold fair play and aids in protecting the accomplishments, awards and scholarships of each respective sex/gender by enabling them to engage in competition according to their ability with biologically comparable peers. This rule also protects student athletes from physical harm as well as protects their physical privacy. The exceptions to this rule are school sanctioned Co-Ed events.
- The GCS staff, coaches and teachers will continue to make all restrooms, locker rooms and or pertinent facilities available to the biologically objective born sexes which are designated respective to the binary sexes/genders (male and female only). This means men's restrooms, locker rooms and/or other male gender specific facilities are only and always available to biologically objective males from birth. Moreover, this means women's restrooms, locker rooms and/or other female gender specific facilities are only and always available to biologically objective females from birth. In consistency with the Holy Scriptures and our

acquiescence to a biblical worldview, we will not assign distinct restrooms or facilities for students who are struggling with transgenderism, gender dysphoria, gender fluidity or same sex attraction/behavior.

- When traveling on school-oriented activities that may require overnight lodging, our GCS staff, coaches, teachers, chaperones and/or volunteers will arrange rooming according to students' objective biological sex/gender at birth.
- In group or school events where separation of sexes/genders is appropriate for activities and/or discussions, all students will be divided into and assigned to groups that are consistent with their objective biological sex/gender at birth.
- When receiving or wearing school attire in any form (daily, sports, special events, choir, et cetera) all students will be assigned and required to wear attire consistent with their objective biological sex/gender at birth.
- The GCS staff, faculty, teachers and students will not refer to individuals in papers or otherwise in pronouns that are inconsistent with the Holy Scriptures and thereby outside of a conservative biblical worldview. This includes but is not limited to "Mx", "Ze/Zer", "they or them" and a host of other terms. We understand such pronouns to be biblically inconsistent, objectively false and/or ambiguous, harmful to historically established grammar and writing and confusing socially as it affirms that which fails to align itself with biblical/ultimate reality.
- We believe that in order to preserve the function and integrity of Gilbert Christian Schools, all students must abide by this policy. Consistent with other Gilbert Christian School policies, if a student does not abide by Gilbert Christian's Sex/Gender Policy the student will be subject to discipline, up to and including expulsion.