



**FAIRFAX COUNTY  
PUBLIC SCHOOLS**

Daniel A. Domenech, Superintendent  
Burkholder Administrative Center  
10700 Page Avenue  
Fairfax, Virginia 22030

May 31, 2002

Robert Rigby, Jr  
Fairfax County Safe Schools Coalition  
c/o GLSEN-NCA  
P. O. Box 41745  
Arlington, Virginia 22204

Dear Mr. Rigby:

Thank you for your May 1 letter in which you shared your understanding of the decisions that were made during our April 22 meeting. On May 28, I met with Alan Leis, Brad Draeger, Alice Farling, and Nancy Sprague to express my support that we make every effort to ensure that all students and employees are treated with respect and provided a safe learning and working environment.

Dr. Farling will be the contact person for issues concerning lesbian, gay, bisexual, transgendered and questioning (LGBTQ) youth. She will assist you in distributing the final version of the Northern Virginia Resource Guide to guidance staff and school psychologists and distributing brochures from the Parents, Families, and Friends of Lesbians and Gays (PFLAG) to guidance staff.

With regard to sensitivity training for staff, our new employee orientation does address all forms of employee and student discrimination. Dr. Draeger will review the information presented at the orientations to ensure that the message is clear about our expectations. Additionally, Dr. Sprague and her staff will develop an academy course to address LGBTQ issues. As part of our mandatory updates for Leadership Team and school-based administrators during the Leadership Conference in August, the addition of sexual orientation to the SR&R's anti-harassment policy will be reviewed and reinforced.

You are certainly welcome to present LGBTQ-interest books to our school libraries and to propose workshops and assemblies for students; however, in both cases established procedures must be followed. For your convenience, I have attached a copy of Regulation 6760, Attachment N, which provides the guidelines that all schools must follow in developing the collections in school library media centers. Although the decision regarding which workshops and assemblies are presented in schools is strictly made at the discretion of the individual school principal, presentations on sexual topics must be reviewed and approved by the Family Life Curriculum Advisory Council.

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Both Dr. Farling and Dr. Sprague will be in touch with you to discuss, in more detail, the issues related to their departments. By working together, I am confident that we can raise the awareness of our employees to these sensitive issues.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel A. Domenech". The signature is fluid and cursive, with a large initial "D" and a long, sweeping tail.

Daniel A. Domenech, Ph.D.  
Superintendent of Schools

DAD:mak  
Attachment

cc: Rhonda Buckner  
Maryanne C. Warrick  
Aian Leis  
Brad Draeger  
Alice Farling  
Nancy Sprague