



## **KUMUHANA: Ke Aoao ana no ke Kakoo ana i na Haumana Hookanewahine**

He aoao ana keia no na kumuhana ike nui ia i pono e kukakuka ia i kakoo pono ia na haumana hookanewahine ma ke kula. Ua manao ia keia aoao ana i kokua i ka hoomalu ana ma ke kula. Aole e helu ia na pilikia apau e hiki ai ke loa. Ua manao ia e hoolaha i ke aoao ana me ka awiwi i hiki no na kula i palekana a oluolu kahi e ao ia'i na haumana a no ke kokua ana i na luna hoomalu o na kula i kamaaina lakou i na hana oi loa e hoomalu ai maluna o na hihia ke loa.

Malia paha o ka mea e pono ai kela keia haumana hookanewahine, ua pili no ia lakou pakahi apau a pili i ko lakou ola ana. He maikai ke nana a hoomalu ia ka mea e pono ai kela keia haumana mamuli o ko lakou moolelo pono, a nolaila, he pono ke hui a kukakuka pu me ka haumana, a ina kupono, e hohui ia mai na makua a i ole na kahu hanai. He maikai ke ae aku na limahana o ke kula i ka haumana nana e alakai i ka hana e hoomaopopo a hoikeike ai i kona manao iho no nona ina he kane a wahine oia a e hoomaopopo ia ka pono o ka haumana e malama ia na mea pilikino he mea huna e pili ana i kona manao nona iho ina he kane a wahine paha a peia no hoi kona hoikeike i ka hookane a hoowahine paha.

### **Ka Hoakaka ana i Kekahi mau Olelo Mea Nui**

**“He kane a wahine paha i ka hanau ana,”** oia hoi, ua pili i ka ma'i ina he “kane” a “wahine” paha i ka hanau ana.

**“Hookane/Hoowahine,”** oia hoi, na hana a ke kanaka i hoohele ia mamuli o ka manao o ka lehulehu ame ka upu ana o ka lehulehu, a ke ike ia ka hana a ke kanaka, manao ka lehulehu he kane a wahine a mea e ae paha oia.

**“Hoikeike i ka hookane a hoowahine,”** oia hoi, ka hoikeike ana o ke kanaka i kona ano iho no ina he hookane a hoowahine paha kana hana, kona lole, ka hoonaninani ia o ka lauoho, kana mau hana e komo ai, kona leo, a i ole ka lawena o kona kino.

**“Ka manao o loko ina he kane a wahine paha,”** oia hoi ka manao o loko loa o ke kanaka ina he kane a wahine oia, a i ole, ina ua okoa kona manao ia ia iho ke hoohalike me kona kino pono ina he kane a wahine paha i kona hanau ana. **He manao no ko kela keia kanaka nona iho no ina he kane a wahine paha oia.**

**“Ke kuae i na manao no ia mea he kane a wahine paha,”** oia hoi ka hoikeike ana o ke kanaka i ka hookane a hoowahine paha ma ke ano aole ku i kona hanau ana he kane a wahine paha, a aole ku i ka manao o ka lehulehu no ia mea he kane a wahine paha ma ka hanau ana. Malia paha aole ku ka hoikeike ana o ke kanaka i ka hookane a hoowahine paha e like me ka upu ana o ka lehulehu no ka nana ana o ia mea he kane a wahine paha ame ka hana a ke kane a me ka

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wahine. **Aole like “ke kuee manao no ia mea he kane a wahine paha” me “hookanewahine”;** aole he hookanewahine na haumana apau e kuee ana i na manao o ia mea he kane a wahine paha.

“**Kane a wahine paha,**” oia hoi ke kuhikuhi ia o ke kanaka he kane a wahine paha ma ka hanau ana mamuli o ka huina chromosome, hormone, a me na mahele o ke kino.

“**Hookanewahine,**” oia hoi he kanaka he kane a wahine paha i kona hanau ana, a okoa kona “hookane” a “hoowahine” ana. **“Aole like ia mea he “hookanewahine” me “kane moe kane a wahine moe wahine paha.”**

“**Kuapo,**” oia hoi ka hoomaka ana o ke kanaka hookanewahine e noho a ku i kane a wahine paha e like me kona hoikeike ana, a i ka nui o ka manawa, loli kona paikini lole, koho oia i inoa hou, a noi oia i na poe e ae e kahea ia ia me ke paniinoa pololei nona, a malia paha komo oia i ka lapaau hormone, a kaha ia kona kino.

### **Ke Kumu i Ku mai ai Keia Kumuhana**

I keia mau la, ike ia ka pii o ka nui o na haumana oluolu i ka hoikeike i ko lakou manao he kane a wahine paha lakou me ka noi pu i ke kula no ke kakoo. O kekahi mea hou aku, ua oi aku ka nui o na makua i hoomaka e noi mai i na kula e hoomaopopo a kokua i na mea e pono ai ka lakou mau keiki hookanewahine. No na haumana he nui, manao ia he wahi palekana ke kula no ka hoikeike i ko lakou ano pono no. O ka hopena, he mea nui no ka hooholo ana i ka mea kupono loa no ka kakou poe haumana, ka poe hoike i ko lakou hookanewahine ame ka poe aohe o lakou hoike pela.

Oiai ua lilo na hihia no na haumana hookanewahine he mea nui ma na kahua hoonauao ame na apana hookolokolo he nui no, i Hawaii nei no kekahi, kahi i hookumu ia ai ke aoao ana no ke kakoo i keia mau haumana hookanewahine, he mea nui no ka hoomaopopo ana he nui no na akeakea i koe e alo ai keia mau haumana. Malama ka hui Gay, Lesbian, Straight Education Network (“GLSEN”) i ka papahana ninaninau i kela me keia elua mau makahiki no ka hoomaopopo i ka moololo o na haumana kane hoihoi i ke kane, na haumana wahine hoihoi i ka wahine, ka poe hoihoi i ke kane ame ka wahine pu, ame na haumana hookanewahine. Ua hoike ia ma ka papa hana ninaninau National School Climate Survey a ka GLSEN i ka makahiki 2013 o na haumana i ike i ka hookae ana mamuli o ko lakou kulana LGBT, ua pakolu ka nui o ka mea e kapae ai lakou i ka hele ana i ke kula i ka mahina i hala hope iho la, ua emi ko lakou GPA ke hoohalike me ko lakou mau hoa, minamina lakou ia lakou iho, a pii ka nui o lakou i loohia i ka pilihua ke hoohalike me ko lakou mau hoa.<sup>1</sup> O kekahi hoikeike no ka hookae ia o kekahi poe haumana hookanewahine, penei, a oi aku no paha: aua ia ka hoohana ia o ka inoa me ke paniinoa i makemake ia, koi ia e hoohana i ka lumi lua/lumi kuapo lole o ko lakou ano he kane a wahine paha i ka wa i hanau ia ai.<sup>2</sup>

He mea nui no na kula ma ka paipai ana i ka manao oluolu o loko o na haumana, a he mea nui no hoi ka hoomau ana i ka hana pu me na haumana apau ame ko lakou mau ohana.

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<sup>1</sup> Kosciw, J. G. Greytak, E. A., Palmer, N. A., & Bosen, M. J. (2014). *The 2013 National School Climate Survey: The experiences of lesbian, gay, bisexual and transgender youth in our nation’s schools*. New York: GLSEN, at 41.

<sup>2</sup> *Id.* at 37-40

## Na Kanawai Pekelala ame na Mokuaina, ame na Loina o ka Papa Hoonaaauao

O na kumumanao pili kanawai no ke kakoo ame ke kokua i na haumana hookanewahine, aole no nae i paa pono. Ma Hawaii nei, e like no me ia ma ke kanawai pekela, ua papa ia ka hookae ana i ka poe manao he kane a wahine paha lakou ame ko lakou hoikeike i ka hookane a hoowahine paha. E hoomau no makou i ka nana i na moololo pili kanawai o keia wa, a e hoooponopono no makou i ke aoao ana o ka Oihana e like me ka mea e pono ai.

Penei na kanawai pekela a mokuaina nana hoomalu i ka hookae ana mamuli o ke kane a wahine paha, ka manao o loko ina he kane a wahine paha, a i ole ka hoikeike i ka hookane a hoowahine paha:

- **Title IX of the Education Amendments Act of 1972:** Papa ia ka hookae ame ka hoomaewaewa ana mamuli o ka aoao kane a wahine paha ma na papahana hoonaaauao a hana pili i ka papahana hoonaaauao i kokua ia'i ke kala e ke aupuni pekela. Papa ia ka hookae ame ka hoomaewaewa ana mamuli o ka aoao kane a wahine paha ma na papahana hoonaaauao a hana pili i ka papahana hoonaaauao i kokua ia'i ke kala e ke aupuni pekela. Helu ia ka hookae ana mamuli o ka hoikeike ana i ka mea i manao ia he hana maamau a ke kane a wahine paha a i ole ka hoole ana e hana e like me ka mea i manao ia oia ka hana maamau a ke kane ame ka wahine.
- **Title IV of the Civil Rights Act of 1964** Papa ia ka hookae ame ka hoomaewaewa ana mamuli o ka aoao kane a wahine paha o kekahi poe ma na kula aupuni ame na kulanui. Helu ia ka hookae ana mamuli o ka hoikeike ana i ka mea i manao ia he hana maamau a ke kane a wahine paha a i ole ka hoole ana e hana e like me ka mea i manao ia oia ka hana maamau a ke kane ame ka wahine.

Malalo o ka Title IX a me ka Title IV, ua hoomalu ia na haumana, o na haumana hookanewahine no kekahi, ame na haumana ku ole i na ano o ke kane ame ka wahine, hoomaluia lakou aole e hookae ia mamuli o ka aoao he kane a wahine paha.

- **Kanawai mokuaina (§§368-1, 489-2, a me ka 489-3, Hawaii Revised Statutes):** Hoomalu ia na kanaka aole e hookae ia mamuli o ko lakou manao iho no he kane a wahine paha oia a i ole mamuli o ko lakou hoikeike ma na wahi i hoomakaukau ia no ka lehulehu, kahi e hana'i, kahi e noho ai, ame na hana lawelawe i haawi ia'i ke kala e ka mokuaina.
- **Title 8, Chapter 19 of the Hawaii Administrative Rules:** Papaia ka hoopuka ana i ka olelo a i ole ka hana ana ma kekahi ano e ano e ai ka manao o kekahi poe, a manao paha ke koikoi ia, hoomaewaewa ia, a i ole kau ia lakou ma ke kulana weliweli mamuli o na kumu o ko lakou manao a i ole ko lakou hoikeike ana he kane a wahine paha lakou.

O kekahi mea hou aku, o ka hana a ka Oihana Hoonaaauao o Hawaii, oia ka hooulu ana i na hana oi loa ma ka imi hoonaaauao ana, ke kulana pono o ke kanaka, ame ka pono o ke kulana o ke kanaka mawaena o ka lehulehu ame ka haawina o ka naau no kela ame keia keiki. Pono ka Mokuaina e kakoo i na haumana apau loa ma ka hooulu ana i ko lakou manao kupaa iloko o lakou iho. Ua nui na loina a ka Papa Hoonaaauao e kakoo ana i keia hana, a penei no:

#### Aoao 4

- **Policy E-3, Na Hopena Ao:** “Hana like ka Oihana Hoonaaauao ma kona ano he oihana i nana ia’i ka poe apau o ka lehulehu no ka hooulu ana i ka makaukau ma ka hooikaika ana i ke ano oluolu ma ka hui ana me na kanaka, ka hooko ana i ke kuleana, ka hana oi loa, ke aloha, ka pono o ka noho ana o ke kanaka, a me ke ano Hawaii maoli.”
- **Policy 101.1, Student Code of Conduct:** “Manaoia e hana na haumana me ka oiaio, hana me ke ano kilakila a e hana pu me na kanaka e ae me ka mahalo ame ka lokomaikai. Aole e hoohuikau ka hana a kekahi poe i na pono o kekahi poe ae. Helu ia ka olelo e hoopuka ia ai, ka hana, ame ka lole e komo ia. Manao ia aole e hoomaewaewa na haumana i kekahi poe ma kekahi ano.”
- **Policy 101.6, Comprehensive Student Support System:** “Ua ike ka Papa Hoonaaauao i ka mea nui o ka malama ana i ka hoonaaauao ana me ka holo pono no ma kahi palekana, paipai, malama pono, a kokua no ke ao ana... Na ka Oihana Hoonaaauao e malama i ka oihana piha pono e kakoo ai i ka hookoia o ka hana... Na ka Oihana Hoonaaauao e malama i ka oihana piha pono e kakoo ai i ka hooko ia o ka hana me ka oiaio no [...] no na haumana mawaena o na hana lawelawe like ole no.”
- **Policy 106.5, Focus on Students:** “E kau ka hana nui o ka oihana hoonaaauao no na kula aupuni o Hawaii nei maluna o ka ulu ana o ka makaukau o kela me keia haumana.”
- **Policy 305.10, Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Students by Employees:** “Papa oolea ka Oihana Hoonaaauao i ka hoomaewaewa ana ma na ano like ole, a peia no hoi ka hooweliweli ana mamuli o keia mau mea: ka manao o kekahi poe no kona aoao no he kane a wahine paha, kona hoikeike ana i ka hookane a hoowahine paha, ke ka nui o ke kala loa ame ka launa mawaena o ka lehulehu, ka nana ana ame ka lawena o ke kino, ame ka hoihoi i ke kane a wahine paha.” “Aole e aua ia kekahi haumana i ka hana lawelawe a i ole ke komo ana i kekahi papa hana i malama ia malalo o ka Oihana Hoonaaauao, aole e aua ia i ka pomaikai o ka papahana me ka hoomaewaewa ia, ka hooweliweli ia, ame ka hookae ia.”

Penei na kanawai pekelala a mokuaina me na loina o ka Papa Hoonaaauao no na pono pilikino o na haumana:

- **Na ke kanawai Family Educational Rights and Privacy Act (FERPA)** e hoomalu maluna o ka mea huna o na ope moolelo o na haumana. Malalo o ka FERPA, pono e loa ka ae ana ma ka palapala mamua o ka hookuu ana i ka hoomaopopo ana noloko mai o ka ope moolelo hoonaaauao o kekahi haumana i kekahi poe mawaho ae o ka makua/kahu hanai.
- **Na ke kanawai Title 8, Chapter 6 o ka Hawaii Administrative Rules** e hoomalu maluna o ke kulana huna o na ope moolelo, o na ope moolelo o na haumana kekahi.
- **Na ke kanawai Title 8, Chapter 34 of the Hawaii Administrative Rules** e hoomalu maluna o ka hoomalu ana maluna o na pono hoonaaauao ame ke kulana pilikino o na haumana ame na makua.

## Aoao 5

- **Oleloia maloko o ka Ioina o ka Papa Hoonaaauao, Policy 500.21, Student Information and Confidential Records:** “Aole e hookuuia ka hoomaopopo ana no kekahi haumana a haumana kahiko paha ma na kula aupuni e ka Oihana Hoonaaauao (ka Oihana) i na limahana, koe me ka apono ana a ka haumana, ka makua, a i ole ke kahu hanai, e like me ia i ae ia e ka Oihana, a hoakakaia paha e ke kanawai. Aia maloko o ka ope moololo me ke poomanao “huna” ka hoomaopopo ana i pilikino loa, a e hoomalu ia me ka palekana e like me ia i ku i ke kulana kupono o ka lunaikihala. Aole e waiho ia na moololo maloko o na ope e loaai i ka lehulehu. [...] E malama na kula aupuni i na ope hoomau o kela keia haumana e like me ia i koi ia malalo o ka Oihana a i ole ke kanawai.”

### Ke Aoao ana

E hana na kula ma ke kukulu ana i wahi ao i ike ia ai ka mea waiwai o na haumana apau me ka mahalo ia a kakoo ia ka paipai ana i ka mea e piha ai ke ola ana o ke keiki. Hoakaka ia malalo nei ke aoao ana no na mea nui e pono ai i na wa like ole.

### *Ka Hoomaopopo ana i ka Manao o ka Haumana no Kona Ano he Kane a Wahine Paha*

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E ae ke kula i ka manao kuio o loko o ka haumana no kona ano he kane a wahine paha. Aole pono e hooholo ia e ke kauka malama olakino a kulana noonoo paha, aole pono e lapaau ia i mea e ae a mahalo ia'i kona manao ina he kane a wahine paha oia.

Hiki no i ka haumana ke hoomaka i ka hana e hoololi i ka inoa/paniinoa i kahea ia'i oia (kona inoa/paniinoa makemake) ke makaukau oia no ke kuapo i kona ano mawaena o ka lehulehu, a he mea ole ke kuapo oia i kona ano na ke kauka, a peia pu ke hoololi oia i kona paikini lole me kana mau papahana ame na hale e makemake ai e komo.

Ua okoa ka moololo o kela keia haumana, nolaila, he pono e hoomaka ia keia hana ma ka halawai kuka ana mawaena o ka haumana ame ka luna hoomalu a kumu aoao paha no ke kukakuka ana no na ano kakoo a ka haumana e noi mai nei. Ma keia halawai kuka mua, e hoao ke kumu aoao a luna hoomalu paha e hoao e hoomaopopo i ka nui o ka mea maopopo i na makua o ka haumana no ka manao o ka haumana iaia iho ina he kane a wahine paha. Ma ka halawai kuka mua ana, malia paha aole e komo na makua o ka haumana, aia i ka moololo o ka haumana ame ka mea i hoomaka ia ai ka halawai. I kekahi wa, aole paha kuka ka haumana me kona makua no kona manao no kona hookanewahine, a noi mai no nae oia i ke kakoo. Oi aku ka ike ia ma ke kula waena ame ke kula kiekie paha, aole nui ma ke kula haahaa.

E lawelawe na kula i ke kakoo no ka pono o kela keia haumana i mea e pono loa ai ka hui ana o ka haumana ma kona ano hou, a he pono no e palapala ia na hana e kakoo ai. Pono ka haumana ame ke kula e pulima i ka palapala nana hoakaka i na kakoo i aelike ia ai. Paipai ia na kula e hoohana i ka palapala Student Support Plan for Gender Identity (Pakuina A) i moololo nana palapala i ka mea i aelike ia ai mawaena o na aoao like ole no na mea kakoo i aelike ia ai.

Aia a paa ka papahana, alaila, na ke kumu aoao a i ole ka luna hoomalu e hoomaopopo aku i na limahana kupono o ke kula (e like me ka mea pono no na kakoo i aelike ia) no ka hoomaopopo ia lakou no ka manao o ka haumana no kona ano iho ina he kane a wahine paha ame na kakoo i aelike ia ai. Aia a mohala ka manao o ka haumana no kona ano he kane a wahine paha, malia paha e loli na kakoo e pono ai. Na ka haumana a i ole kona makua/kahu hanai paha e noi e halawai kuka me ke kumu aoao a i ole ka luna hoomalu no ka hoololi i ka papahana kakoo; oi

## Aoao 6

aku ina ae ia ke komo ma na hale hookaawale ia no na kane a wahine paha mamuli o ka loli. Hiki no i ke kumu aoao a luna hoomalu paha ke nana hou i ka papahana me ka haumana (a me ka makua, ke komo pu oia) ke pono e hoomau ai i ka mea e kupono ai. Pono e kaulike ka hooko ia o na kakoo no na haumana hookanewahine.

MOOLELO HOIKEIKE EKAHI: He haumana he kane ke nana iho a ike mau ia oia e komo ana i ka lole, o ka mea maamau, manao ia he lole no na wahine, o ka pa-u paha, ka lole wahine loloa paha. Komo mau ka haumana maloko o na hale i hookaawale ia no na kane, a aohe ona noi e kuapo. Hoomau ka haumana e hoohana i kona inoa ku kanawai, he inoa i manao laula ia he kane. Ina pela, malia paha aole pono e hana i kekahi mea. Ike ia he kuae ka manao o ia haumana i na manao o ka lehulehu no ia mea he kane a wahine paha. Ke ike ka haumana i ka hooweliweli a i ole ka hoomaewaewa ia mai, he pono e uao ke kumu aoao a luna kupono o ke kula no ke kakoo e like me ka mea pono no ka hooweliweli a i ole ka hoomaewaewa ana.

MOOLELO HOIKEIKE ELUA: Noi kekahi haumana ame kona mau makua i ka halawai kuka me ke pookumu. Loaa ka palapala i ka haumana na kekahi limahana laikini ia o ka oihana malama olakino no ka manao o ia haumana he kane a wahine paha oia. He moakaka keia moololo. Hiki no ke manao ia he kumu keia halawai a i ole kekahi halawai aku e hoopihapiha ia ai ka palapala Student Support Plan for Gender Identity no ka haumana hookanewahine. Ma ia manawa e ukali ai ke kumu aoao a luna hoomalu paha i na limahana kupono o ke kula e hoomaopopo ai ia lakou no ka manao o ka haumana no kona ano ina he kane a wahine paha a me na kakoo i aelike ia ai.

MOOLELO HOIKEIKE EKOLU: Hiki mai kekahi haumana he wahine ke nana iho a hoike mai i kona inoa kane a noi oia e kahea ia ma ia inoa ame na paniinoa kane. He pono ke kumu e ae aku e hoohana i ka inoa ame na paniinoa a ka haumana e makemake ai a hoomaopopo i ka haumana, ke noi ia, e hana ke kula me ia no na kakoo ame na hooonopono ana e pono ai.

### *Ke Komo ana i na Hale i Hookaawale ia no na Kane ame na Wahine*

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Ke makemake ka haumana e oi aku kona waiho mehameha ia a i ole ke manao oia aole oia palekana, na ke kula no e hooonopono no ka haumana e like me ka mea kupono, o ka hale lua paha, o ka hale kuapo lole no kekahi.

#### *Ke Komo ana i ka Hale Lua*

Malia paha ua loaa ka hale lua kaawale no na haumana kane ame na wahine. Kupono e ae ia na haumana e komo i ka hale lua i ku i ko lakou manao kuio no ko lakou aoao he kane a wahine paha.

Ina helu ia malalo o ke kakoo no ka haumana hookanewahine ke komo ana i ka hale lua i ku i kona manao kuio no kona ano he kane a wahine paha, malia paha he pono e hooonopono ia ka hana e hana ai na haumana e ae. Ina pela, ke makemake kekahi haumana i ka mehameha a nui aku, ina he hookanewahine paha ka haumana a aole paha, a i ole ina aohe ona oluolu, na ke kula no e hooonopono no ka haumana e like me ka mea kupono no ke komo ana i kekahi hale lua okoa (e.g., ka hale lua hookahi ona lua lillii a i ole ka hale lua o ke keena malama olakino paha). E hooholo ka haumana hookanewahine i ka hale lua hea la e hoohana ai. Aole e koikoi ia ka haumana hookanewahine e hoohana i kekahi hale lua okoa. Hiki no ke hookaawale ia ka hale lua no ka poe apau ina he “kane a wahine” paha ma ke kahua kula.

## Aoao 7

MOOLELO HOIKEIKE EKAHI: Makemake kekahi haumana kane hookanewahine (he wahine mamua a lilo i kane) e hoohana i ka hale lua o na keikikane ma ke kahua kula. E ae ia oia e hoohana i ka hale lua o na keikikane, oiai ua ku no i kona manao kuio he kane oia.

MOOLELO HOIKEIKE ELUA: Aohe oluolu o kekahi haumana wahine aole he hookanewahine (he kane i lilo i wahine), no ka mea, ua hoohana kekahi wahine hookanewahine (he kane i lilo i wahine) i ka hale lua o na kaikamahine. E ae ia ka haumana wahine aole he hookanewahine e hoohana i kekahi hale lua okoa.

MOOLELO HOIKEIKE EKOLU: Aohe oluolu o kekahi wahine hookanewahine (he kane i lilo i wahine) i ka hoohana i ka hale lua o na kaikamahine, aka, aohe ona makemake e hoohana i ka hale lua o na keikikane, no ka mea, aohe ona manao he palekana oia malaila. E ae ia ka haumana e hoohana i kekahi hale lua okoa, e like no me ka moolelo hoikeike maluna ae.

MOOLELO HOIKEIKE EHA: Ike ia kekahi haumana he kane ke nana iho i ke komo ana iloko o ka hale lua o na kaikamahine. A hui ka limahana o ke kula me ia, hai mai ka haumana, o kona manao kuio, he wahine oia. E ae ia ka haumana e hoohana i ka hale lua o na kane a wahine paha e like me kona manao. E hai aku i ka haumana, ina noi ia, e hana ke kula me ia e hoopono ai i na kakoo ame na mea e ae e pono ai.

### *Ke Komo ana i ka Hale Kuapo Lole*

Hookaawale na kula i ka hale kuapo lole no na haumana kane ame na wahine. E ae ia na haumana e komo i ka hale kuapo lole i ku i ko lakou manao kuio he kane a wahine paha lakou.

Ke helu ia malalo o na kakoo no ka haumana hookanewahine ke komo ana i ka hale kuapo lole i ku i kona manao kuio he kane a wahine paha oia, malia paha he pono e hoopono ia ka mea e pono ai nona a no na haumana e ae no. Ina makemake kekahi haumana i ka mehameha a nui hou aku, ina he hookanewahine paha a aole paha, a he mea ole ke kumu, na ke kula no e hookaawale i kekahi wahi e kuapo lole ai e like me ka mea kupono, penei:

- (1) Hookaawale ia ka waihona ukana ma kahi kokoke i ke keena o ke kumu a i ole kekahi puulu hoaloha kakoo;
- (3) Hookaawale ia kekahi kuono ma kahi akea o loko o ka hale kuapo lole;
- (3) Hoohana ia kahi mehameha ma kahi kokoke; a i ole
- (4) Hookaawale ia ka hola kuapo lole okoa.

MOOLELO HOIKEIKE EKAHI: Makemake kekahi kane hookanewahine (he wahine i lilo i kane) e kuapo lole maloko o ka hale kuapo lole o na keikikane. Ke manao ka haumana ua palekana no oia, e ae ia oia e kuapo lole ma ka hale kuapo lole o na kane.

MOOLELO HOIKEIKE ELUA: Aohe oluolu o kekahi kane hookanewahine (he wahine i lilo i kane) i ke kuapo lole maloko o ka hale kuapo lole o na keikikane, aka, aole oia makemake e kuapo lole ma ka hale kuapo lole o na kaikamahine, no ka mea, manao oia he kane oia a manao oia aole kupono ke hana oia pela. E hoao ke kula e hoopono no ka haumana ma kekahi o na ano hana i helu ia malalo o ke Aoao ana a i ole ma kekahi hana o ia ano.

MOOLELO HOIKEIKE EKOLU: Ua koho kekahi wahine hookanewahine (he kane i lilo i wahine) e kuapo i kona lole ma ka hale kuapo lole o na kaikamahine. Aole oluolu na kaikamahine he nui aole lakou he hookanewahine i keia hana. E aho e hoopono ia kahi okoa no na kaikamahine aole he hookanewahine e like me ke Aoao ana a i ole ma kekahi ano like no.

### *Na Huakai Noho Po ame ka Noho Hale ana (Na Kula me ka Hale Noho Haumana)*

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Pono e ae na kula me na haumana hookanewahine e komo i na hale noho i ku i kona manao ina he kane a wahine oia. Aole hiki ke koi ke kula i ka haumana hookanewahine e noho ma kahi e noho hookahi ai ka haumana a hoike paha i keia ike pilikino ina aole koi ia pela no na haumana e ae kekahi. Aole nae papa ia ke kula e hooko i ka makemake i hoike ia e ka haumana e noho hookahi ma kekahi wahi ina pela ke koho o ka haumana.

### *Na Inoa ame na Paniinoa Makemake a ka Haumana*

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He pono no ko ka haumana e kahea ia ma kekahi inoa ame na paniinoa i ku i kona manao kuio ina he kane a wahine paha oia. Ina noi ia e na haumana, e kahea na limahana ia lakou ma ka inoa ame na paniinoa i ku i ko lakou pakahi manao kuio he kane a wahine paha lakou. Aole e koi ia na haumana hookanewahine e kuapo i ko lakou inoa ma ka hana ku kanawai, a peia no hoi ka ope moolelo *ku kanawai*. Aole e papa ia ka hoopuka hewa ia o ka inoa ame ka hewa naupo, aka, papa ia ka aua akaka a hoomau ana e hoole i ka manao o ka haumana me kona manao kuio he kane a wahine paha oia, a e manao ia he hookae ia hana.

E hoomaopopo ia na kumu ame na limahana o ke kula no ka inoa makemake o ka haumana i helu ia ma na papa inoa a no na paniinoa i makemake ia ke kahea i ka haumana. Ke hiki ke malama ia maloko o ka oihana waihona ike o ka Oihana Hoonaaauao (e.g. student information system: SIS) ka “inoa makemake” o ka haumana, e helu ia ka inoa makemake o ka haumana. E malama pono na kumu ame na limahana o ke kula i ka malama huna ia o ka inoa ku kanawai o ka haumana ina okoa ia inoa, aole like me ka inoa makemake o ka haumana.

MEA HOIKEIKE: Hiki mai kekahi haumana i kekahi kumu a hoike i kekahi inoa wahine a noi oia e kahea ia me na paniinoa wahine, me ka palapala ia no nae o ka haumana he kane ma ka hanau ana me ka inoa ku kanawai he kane e like me ka mea kamaaina i ka lehulehu. E ae ke kumu e hoohana i ka inoa makemake o ka haumana me na paniinoa pu no a kokua i ka haumana ma ka hoopaa ana i ka halawai me kekahi kumu aoao a luna hoomalu paha. Ma keia halawai mua loa, na ke kumu aoao a luna hoomalu paha e hoao e hoomaopopo i ka nui o ka maopopo i na makua o ka haumana no kona manao ina he kane a wahine paha oia. E kukulu ia kekahi Student Support Plan for Gender Identity ma kekahi halawai hou ae. Ma ia manawa, e ukali hou ke kumu aoao a luna hoomalu paha i ke kumu ame na limahana kupono e ae o ke kula no ka hoomaopopo ia lakou no na kakoo i aelike ia ai.

### *Na Moolelo, ka Huna ana, ame ka Hoopalekana ana*

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Ma keia wa, koi ia na kula e hoohana i ka inoa ku kanawai o ka haumana ame ka aoao o ka haumana he kane a wahine paha ma ka hanau ana no na hoike kumau ame na moolelo kumau. E hoomaopopo nae na limahana o ke kula aole paha e ku ka inoa makemake o ka haumana hookanewahine i ka mea i hoopaa ia ma ka moolelo kumau, a e hoomalu ia ka pono o ka haumana e huna ia kona inoa ku kanawai ma ka hoalo ana i ka hoike hewa ana i ka inoa ku kanawai o ka haumana ame kona aoao he kane a wahine paha i kona hanau ana ke hiki.



E malama ia ka hoomaopopo ana no ka inoa ku kanawai o ka haumana hookanewahine, kona manao he kane a wahine paha oia, ame kona aoao he kane a wahine paha i ka hanau ana i mea huna. Ke hoike ia keia ano hoomaopopo ana i na haumana e ae, ko lakou mau makua, a i ole na poe a hui paha no waho, he haki kanawai pilikino ia malalo o ka FERPA. Mai hoike i ka hoomaopopo ana nana e hoike i ke ano hookanewahine o ka haumana i na mea e ae koe ke koi ia ma ke kanawai e hana pela a i ole ke ae ka haumana e hana pela. Ina aole ka moolelo a i ole ka hoomaopopo ana ma ka papa kuhikuhi he moolelo ku kanawai a aole koi ia ke kula e hoohana i ka inoa ku kanawai o ka haumana a i ole kona aoao he kane a wahine paha, e hoohana ke kula i ka inoa, na paniinoa, ame na hoailona kane a wahine paha a ka haumana e noi ai.

MOOLELO HOIKEIKE EKAHI: He inoa wahine ka inoa ku kanawai o kekahi haumana hookanewahine (he wahine i lilo i kane) a he inoa kane kona inoa makemake. Ma ka la mua o ka papa, kakau ke kumu i na inoa o na haumana pakahi maluna o kekahi pepa inoa a kukulu maluna o ka lakou pakahi pakaukau. Hui ka haumana me ke kumu no ka wehewehe he makemake oia i kona inoa makemake maluna o ke pakaukau. E hana ke kumu i kekahi pepa inoa hou me ka inoa makemake o ka haumana. E kokua no hoi ke kumu i ka haumana ma ka hoopaa ana i ka halawai me ke kumu aoao a i ole ka luna hoomalu. Ma keia halawai kuka mua loa, e hoao no hoi ke kumu aoao a luna hoomalu paha e hoomaopopo i ka nui o ka maopopo i na makua o ka haumana no kona manao ina he kane a wahine paha oia. E kukulu ia ka Student Support Plan for Gender Identity ma ka halawai hou ae. Na ke kumu aoao a luna hoomalu paha e ukali i ke kumu ame na limahana kupono e ae o ke kula no ka hoomaopopo ia lakou no na kakoo i aelike ia ai.

MOOLELO HOIKEIKE ELUA: I mea e kakaahi ai i na puke hoike kumau, helu leo nui ke kumu i ka inoa ku kanawai o kela me keia haumana, e like me ia i pai ia maluna o na puke hoike a ua hoike e ka haumana i kona inoa ame kona mau paniinoa i ke kumu. Maopopo no i ke kumu ua okoa ka inoa kamaaina o ka haumana. E kahea ke kumu i ka inoa a ka haumana e makemake ai a e malama huna ia ka inoa ku kanawai o ka haumana, he mea ole ina ua pau ke kukulu ia o ka Student Support Plan for Gender Identity.

HE HOIKEIKE NO KA OPE MOOLELO AOLE HE KUMAU: Ka papa kuhikuhi papa, ka ea hoike o ka haumana, ka puke hoomanao o ke kula, ka papa inoa o na hui ame na palapala, na hana haawina a ka haumana, ame na papahana hemo kula.

### *Ka Papa Hoonioni Kino (PE)*

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Aole e aua ia na haumana hookanewahine i ke komo i ka papa hoonioni kino. E ae ia na haumana e komo i na hana o ka papa o ka hale hooikaika kino ame na paani i hookaawale ia no na kane ame na wahine e like me ko lakou manao kuio ina he kane a wahine paha lakou.

MEA HOIKEIKE EKAHI: Makemake kekahi haumana hookanewahine wahine (he kane i lilo i wahine) e huluhula i kaikamahine ma ka haawina huluhula kuwili o ka papa hoonioni kino. E ae ia ka haumana e huluhula i kaikamahine.

MEA HOIKEIKE ELUA: No ka haawina paani kinipopo wawae o ka papa hoonioni kino, hookaawale ke kumu i ka papa mawaena o na kane ame na wahine no kekahi paani. Makemake kekahi wahine hookanewahine e paani ma kekahi kime o na keikikane. E ae ia ka haumana e paani ma ke kime o na keikikane.

### *Na Hana Alapa Hookuku*

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Ke kukakuka pu mai nei ka Oihana no keia ninau. Ke loa ka ninau, e kuka me Nicole Isa-Iijima, Title IX Specialist ma ka helu (808) 784-6325 a i ole ma ka lotus notes.

### *Ka Lula no ka Lole*

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E ae ia na haumana apau e komo i ka lole a lakou e makemake ai, mea ole ina ua ku i ka mea a ka lehulehu e manao ai no ia mea he kane a wahine paha ina aole ae ia ka lula lole o ke kula. E kukulu ia ka lula lole aohe no ke kane, aohe no ka wahine. E komo na haumana i ka lole i ku i ko lakou manao ina he kane a wahine paha lakou a me ko lakou hoikeike i ka hookane a hoowahine paha. Aole e hooko na limahana o ke kula i ka lula lole a oi aku ka oolea no na haumana hookanewahine a i ole na haumana kuee i ka manao o ia mea he kane a wahine paha. Ua pili keia i ka lole e komo ai ma ke kula ame na papahana pili i ke kula a mawaho o ke kula.

MEA HOIKEIKE EKAHI: Hiki mai kekahi haumana he kane ke nana iho i ke kula e komo ana i ka lole wahine he pa-u. Ina haki kona lole i ka lula lole o ke kula, aole e koi ia ka haumana e kuapo i kona lole.

MEA HOIKEIKE ELUA: Ae ia e komo kekahi haumana he kane ke nana iho ma ke kime hoopaipai hana alapa a makemake oia e komo i ka lole makalike o na kaikamahine o ke kime. Ina he hookanewahine ka haumana a aole paha, e ae ia ka haumana e komo i ka lole makalike e like me kona makemake. Aole pono e manao ia e komo a hoohana ia haumana i ka hale lua a hale kuapo lole paha o na kaikamahine. Aole paha he hookanewahine ka haumana kuee manao no ia mea he kane a wahine paha. He maikai ke malama ia he halawai me ka haumana no ka hoomaopopo i kona manao ina he kane a wahine oia.

HOIKEIKE EKOLU: Ike ia kekahi haumana he wahine ke nana iho e na limahana o ke kula e komo ana i ka lole wawae ahina alualu i ahuwale ai kona lole wawae lili. Oiai he haki lula lole keia, a he mea ole kona aoao he kane a wahine paha, e hooko ia ka lula lole no ia haumana no ka haki ana i ka lula lole.

HOIKEIKE EHA: Hiki mai kekahi haumana he kane ke nana iho i ke kula e komo ana i ka paleili lima ole. Hoakaka ia ma ka lula lole o ke kula he kupono ole ka paleili lima ole no na keikikane, aka, apono ia no na kaikamahine ina laula kupono ke kaawe poohiwi. Aole e manao ia he kupono ole ke kaawe o ka paleili lima ole o ka haumana ina he kaikamahine ka mea komo. Ina pela, e ae ia ka haumana e komo i ka paleili lima ole a e hooponopono ke kula i ka lula lole i kaulike no na kane ame na wahine pu.

### *Na Hana E ae no na Kane ame na Wahine*

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E ae ia na haumana e komo i na hana no na kane ame na wahine a hooko lakou i na lula, na loina, a i ole na hana i ku i ko lakou manao kuio he kane a wahine paha lakou.

MEA HOIKEIKE EKAHI: Makemake kekahi wahine hookanewahine (he kane i lilo i wahine) e holo moho i kuini o ka aha prom. E ae ia ka haumana e holo moho i kuini prom a aole oia e koi ia e holo moho i kini prom mamuli o ka hanau ana o ia haumana he kane a wahine paha.

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MEA HOIKEIKE ELUA: Ua kukulu na haumana i ka hoikeike hana keaka no na haumana papa umikumamakahi apau no ka aha hoopaipai hana alapa. He mau puulu no i hoomakaukau ia no ka hoikeike i na hana a ke kane ame ka wahine ma ka hana keaka. E ae ia na haumana hookanewahine e komo me ka puulu he kane a wahine paha e like me ko lakou manao, o kekahi hoohalike ana, e.g. e ae ia ka wahine hookanewahine (he kane i lilo i wahine) e komo me ka puulu kaikamahine, a e ae ia ke kane hookanewahine (he wahine i lilo i kane) e komo me ka puulu keikikane.

HOIKEIKE EKOLU: Makemake kekahi wahine hookanewahine (he kane i lilo i wahine) e hoao no ka hoikeike papa himeni a na wahine, he puulu papa himeni oi loa ma ke kahua kula. E ae ke kumu i ka haumana e komo a aole e loilo i ia haumana ma ke ano oolea hou ae mamua o kekahi haumana wahine.

HOIKEIKE EHA: Noi kekahi wahine hookanewahine (he kane i lilo i wahine) e komo i ke kala o ka lole hemo kula me ka mahele wahine o na haumana o ka papa. E ae ia ka haumana e komo i ka lole hemo kula e like me na wahine.

### **Ka Lehulehu o ke Kula**

Hoomaka ia ma ka makahiki kula 2016-17, e hana na kula penei:

1. Hoopuka i ka hoolaha i na haumana apau me ko lakou mau makua/kahu hanai no ka hoomaopopo ia lakou no na pono o ka poe hookanewahine e noi no na kakoo. E helu ia ma ka hoolaha ke kuhikuhi ana i na haumana e kuka me ke kula no na ninau pili i ka mea pilikino. I hoolaha keia hoolaha ku makahiki no (a) na haumana hookanewahine ame ko lakou mau ohana no ko lakou mau pono ame ka hana e kukulu ai i na mea e kakoo ai; ame (b) na haumana hookanewahine ame ko lakou mau ohana i hooponopono ia na kakoo no na haumana hookanewahine.

E hoopuka ia ka hoolaha ku makahiki ma ka hoomaka ana o kela keia makahiki kula. Ke kali no a hoopuka ia ka hoolaha i ka wa wale no e noi ai ka haumana hookanewahine i ke kakoo, o ka hopena, e ike hewa ia no o wai la ia haumana, o ka haki ae la no paha ia o ke kanawai pilikino no ka haumana hookanewahine.

E nana i ka Paku'ina B i kumu hoohalike no ka hoolaha ku makahiki.

2. E hoohei i ka pauku malalo nei maloko o ka puke hoakaka no ka hoomaopopo aku i ka lehulehu o ke kula:

E kuka na haumana hookanewahine me ke kumu aoao ke loa ka ninau a i ole ke kuihe no na kakoo no ko lakou manao no ko lakou aoao he kane a wahine paha, o ko lakou inoa pu kekahi, na paniinoa, ko lakou hoikeike ana i ka hookane a hoowahine paha, ke komo ana i na hale like ole, a i ole ke komo ana i na hana i hookaawale ia no na kane ame na wahine.

I ka hoomaka ana o na kula e kukulu a hooko i na kakoo no na haumana hookanewahine, e hiki mai no ka wa hooponopono no na kumu, na limahana, na haumana, ame na makua. E hoomakaukau na kumu aoao ame na luna hoomalu o ke kula no ke kukakuka i kona manao kuihe a he pono e hana pu ka lehulehu o ke kula ma ka hoonaaauao ana no na kumu no keia

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aoao ana me ka malama pono no i ka mea pilikino ame ka mea huna a kela keia haumana hookanewahine.

Ke loa ka ninau ia oe, ke pono ka hoomaopopo ana a nui hou ae, a i ole ke ike oe i kekahi moolelo i kupono ka nune ia, e kelepona ia Beth Schimmelfennig, Acting Director of the Civil Rights Compliance Office a i ole Nicole Isa-lijima, Title IX Specialist ma ka helu (808) 784-6325.

## Resources

Gay, Lesbian, Straight Education Network (GLSEN), <http://www.glsen.org>

Gender Spectrum, <https://www.genderspectrum.org>

US Department of Education, Office of Civil Rights,  
[http://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)

US Department of Education, Office of Civil Rights, October 26, 2010 “Dear Colleague Letter”  
<http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.html>

State of Hawaii Board of Education Policy #305.10 (fka Board of Education Policy #4211)  
<http://www.hawaiiboe.net/policies/4200series/Pages/4211.aspx>