



# School Counselor LGBTQ Competency Resources

## HOW TO BE AN ALLY FOR LGBTQ STUDENTS

▼**Listen.** If a student comes to talk to you about being harassed, depressed, or having parental challenges, keep in mind that you may be the only person they feel safe speaking to. ▼**Respect confidentiality.** Allies will respect their students' confidentiality and privacy- FERPA reminds us to do so. Assume they only told you and just want you to know, unless they indicate otherwise. ▼**Be conscious of your biases.** Acknowledge how homophobia, transphobia and heterosexism may affect your efforts to be an effective ally. ▼**Seek out knowledge.** Effective allies will periodically brush up on LGBTQ-related language, as well as current issues facing the LGBTQ community. ▼**Be a resource.** An effective ally will also know when and how to refer students to outside help. The websites below include LGBTQ-related resources and referral sources for LGBTQ youth. -GLSEN

### GLSEN

[glsen.org/gsa](http://glsen.org/gsa)

National organization focused on ensuring safe and affirming schools, through policy, lesson plans, and professional development focused on LGBTQ issues

### Lambda Legal

[lambdalegal.org](http://lambdalegal.org)

Legal organization focused on impact litigation, education, and policy briefings related to LGBTQ civil rights

### PFLAG

[pflag.org](http://pflag.org)

National organization working directly with families to ensure acceptance and support of their LGBTQ child, through support groups and parenting resources

### Gender Spectrum

[genderspectrum.org](http://genderspectrum.org)

National organization that provides health and mental health support, resources, and tools to better understand gender identity and support transgender students

## American School Counselor Association Position Statement

The school counselor works with all students through the stages of identity development and understands this may be more difficult for **LGBTQ** youth. It is not the school counselor's role to attempt to change a student's **sexual orientation** or **gender identity**. School counselors recognize the profound harm intrinsic to therapies alleging to change an individual's **sexual orientation** or **gender identity** (SAMHSA, 2015) and advocate to protect **LGBTQ** students from this harm. School counselors provide support to **LGBTQ** students to promote academic achievement and social/emotional development. School counselors are committed to the affirmation of all youth regardless of **sexual orientation, gender identity** and **gender expression** and work to create safe and affirming schools. [schoolcounselor.org](http://schoolcounselor.org)

## American Counseling Association Code of Ethics

Counselors do not condone or engage in discrimination against prospective or current clients, students, employees, supervisees, or research participants based on age, culture, disability, ethnicity, race, religion/spirituality, gender, **gender identity, sexual orientation**, marital/ partnership status, language preference, socioeconomic status, immigration status, or any basis proscribed by law. [counseling.org](http://counseling.org)

## Critical LGBTQ Competency Resource:

<https://www.fl-schoollcounselor.org/counselors/lgbtq-resource-page/>

Having staff supportive of LGBTQ students was related to youth feeling safer and missing fewer days in school. -GLSEN

### trevorproject.org

Suicide prevention services and intervention for LGBTQ youth. Free 24/7/365 crisis phone service. **1-866-488-7386**

### Contact Us

De Palazzo  
De@equalityflorida.org  
954-650-2176  
Safe and Healthy Schools Director