FORM **SSV-IJ** (07-09-2024)



SURVEY OF SEXUAL VICTIMIZATION: 2023

Substantiated Incident Form (Juvenile)

U.S. DEPARTMENT OF JUSTICE BUREAU OF JUSTICE STATISTICS and ACTING AS COLLECTION AGENT U.S. DEPT. OF COMMERCE U.S. CENSUS BUREAU

			Incident Number out of
1.	Did the incident include repeated behaviors? 01 Yes 02 No If "Yes" → a. On approximately, how many different dates did it occur?		Did the incident take place in an area subject to video monitoring? (Mark all that apply.) 01 Yes
2.	In what facility did the incident occur?	6.	Who reported the incident? (Mark all that apply.) □ Victim
3.	City State Where did the incident occur? (Mark all that apply.) 1 In the victim's cell or room (If the victim and perpetrator share a cell or room, count as the victim's cell) 1 In the perpetrator's cell or room 1 In a dormitory or other multiple housing unit 1 In a common area (e.g., shower, dayroom, bathroom) 1 In a temporary holding cell or intake area within the facility 1 In a program service area (e.g., commissary, kitchen, storage, laundry, cafeteria, workshop, hallway) 1 In an instructional area (e.g., classroom, school, library,		Olim Victim Olim Another youth (nonvictim) Olim Victim's family, friend, or legal guardian Olim Correctional officer or front-line staff Olim Administrative staff Olim Medical, healthcare, or mental health staff Olim Instructor, teacher, or counselor Olim Olther staff (e.g., kitchen worker, maintenance staff) Olim Chaplain or other religion official Olim Perpetrator Olim Perpetrator's family, friend, or legal guardian Olim Crievance coordinator, grievance process, or ombuds Olim Attorney (victim's or perpetrator's) Olim Confidential informant, anonymous tip, hotline, or through monitoring (e.g., camera, telephone, or mail) Olim Other − Specify ✓
	conference room) 08 In a recreation area (e.g., yard, courtyard, gymnasium) 09 In a medical area (e.g., infirmary, health clinic) 10 In a staff area (e.g., office, break room, counselor's office) 11 Off-site or while in transit 12 Other – Specify 13 Location unknown 14 Location not applicable (e.g., involved written, phone, or virtual communication)	7.	What was the type of sexual victimization incident? (See definitions on page 9.) 01 Youth-on-youth sexual abuse → Complete sections A and B 02 Youth-on-youth sexual harassment → Complete sections A and B 03 Staff-on-youth sexual abuse → Complete sections A and C 04 Staff-on-youth sexual harassment → Complete sections A and C

Burden Statement

Under the Paperwork Reduction Act, we cannot ask you to respond to a collection of information unless it displays a currently valid OMB control number. The burden of this collection is estimated to average 30 minutes per response, including reviewing instructions, searching existing data sources, gathering necessary data, and completing and reviewing this form. Send comments regarding this burden estimate or any aspect of this survey, including suggestions for reducing this burden, to the Director, Bureau of Justice Statistics, 810 Seventh Street, NW, Washington, DC 20531. Do not send your completed form to this address.

Section A - VICTIMS OF SEXUAL VICTIMIZATION

	nene e attinen invatigation della		
8.	How many victims were involved in the incident?	14.	Victim #1: Was the victim identified as having any of the following disabilities at the time of the incident? (Mark all that apply.)
	Number of victims		Disability is defined as (a) A physical or mental impairment
9.	If more than two victims were involved, please complete this form online. Victim #1: What was the victim's sex assigned.		that substantially limits one or more of the major life activities of [an] individual, (b) a record of such an impairment, or (c) being regarded as having such an impairment.
	at birth?		
	Sex is a multidimensional construct based on a cluster of anatomical and physiological traits that include external genitalia, secondary sex characteristics, genade, chromosomes, and hormones.		 A serious and persistent mental illness (e.g., bipolar disorder, major depression, obsessive compulsive disorder, post-traumatic stress disorder, schizophrenia, etc.)
	01 Male 02 Female		 A cognitive impairment or intellectual disability (e.g., ADHD, autism spectrum disorder, dementia, a learning disability, etc.)
10.	Victim #1: what was the victim's gender Identity? Gender identity is a person's core internal understanding of sense of who they are regardless of sex assigned at		O3 A physical impairment or disability (e.g., back or spinal injury, blindness or low vision, deafness or hearing loss, diabetes, epilepsy, heart disease, mobility impairments, etc.)
	birti o1 ☐ Male	15.	Victim #1: Did the victim sustain any physical injury during the incident?
	02 Female		01 Yes 02 No 03 Unknown
	O3 Transgender (A person whose gender identity is different from the person's sex assigned at birth.)		If "Yes" → a. What injuries occurred? (Mark all that apply.)
	O4 Intersex (A person whose sexual or reproductive anatomy or chromosomial pattern does not seem to fit typical definitions of male or female. Intersex medical conditions are sometimes referred to as differences in sex development.)		01 ☐ Bruises, black eye, sprains, cuts, scratches, swelling, welts 02 ☐ Bites 03 ☐ Burns
	05 Gender nonconforming (A person whose gender identity does not conform to traditional societal gender expectations.)		 □ Chipped or knocked out teeth □ Anal or vaginal tearing □ Knocked unconscious
	06 Other - Specify		07 🗌 Broken bones
	Unknown		08 Knife or stab wounds
	Olikiowii		09 Internal injuries
11.	Victim #1: What was the victim's age at the time of the incident?		10 ☐ Other – Specify ⊋
	years		
2020			→ b. Did the victim receive medical treatment for these injuries?
12.	Victim #1: What was the victim's race or ethnicity? (Mark all that apply.)		01 Yes 02 No 03 Unknown
	01 White	549948	
	02 Black or African American	16.	Victim #1: After the incident was reported, was the victim - (Mark all that apply.)
	03 Hispanic or Latino		
	04 American Indian or Alaska Native		of Provided with counseling or mental health treatment
	05		02 Given a medical examination
	or ☐ Middle Eastern or North African		03 Administered a sexual assault kit
	08 ☐ Other racial category in your information system – Specify ✓		o4 ☐ Given post-exposure prophylaxis (PEP) and/or emergency contraception o5 ☐ Given a pregnancy test
			os ☐ Given a pregnancy test
			07 ☐ Tested for other sexually transmitted infections
13.	Victim #1: What was the victim's citizenship?		08 Offered but declined testing or treatment and/or counseling
	o₁ ☐ A U.S. citizen		og ☐ Already released/discharged
	02 ☐ Not a U.S. citizen 03 ☐ Of unknown citizenship status		10 ☐ None of the above

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Section A - VICTIMS OF SEXUAL VICTIMIZATION

17.	Victim # 1: After the incident was reported, was the victim – (Mark all that apply.)	22. Victim #2: What was the victim's citizenship?
	o1 ☐ Separated from perpetrator	o1 ☐ A U.S. citizen o2 ☐ Not a U.S. citizen
	02 Confined to own cell or room	03 ☐ Of unknown citizenship status
	03 Placed in or returned to restrictive housing	See East Strain Strain Strain Strain
	04 🗌 Placed in a medical unit, ward, or hospital	23. Victim #2: Was the victim identified as having
	05 Placed in camera room, under close surveillance, or increased supervision	any of the following disabilities at the time of the incident? (Mark all that apply.)
	of Transferred to another housing unit or dorm, or given a single room or cell or Given a higher custody level or different unit within	o1 A serious and persistent mental illness (e.g., bipolar disorder, major depression, obsessive compulsive disorder, post-traumatic stress disorder, schizophrenia,
	the facility os Transferred to another facility	etc.) 02
	09 Susued disciplinary report or loss of privileges	ADHD, autism spectrum disorder, dementia, a learning disability, etc.)
	10 ☐ Other – Specify →	03 A physical impairment or disability (e.g., back or spinal injury, blindness or low vision, deafness or hearing loss, diabetes, epilepsy, heart disease, mobility impairments, etc.)
	11 None of the above	'
	→ If there were no other victims, please skip	24. Victim #2: Did the victim sustain any physical injury during the incident?
	to Section B on pages 4-5 If the incident involved a youth perpetrator or Section C on	01 ☐ Yes 02 ☐ No 03 ☐ Unknown
	pages 6-7 If the incident involved a staff perpetrator.	If "Yes" → a. What Injuries occurred? (Mark all that apply.)
18.	Victim #2: What was the victim's sex assigned at birth?	o1 ☐ Bruises, black eye, sprains, cuts, scratches, swelling, welts
	on Male	o2 ∐ Bites o3 □ Burns
		03 ☐ Buffis 04 ☐ Chipped or knocked out teeth
N-GON	02 Female	os Anal or vaginal tearing
19.	Months 2: What was the victim's gender	06 Knocked unconscious
		07 🗌 Broken bones
	of Male of Gender nonconforming	08 🔲 Knife or stab wounds
	02 ☐ Female 06 ☐ Other - Specify ₹	09 L Internal injuries
	03 Transgender	10 ☐ Other – Specify 🙀
	04 Intersex 07 Unknown	
20.	Victim #2: What was the victim's age at the	→ b. Did the victim receive medical treatment for these injuries?
	time of the incident?	01 Yes 02 No 03 Unknown
		VIETO VZETVO VVE ONNIOWII
	years	25. Victim #2: After the incident was reported,
21.	Victim #2: What was the victim's race or	was the victim - (Mark all that apply.)
	ethnicity? (Mark all that apply.)	01 🔲 Provided with counseling or mental health treatment
	o₁ ☐ White	02 Given a medical examination
	02 🗌 Black or African American	03 ☐ Administered a sexual assault kit
	03 Hispanic or Latino	o4 ☐ Given post-exposure prophylaxis (PEP) and/or emergency contraception
	04 American Indian or Alaska Native	os ☐ Given a pregnancy test
	05 Asian	06 ☐ Tested for HIV/AIDS
	06 Native Hawaiian or Pacific Islander	07 ☐ Tested for other sexually transmitted infections
	07 Middle Eastern or North African	08 ☐ Offered but declined testing or treatment and/or
	Other racial category in your information system – Specify Z	counseling
		09 Already released/discharged
		10 \square None of the above

26.	Victim #2: After the incident was reported, was the victim - (Mark all that apply.)	28.	What types of pressure, coercion, or force occurred as part of the incident? (Mark all that apply.)
	o1 ☐ Separated from perpetrator		01 ☐ Persuasion or talked into sexual activity
	02 Confined to own cell or room		02 Bribery or blackmail
	03 Placed in or returned to restrictive housing		AND
	04 Placed in a medical unit, ward, or hospital		03 Gave the victim drugs or alcohol
	05 Placed in camera room, under close surveillance, or increased supervision		o4 ☐ Offered protection from other youth o5 ☐ Threats made (e.g., threatened harm to victim or
	Transferred to another housing unit or dorm, or given a single room or cell		victim's family, threatened with a weapon) oo Unwanted touching, grabbing, or groping of the victim by
	07 Given a higher custody level or different unit within		of Unwanted touching, grabbing, or groping of the victim by surprise or while the victim was asleep or incapacitated of Physically held victim down or restrained in some way,
	the facility 08 Transferred to another facility		including having other youth restrain the victim
	op ☐ Issued disciplinary report or loss of privileges		08 ☐ Physical harm or injury
	10 ☐ Other – Specify 戻		09 ☐ Other – Specify ☑
	11 None of the above		10 None of the above
		29.	How many youth perpetrators were involved in the incident?
	Section B – YOUTH PERPETRATORS OF SEXUAL VICTIMIZATION		Number of youth perpetrators
	→ If the perpetrator was a staff member, go to Section C on pages 6-7.		→ If more than two youth perpetrators were involved, please complete this form online.
27.	What was the nature of the incident?	30.	Perpetrator #1: What was the youth perpetrator's sex assigned at birth?
	(Mark all that apply.)		Sox is a multidimensional construct based on a cluster of anatomical and physiological traits that include external
	01 Repeated verbal comments or gestures of a		genitalia, eccondary sey characteristics, genade,
	derogatory or offensive sexual nature		chromosomes and hormones
	02 Repeated and unwelcome sexual advances or requests for sexual favors		o1 ☐ Male o2 ☐ Female
	o3 Indecent exposure, masturbation, voyeurism, or other actions of a derogatory sexual nature		vz r emale
	04 Intentional and nonconsensual or coerced touching of the genitalia, anus, groin, breast, inner thigh, or the buttocks	31.	Perpetrator #1: What was the youth perpetrator's gender Identity? Gender Identity is a person's sore internal understanding.
	05 Nonconsensual sexual act that resulted from pressure or coercion (without force)		er sense of who they are regardless of sex assigned at birth.
	of Nonconsensual sexual act that resulted from physical force (or the threat of force)		of Male
	o7 ☐ Other – Specify ✓		02 - Fomale
	on in the second of the second		Transpender (A person whose gender identity is different from the person's sex assigned at birth.)
			Intersex (A person whose sexual or reproductive anatomy or chromosomal pattern does not seem to fit typical definitions of male or female. Intersex medical conditions are sometimes referred to as differences in sex development.)
			Gender noncomorming (A person whose gender identity does not conform to traditional societal gender expectations.)
			06 Other - Specify
		,	07 Unknown

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32.	Perpetrator #1: What was the youth perpetrator's age at the time of the incident?	36.	respectator #2: what was the youth
	years		
			01 Male 05 Gender periconforming
33.	Perpetrator #1: What was the youth perpetrator's race or ethnicity?		02 Female 06 Other - Specify
	(Mark all that apply.)		03 Transgender
	01 White		04 Intersex 07 Unknown
	02 Black or African American		
	03 Hispanic or Latino	37.	Perpetrator #2: What was the youth
	04 American Indian or Alaska Native	'''	perpetrator's age at the time of the incident?
	o5 Asian	ı	
	06	ı	years
	 07 ☐ Middle Eastern or North African 08 ☐ Other racial category in your information system – Specify ∠ 	38.	Perpetrator #2: What was the youth perpetrator's race or ethnicity?
	cpcon, p		(Mark all that apply.)
			o₁ ☐ White
			02 Black or African American
34.	Perpetrator #1: After the incident, was the		03 Hispanic or Latino
	youth perpetrator - (Mark all that apply.)		04 ☐ American Indian or Alaska Native
	01 Confined to own cell or room		05 ∐ Asian 06 ☐ Native Hawaiian or Pacific Islander
	02 Placed in or returned to restrictive housing		or ☐ Middle Eastern or North African
	 Placed in higher custody level, restricted unit or program, within the same facility 		08 ☐ Other racial category in your information system – Specify ∠
	04 Transferred to other unit/cell or separated from victim		
	05 Transferred to another facility		
	os Sent to counseling or mental health treatment		
	o7 Given medical treatment or testing (e.g., post-exposure prophylaxis (PEP), HIV/AIDS)	39.	Perpetrator #2: After the incident, was the youth perpetrator – (Mark all that apply.)
	08 Loss of "good/gain" time, increase in "bad" time or delayed release		o1 ☐ Confined to own cell or room
	09 Given extra work		02 Placed in or returned to restrictive housing
	Loss of privileges, disciplinary report or conduct violation, or other reprimand		03 Placed in higher custody level, restricted unit or program, within the same facility
	11 Arrested or referred to law enforcement agency		04 Transferred to other unit/cell or separated from victim
	12 Referred for prosecution or indicted		05 Transferred to another facility
	13 Convicted, plead guilty, given new sentence, or fined		06 Sent to counseling or mental health treatment
	14 ☐ Awaiting a legal outcome 15 ☐ Other – Specify ✓		o7 ☐ Given medical treatment or testing (e.g., post-exposure prophylaxis (PEP), HIV/AIDS)
	To Little - Specify &		$_{08}$ \square Loss of "good/gain" time, increase in "bad" time or delayed release
			09 Given extra work
	→ If there were no other perpetrators, please		10 ☐ Loss of privileges, disciplinary report or conduct violation, or other reprimand
	skip to Notes on page 8 (if applicable) or submit form.		11 Arrested or referred to law enforcement agency
	Submit form.		12 Referred for prosecution or indicted
35.	Perpetrator #2: What was the youth		13 Convicted, plead guilty, given new sentence, or fined
	perpetrator's sex assigned at birth?		14 Awaiting a legal outcome
	o1 ☐ Male		15 ☐ Other – Specify 🖟
	02 ☐ Female		

Section C - STAFF PERPETRATORS OF

	SEXUAL VICTIMIZATION	45. Staff #1: Was the staff perpetrator involved in the incident –
40.	→ If the perpetrator was a youth, go to Section B on pages 4-5. What was the nature of the incident?	o1 ☐ Full- or part-time paid employee o2 ☐ Contract employee or vendor o3 ☐ Volunteer or intern o4 ☐ Other – Specify ₩
	What was the nature of the Incident? (Mark all that apply.) 1 □ Repeated suggestive, derogatory, or obscene verbal comments or gestures of a sexual nature 2 □ Wrote letters, showed pictures, talked on the phone, or through video conferencing 3 □ Exhibited grooming or manipulative behaviors such as providing gifts, special privileges, or favors to youth 4 □ Indecent exposure, invasion of privacy, or voyeurism 5 □ Any attempt, threat, or request related to abusive sexual contact or sexual acts 6 □ Any touching or kissing for sexual gratification 7 □ Pressure or abuse of power resulting in a sexual act 9 □ Other − Specify How many staff perpetrators were involved in the incident?	46. Staff #1: What was the primary position description of the staff perpetrator involved in the incident? 01 Correctional officer, supervisory or security staff, or direct care staff 02 Maintenance and other facility support staff, including groundskeepers, janitors, cooks, and drivers 03 Medical or healthcare staff, including counselors, doctors, dentists, psychologists, psychiatrists, social workers, nurses, and medical assistants 04 Education staff, including instructors, teachers, librarians, and education assistants 05 Member of the clergy or chaplaincy 06 Administrator, including wardens, superintendents, assistants and others in administrative positions 07 Clerical staff including secretaries, clerks, receptionists, and other administrative support
	Number of staff → If more than two staff were involved, please complete this form online.	09 ☐ Volunteers or interns 10 ☐ Other staff – <i>Specify</i>
	Staff #1: What was the staff perpetrator's SEX? gender? o1	47. Staff #1: At the time of the incident, how long had the staff perpetrator worked at the facility? o1 Less than 6 months o2 6 months to 1 year o3 1 to 5 years o4 6 to 10 years o5 11 or more years
44.	Staff #1: What was the staff perpetrator's race or ethnicity? (Mark all that apply.) 10 White 10 Black or African American 10 Hispanic or Latino 10 American Indian or Alaska Native 10 Asian 10 Native Hawaiian or Pacific Islander 10 Middle Eastern or North African 10 Other racial category in your information system — Specify	48. Staff #1: After the Incident, was the staff perpetrator – (Mark all that apply.) o1 Sent to training or counseling o2 Reprimanded or disciplined o3 Transferred to another facility or unit o4 Demoted, diminished responsibilities, suspended temporarily, or placed on administrative leave o5 Discharged, terminated, or contract not renewed o6 Staff resigned (prior to completion of investigation) o7 Staff resigned (after investigation was completed) o8 Arrested or referred to law enforcement agency o9 Referred for prosecution or indicted o Convicted, plead guilty, sentenced, or fined 11 Awaiting a legal outcome other – Specify
		13 No action taken

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	→ If there were no other staff perpetrators involved, please skip to Notes on page 8 (If applicable) or submit form.	53. Staff #2: What was the primary position description of the staff perpetrator involved in the incident?
49.	Staff #2: What was the staff perpetrator's SEX?	on Correctional officer, supervisory or security staff, or direct care staff
	gender? o1	02 Maintenance and other facility support staff, including groundskeepers, janitors, cooks, and drivers
	02 Female	03 ☐ Medical or healthcare staff, including counselors, doctors, dentists, psychologists, psychiatrists, social workers, nurses, and medical assistants
50.	Staff #2: What was the staff perpetrator's age at the time of the incident?	o4 ☐ Education staff, including instructors, teachers, librarians, and education assistants
	years	05 Member of the clergy or chaplaincy
	years	o6 Administrator, including wardens, superintendents, assistants and others in administrative positions
51.	Staff #2: What was the race/ethnic origin of the staff perpetrator involved in the incident?	 O7 Clerical staff including secretaries, clerks, receptionists, and other administrative support
	(Mark all that apply.)	08 Other program staff
	o₁ ☐ White	₀∍ Volunteers or interns
	02 Black or African American	10 ☐ Other staff – Specify ⊋
	03 Hispanic or Latino	
	04 American Indian or Alaska Native	
	05 ☐ Asian	
	o6 ☐ Native Hawaiian or Pacific Islander	54. Staff #2: At the time of the incident, how long
	07 Middle Eastern or North African	had the staff perpetrator worked at the
	08 Other racial category in your information system –	facility?
	Specify Z	01 🗌 Less than 6 months
		₀₂ ☐ 6 months to 1 year
		₀₃ 🗌 1 to 5 years
		04 ☐ 6 to 10 years
52.	Staff #2: Was the staff perpetrator involved in	₀₅ ☐ 11 or more years
-	the incident -	***
	A Full or nort time noid ampleyee	55. Staff #2: After the Incident, was the staff
	o1 Full- or part-time paid employee	perpetrator - (Mark all that apply.)
	02 Contract employee or vendor	o₁ ☐ Sent to training or counseling
	03 Volunteer or intern	02 ☐ Reprimanded or disciplined
	04 ☐ Other – Specify 🗾	os ☐ Transferred to another facility or unit
		04 ☐ Demoted, diminished responsibilities, or
		suspended temporarily, or placed on administrative leave
		05 ☐ Discharged, terminated, or contract not renewed
		of Staff resigned (prior to completion of investigation)
		o7 ☐ Staff resigned (after investigation was completed)
		os ☐ Arrested or referred to law enforcement agency
		og ☐ Referred for prosecution or indicted
		10 Convicted, plead guilty, sentenced, or fined
		11 ☐ Awaiting a legal outcome
		12 ☐ Other – Specify ⊋
		13 ☐ No action taken
V		

NOTES

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Definitions

Sexual victimization

Youth-on-youth sexual abuse: Sexual abuse of a youth, detainee, or resident by another youth, detainee, or resident includes any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

- 1) Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
- 2) Contact between the mouth and the penis, vulva, or anus;
- 3) Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
- 4) Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.

Youth-on-youth sexual harassment: Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one youth, detainee, or resident directed toward another.

Staff-on-youth sexual abuse: Sexual abuse of a youth, detainee, or resident by a staff member, contractor, or volunteer includes any of the following acts, with or without consent of the youth, detainee, or resident:

- 1) Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
- 2) Contact between the mouth and the penis, vulva, or anus;
- 3) Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
- 4) Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
- 5) Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
- 6) Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in paragraphs (1) (5) of this section;
- 7) Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of a youth, detainee, or resident, and
- 8) Voyeurism by a staff member, contractor, or volunteer.

Staff-on-youth sexual harassment: Repeated verbal comments or gestures of a sexual nature to a youth, detainee, or resident by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

Sex and gender identity

Sex: A multidimensional construct based on a cluster of anatomical and physiological traits that include external genitalia, secondary sex characteristics, gonade, chromosomes, and hormones.

Gender Identity: A person's core internal understanding or sense of who they are regardless of sex assigned at birth.

Intersex: A person whose sexual or reproductive anatomy or enromosomal pattern does not seem to fit typical definitions of male or female. Intersex medical conditions are sometimes referred to as differences in sex development (DSD).

Gender nonconforming: A person whose gender identity does not conform to traditional societal gender expectations.

Transgender: A person whose gender identity is different from the person's sex assigned at birth.

Disability

Disability: A (1) physical or mental impairment that substantially limits one or more of the major life activities of [an] individual, (2) a record of such an impairment, or (3) being regarded as having such an impairment.