



AMERICAN CIVIL LIBERTIES UNION
FOUNDATION

Hawai‘i

BY EMAIL AND CERTIFIED MAIL

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Re: Gender Identity Discrimination at Maui Preparatory Academy

Dr. Solis, Mr. Bozich, and Mr. Hehemann:

The ACLU of Hawai‘i Foundation (“**ACLU of Hawai‘i**”) writes on behalf of Maui Preparatory Academy (“**Maui Prep**”) community members who have raised grave concerns about the school’s new policy, which discriminates against transgender students by forcing them to conform to their sex assigned at birth, instead of their gender.¹ The policy (1) requires transgender students to use facilities (e.g., bathrooms, locker rooms) of the opposite gender, (2) prohibits transgender students (including those in elementary and middle school) from playing sports with other children of their gender, and (3) requires transgender students to room with the opposite gender during school trips.

Maui Prep’s policy violates, at a minimum, Hawaii’s anti-discrimination law, Hawai‘i Revised Statutes (HRS) § 368D-1, which prohibits discrimination based on gender identity in schools that receive state funding. Making matters more

¹ “Gender” or “gender identity” means a person’s internal sense of self and their gender, whether that is boy, girl, māhū, or non-binary. “Sex” or “sex assigned at birth” means a person’s biological sex—boy, girl, or intersex—as assigned by physicians when a baby is born. Someone is “transgender” when their gender is different from their sex assigned at birth.

concerning, our investigation suggests that the policy was drafted to target one elementary school student in particular, threatening significant disruption to her education and mental health in an environment that was previously a place of comfort and growth for her. And, since the policy became public, Maui Prep has started retaliating against faculty and staff who objected to the discriminatory policy by disciplining, terminating, and withholding their employment contracts.

Maui Prep's policy has no place in Hawai'i, where we have always prized inclusivity and valued *ho'ohanohano*, honoring the dignity of all people. Kānaka Maoli culture has long embraced gender diversity and the important contributions that Māhū people bring to the community. The discriminatory gender policy flies in the face of these values, harming students, families, and staff. Accordingly, the ACLU of Hawai'i demands that Maui Prep rescind this harmful policy and cease retaliation against community members who have opposed it.

I. Maui Prep Creates a New Anti-Transgender Policy, Misleads Families, and Retaliates Against Staff

Over the past few months, the ACLU of Hawai'i has spoken to numerous Maui Prep community members and reviewed documents relating to Maui Prep and the new gender policy. Through our investigation, we have learned the following.

Located in West Maui, Maui Prep is a small private school with approximately 310 students in preschool through twelfth grade. Notably, the school is not religiously affiliated. Though a small school, Maui Prep has played a large role in the West Maui community. It became a refuge for survivors of the Lahaina wildfires, serving as an emergency shelter for evacuees and taking in over a hundred new students. Many families and faculty lost their homes in the wildfires. For a community traumatized by natural disaster, Maui Prep has been a beacon of hope. For the school to now unveil a policy that singles out students for discrimination is a deep betrayal of community trust.

1. A Policy Crafted in Secret

In late summer 2024, members of the Maui Prep Board of Trustees (“the Board”) began privately discussing their concern about a nine-year-old transgender student, Jane,² stating that the school had “to do” something about her before she became older. The President of the Board, Tim Hehemann, announced to the other members that he had a “new policy” he wanted to put in place: Maui Prep would not admit or allow *any* transgender students. He told the Board he was not sure if it should be “a written policy” or just an unwritten “guideline,” explaining that if it were put into writing, the school could “get into trouble.”

Multiple trustees, who have all since resigned, objected to Mr. Hehemann's proposed “guideline” and suggested he discuss the matter with an attorney. At the

² The child's name has been changed for confidentiality.

following board meeting, Mr. Hehemann told the Board that he had consulted with an attorney, who recommended the school “not go so far down that road.” So, he drafted a different policy to accomplish the same purpose.

On September 3, 2024, Mr. Hehemann, e-mailed the Board a “gender policy statement” to give to the Maui Prep administration. The statement included a requirement that students’ “biological birth sex” be used to determine restroom use, travel accommodations for school trips, and participation in sports. It also stated that the school would not accept “alternate pronouns” and that students would have to dress “in the uniform of their birth gender.”

The leadership of the Board has refused to entertain the concerns of trustees who have objected to the policy. Efforts to have the Board substantively discuss and vote on the policy throughout Fall 2024 were largely futile. In a one-on-one conversation, Mr. Hehemann told a now-former trustee that students who are transgender are the result of “bad parenting.” Trustees who objected to the policy have since resigned or been forced to resign.

While Mr. Hehemann is publicly spearheading the initiative to ban transgender students from Maui Prep, most people we have spoken to have told us that the Chairman of the Board, Mr. Jim Bozich, is most likely the real driving force behind the policy. Mr. Bozich has vast influence at Maui Prep, having donated significant sums to the school and reportedly paid tuition for administrators’ and trustees’ children. Multiple people disclosed that while he prefers to stay out of the limelight, nothing happens at Maui Prep without Mr. Bozich’s approval. And Mr. Bozich privately told another trustee that he “fully agreed” with Mr. Hehemann on the issue of transgender students.

According to our sources, Mr. Bozich is presently pursuing a Ph.D. in Education on the continent, now that his own children have graduated from high school. He has quietly told a select few that he was pursuing the degree so he could “lead a school in a way that is not ‘woke.’”

Meanwhile, in Fall 2024, the school quietly removed the Maui Prep “Non-Discrimination Policy” from their website.³

During a Board meeting in November 2024, Dr. Miguel Solis, the Head of School, suggested that if he could convince Jane’s family to disenroll her, there would be no need to publicize the policy to the greater Maui Prep community. The Board agreed, although some trustees expressed concern that Dr. Solis’s plan would not prevent a transgender student from enrolling at Maui Prep in the future. Administrators would later tell families that they had been instructed by the Board to keep the policy a secret.

³ *Non-Discrimination Policy*, Maui Preparatory Academy, <https://web.archive.org/web/20230430200058/https://www.mauiprep.org/about-mauiprep/non-discrimination-policy> (as of Apr. 30, 2023).

On November 19, 2024, Dr. Solis requested a meeting with Jane’s family, framing the conversation as a “heads-up” about the policy, in case it would persuade them not to enroll their daughter for the following year. Present at this meeting were Dr. Solis, Mr. Ryan Kirkham (the school principal), and Dr. Lisa Zamora (Dr. Solis’s wife and Academic Dean). During this meeting, Maui Prep administrators told the family that it would be the first of many conversations about how Maui Prep should handle these issues. However, the family soon learned that was not the case, as just a few weeks later, Maui Prep doubled down on its intention to discriminate against transgender students.

2. Public Backlash Results in Watered-Down Policy that Still Discriminates Against Transgender Students

On December 2, 2024, middle school math and science teacher Vashti Daise—who would later be abruptly fired after speaking out against the policy—learned about the “gender policy statement” and sent an e-mail to Dr. Solis, Mr. Kirkham, and Maui Prep faculty and staff with her concerns that the policy was discriminatory. The school chastised Ms. Daise for raising the issue publicly, rather than privately. Several days later, on December 9, 2024, news about the policy became public knowledge following a news segment by Hawai‘i News Now.⁴ Community members expressed outrage and alarm.

Facing public backlash, on December 13, 2024, the Board released a revised policy entitled “Policy on Names/Pronouns, Dress Code, Overnight Stays, Athletics, Facilities, and Support & Communication” (“**the Policy**”).⁵ This Policy removed the requirement that students dress in accordance with their gender assigned at birth and softened the prohibition of “alternate pronouns” in favor of a policy that required parental consent. However, it also removed the statement that Maui Prep would not tolerate harassment of students or faculty. And at the same time, the central provisions of the original gender policy remained unchanged, as the Policy states: “Maui Prep recognizes biological sex assigned at birth as the basis for determining participation in athletics, overnight stays, and access to facilities such as bathrooms and locker rooms.” This language is now incorporated into the Maui Prep handbook and is still slated to take effect in the 2025–2026 school year.

The effect of the Policy is to treat students differently depending on whether their gender identity matches their sex assigned at birth, which is the essence of sex and gender identity discrimination. *See Bostock v. Clayton County*, 590 U.S. 644, 660 (2020). By way of illustration, imagine a class that stops by the restroom on the

⁴ *Private Maui School’s Proposed Anti-Trans Policy Stirs Controversy*, Hawai‘i News Now, <https://www.hawaiinewsnow.com/video/2024/12/10/private-maui-schools-proposed-anti-trans-policy-stirs-controversy/> (Dec. 9, 2024).

⁵ Maui Preparatory Academy, Parent-Student Handbook, at 11, <https://docs.google.com/document/d/1lpUchavy6Nxxuuy1FP5YJu8ddMX8jFjsFYps1cXzn0DU/edit?tab=t.0>

way to the cafeteria. All the boys in the classroom head to the boys' restroom; the girls in the classroom file into the girls' bathroom—except, the teacher has to stop one of the girls from going into the bathroom with her friends. Instead, the teacher directs the girl into the boys' restroom because this girl is transgender, and doctors thought she was male when she was born. For this little girl, the experience would be humiliating. And it is not difficult to imagine how this little girl will be treated by her peers, when the school has effectively declared that she is not a “real” girl like the rest of her friends, despite her identity and lived experience. The Policy not only undermines her dignity but also invites further stigmatization and bullying.

3. Maui Prep's Discriminatory Policy Harms the Maui Community

Maui Prep's policy has devastated many parents, teachers, and students who love the school, as well as its previous commitment to *ho'ohanohano*, which the school has defined as “accepting and appreciating the differences in others.” The Policy will expose transgender children to disparate treatment at an age when no child should have to know what discrimination feels like. And for all of the other children who are watching, the policy will model intolerance and prejudice.

As Maui Prep is well aware, the only openly transgender student at Maui Prep is Jane, a nine-year old girl in third grade. Jane has been attending Maui Prep since preschool, and she has been living as a girl since she was five years old. This has never caused any problems at school, and many of her peers do not know that she was assigned male at birth. However, Maui Prep's new Policy would require Jane to come out to her teachers and classmates every year. It would also require staff to label her as transgender every time she uses the bathroom, changes clothes for gym or other school events, plays after-school sports, or attends school trips.

The only unisex bathroom in the school is located in the administration building, which would require Jane to leave the elementary school and walk past the offices of the Head of School, Principal, and other administrators every time she has to use the restroom. The building is so small, everyone in the building knows when a student comes in, and as a result, Jane has told her parents she would be “too embarrassed” to ever go into that building to use the bathroom. Forcing Jane to be singled out in this way, multiple times every day, would cause immense psychological harm.

Hawaii's law prohibiting gender identity discrimination in schools protects children and youth, not just from experiencing discrimination, but from the anguish and mental health harms caused by discrimination. As the American Psychological Association has stated, “discrimination and lack of equal civil rights are damaging to the mental health of transgender and gender non-conforming gender diverse

individuals.”⁶ In 2024, the Hawai‘i Department of Health found that transgender/unsure youth in Hawai‘i are six times more likely to attempt suicide than cisgender youth.⁷ Nationally, LGBTQ crisis hotlines have reported that youth have been “flooding” the hotlines since the 2024 election.⁸ And as the American Association of Pediatrics observed, “[y]outh who identify as [transgender or gender diverse] often confront stigma and discrimination, which contribute to feelings of rejection and isolation that can adversely affect physical and emotional well-being. For example, many youth believe that they must hide their gender identity and expression to avoid bullying, harassment, or victimization.”⁹

By contrast, studies have shown that affirming a child’s gender identity by supporting their social transition bolsters their resilience and mental health.¹⁰ Schools play a very important role in this process. Indeed, “[a] lack of explicit [school] policies that protected youth who identified as [transgender or gender diverse] was associated with increased reported victimization, with more than half of students who identified as LGBTQ reporting verbal harassment because of their gender expression.”¹¹ As discussed below, harassment of LGBTQ youth has become more prevalent at Maui Prep since the policy became public.

While Jane is the only openly transgender student at Maui Prep, she is not the only gender-diverse student who attends the school. Other students have felt attacked and frightened by the school’s openly transphobic policy. The Gay-Straight Alliance club, which was once an active part of the Maui Prep community, has become silent. And the policy has already started empowering bullying within the student body. Teachers and parents report that anti-LGBTQ rhetoric at the school has increased, and that discrimination on other grounds—including a racist

⁶ *Position Statement on Discrimination Against Transgender and Gender Non-Conforming Individuals*, American Psychiatric Association, <https://www.psychiatry.org/getattachment/ad686aa4-8ca9-4a92-b007-cf05a50f8e78/Position-2018-Discrimination-Against-Transgender-and-Gender-Diverse-Individuals.pdf> (Dec. 2024)

⁷ Thaddeus, Pham, *Sexual & Gender Minority Youth in Hawai‘i: Health Highlights (2017–2019)*, Hawai‘i Sexual and Gender (SGM) Minority Workgroup, <https://health.hawaii.gov/harmreduction/files/2024/03/Presentation-SGM-Youth-in-HI-2017-2019-FINAL-VERSION-2-3-4-2024.pdf> at 53.

⁸ Jocelyn Gecker & Sharon Lurye, *Trump Pledged to Roll Back Protections for Transgender Students. They’re Flooding Crisis Hotlines*, AP News, <https://apnews.com/article/transgender-rights-trump-title-ix-1b9d3a1d928ea78c21372da63600c6d1> (Nov. 12, 2024).

⁹ Jason Rafferty, MD., et al., *Ensuring Comprehensive Care and Support for Transgender and Gender-Diverse Children and Adolescents* at 3, Am. Academy of Pediatrics (Aug. 2023), available at <https://publications.aap.org/pediatrics/article/142/4/e20182162/37381/Ensuring-Comprehensive-Care-and-Support-for?autologincheck=redirected>.

¹⁰ “Children who identify as transgender and socially affirm and are supported in their asserted gender show no increase in depression and only minimal (clinically insignificant) increases in anxiety compared with age-matched averages.” *Id.* at 6.

¹¹ *Id.* at 9.

attack in which a student was locked in a bathroom and called a “nigger”—has also become more common. The reality is, once Maui Prep tells students that *ho‘ohanohano* does not apply to everyone—and that some differences should not be accepted or appreciated—it puts everyone in the community at risk.

4. Maui Prep Rejects Compromise About the Policy, Misleads Parents, and Refuses Requests for a Town Hall

Our investigation shows that the discriminatory nature of the Policy is intentional. When pressed by parents about the Policy, Mr. Hehemann—the Board President who believes transgender students are the result of “bad parenting”—suggested that being transgender is a form of misconduct, analogizing it to vaping. Similarly, in an e-mail to the Board of Trustees, Mr. Hehemann compared transgender students to those “with repeated disciplinary violations” and “violent psychological issues,” advising administrators to tell people concerned about the policy that Maui Prep was a small school that cannot meet the needs of everyone.

According to our investigation, soon after the Policy became public knowledge, a parent and donor spoke to Mr. Hehemann about their concerns. When Mr. Hehemann said the Policy was necessary because the school could not afford to construct gender-neutral, single-use restrooms, the donor offered to provide funding to the school for that purpose. Mr. Hehemann declined that offer. Similarly, a group of parents reached out to Mr. Bozich to offer the school \$3 million dollars in exchange for rescinding the Policy, expanding civic education, and other reforms. Mr. Bozich refused to even meet with these families.

Over the past few months, parents and other community members have tried to engage with Maui Prep in good faith, offering educational resources, trainings, and other support to inform the school’s response toward students who are transgender—but Maui Prep has not been open to any of these discussions. Since November 2024, multiple families have sought meetings with Mr. Bozich to discuss the Policy, since the community’s understanding is that he is the driving force behind the Policy. But thus far, Mr. Bozich has declined to have even a single conversation with any of the families that we have spoken to. A petition circulated asking the school to hold a town hall to discuss the Policy, but the school refused to do so.

Meanwhile, Maui Prep trustees and administrators have been misleading parents and the public. At a Parent Teacher Student Organization meeting in February 2025, Dr. Solis told concerned parents that the Policy was “HAIS-approved,” referring to the Hawai‘i Association of Independent Schools, and that Maui Prep had “worked with” HAIS in developing the Policy. This was not true. The ACLU of Hawai‘i followed up with HAIS, which made very clear that the organization does not help schools craft policies, does not “approve” school policies—and accordingly, never “approved” the Policy at Maui Prep.

More recently, trustee Ma'Ann Sabino posted publicly in the Lahaina Strong Facebook group that “the school had offered private gender neutral restroom accommodations to child [Jane] but [the] family declined.” This is not true. Not only did Maui Prep insist they could not afford to construct gender-neutral bathrooms for students, they also refused all offers of funding earmarked for that purpose. Further, in an e-mail sent December 13, 2024, the school principal Mr. Kirkham told Jane’s parents that in the Bozich Center for Performing Arts and Athletics, where the children have gym, dance, and theater classes, “the student would have to use the bathroom of the sex they were assigned at birth” because “the only single-user restroom that we have on campus” was located in the administrative building, which was too far away from the Bozich Center for students to use.

Meanwhile, Maui Prep has also received two letters from the Hawai'i State LGBTQ+ Commission outlining how the policy is discriminatory. The school has not formally responded. Instead, Mr. Mark Merrill, the Board Treasurer, personally e-mailed the LGBTQ+ Commission to accuse it of slander and stated that the school magazine “recently celebrated an exceptional non-binary alumnus that is thriving post-graduation.” However, that alumnus, Sam Shoemaker, subsequently submitted testimony to the LGBTQ+ Commission stating that they do not support the discriminatory policy and are “offended” by the school using their story without permission. They added that they do not “believe that the school genuinely supports queer students or alumni.”

5. Maui Prep Retaliates Against Employees Who Refuse to Discriminate

Over the past few months, the Maui Prep community has come to fear retaliation from administrators and the Board. Parents report that they are afraid to speak out publicly, in fear that Maui Prep will expel their children in the middle of the school year. Staff who told middle and high school students that they were a “safe space” have been subject to disciplinary investigations. And teachers who told the school that the new policy is discriminatory have had their contracts for the 2025-2026 school year withheld.

For example, Vashti Daise, the teacher who had first publicly raised concerns about the policy, was abruptly fired on the last day of February. Her health insurance coverage was terminated that same day, and Maui Prep refused to pay the portion of her salary that was to be prorated through the summer. Ms. Daise had spoken out against the Policy repeatedly, and she was among the faculty who had been previously disciplined by the school after wearing a pin stating that students were in a “safe space” when they were with her.

In March 2025, when Ms. Daise began speaking out about her termination, Maui Prep told local media that “employment is not contingent upon agreeing with or endorsing any specific policy.” This public-facing statement conflicts with private communications from Maui Prep to faculty and staff.

While Ms. Daise’s termination in the middle of the school year was the most immediately punitive step the school has taken, other teachers are similarly facing retaliation for their opposition to the Policy. Based on our investigation so far, every teacher who publicly spoke out against the Policy has not had their contract renewed for next year. All of these faculty members are survivors of the Lahaina fires. For them to lose their jobs now, as reconstruction is just beginning, deprives them of their community as well as their livelihoods.

Overall, the picture that has emerged from the ACLU of Hawaii’s investigation is deeply concerning. Instead of transparency, Maui Prep engaged in secrecy. Instead of truthfulness, Maui Prep obfuscated the intent to target a single elementary school student and ban transgender students from the school. And instead of fostering community, the school has shown a determination to plow ahead, regardless of the harm caused in the process.

II. Maui Prep Has Engaged in Prohibited Sex and Gender Identity Discrimination in Violation of Hawai‘i Law

Apart from being offensive and divisive, Maui Prep’s conduct violates Hawai‘i anti-discrimination law. Because Maui Prep receives state financial assistance, the state law against discrimination in educational programs, HRS Chapter 368D, applies. That statute expressly prohibits discrimination based on “gender identity,” including disparate treatment because a person’s gender identity is different from their sex assigned at birth. And finally, HRS Chapter 368D also prohibits Maui Prep’s ongoing retaliation against teachers who objected to the discriminatory policy.

1. Hawai‘i State Anti-Discrimination Laws Apply to Maui Prep

Hawai‘i’s prohibition against gender identity discrimination applies to any educational program that “receives state financial assistance, in any amount, for any purpose,” including private schools. HRS § 368D-3. The ACLU of Hawaii’s investigation has verified that Maui Prep receives state funding. Per records produced by the State, the school receives monthly payments from the Hawai‘i Department of Human Services. It also received funding through the Emergency Assistance to Non-Public Schools (EANS) Program for the 2024-2025 school year, distributed by the Hawai‘i Department of Education. And we have reason to believe that Maui Prep receives government funding for paraprofessionals. In all, it is clear that HRS § 368D-1 applies to Maui Prep; therefore, the school can be held liable for a violation by any “person who is aggrieved by a violation.” HRS § 368D-1(b).

2. HRS § 368D-1 Prohibits Gender Identity Discrimination

Hawai‘i Revised Statutes (“HRS”) § 368D-1 prohibits schools from excluding, denying benefits to, or discriminating against anyone on the basis of sex, including “gender identity or expression.” Under HRS § 489-2, “gender identity” means a person’s “actual or perceived gender, as well as a person’s gender identity, gender-related self-image, gender-related appearance, or gender-related expression,”

regardless of whether it is different from the gender “traditionally associated with the person’s sex at birth.” In other words, HRS § 368D-1 makes it illegal to treat someone differently because their gender identity does not correspond to their sex assigned at birth. As explained above, that is exactly what Maui Prep’s policy does. And it is clear that this discrimination will harm Maui Prep’s transgender students who will be forced to either use a restroom that does not match their gender identity or require them to walk to a different building to use the school’s only unisex bathroom. As a result, Maui Prep’s Policy violates HRS § 368D-1.

It is our understanding that Maui Prep is well aware of Hawai‘i state anti-discrimination law, and its applicability to the school, and has nevertheless chosen to proceed with the discriminatory policy in violation of HRS § 368D-1. Willful discrimination—and retaliation against people who oppose discrimination—could also open the school up to a claim for punitive damages.

3. HRS § 368D-1 Prohibits Retaliation Against Students, Faculty, and Staff Who Oppose Gender Identity Discrimination

In addition to prohibiting gender identity discrimination, Hawai‘i also prohibits retaliation against anyone who refuses to comply with a discriminatory policy. *See* HRS § 368D-2(a); *cf.* 34 C.F.R. § 106.71. As defined in federal law, retaliation means “intimidation, threats, coercion, or discrimination” because someone reports gender identity discrimination. *See* 34 C.F.R. § 106.2.

The reports that the ACLU of Hawai‘i has received describe retaliation prohibited under HRS § 368D-1. As discussed above, teachers have been fired, disciplined, and/or had their contracts not renewed after telling administrators that Maui Prep’s Policy was discriminatory. Faculty and staff have reported that recently, Dr. Solis has verbally berated staff in private meetings about the Policy.

Similarly, parents have reported feeling threatened by the school handbook’s declaration that “Maui Preparatory Academy reserves the right to dismiss and/or not re-enroll a student” if it believes the actions of a parent make “a positive and constructive relationship impossible.” They believe that if they speak out against the Policy, their children will be disenrolled in the middle of the school year, since “it has happened before.” Parents of older students say they feel particularly constrained, since transferring schools now would be detrimental to their children’s college chances.

If Maui Prep disenrolls or expels a student because their Parents protested a discriminatory policy, that would be unlawful retaliation—just as firing, disciplining, and otherwise retaliating against Maui Prep faculty and staff is unlawful retaliation.

Notably, Hawaii’s anti-discrimination law applies to schools in Hawai‘i, regardless of what changes may occur to federal anti-discrimination laws: generally, states may pass laws that are more protective of civil rights than their federal counterparts, and many state constitutions, including Hawaii’s, provide broader

protections than the U.S. Constitution. Indeed, the Hawai'i State Legislature enacted HRS § 368D-1 to protect students from discrimination in schools, when the Federal Government began walking-back Title IX protections for transgender students under President Donald Trump's first term in office. *See* Stand. Com. Rep. No. 1464 (2019).¹² While transphobia may be gaining traction on the continent, the Hawai'i State Legislature has declared that it has no place in Hawai'i schools.

* * *

The West Maui community deserves better from Maui Prep. And its students deserve a school that honors and respects their differences, without reservation. We demand that the school: (1) rescind the policy discriminating against transgender students, (2) cease the retaliation against parents, teachers, and staff who have opposed it, and (3) publicly commit to non-discrimination going forward.

Additionally, this letter serves as notice that Maui Preparatory Academy and the Board of Trustees must preserve all documents, records, and communications relating to transgender students and the Policy from June 30 2024 to the present, and must preserve all financial records for the 2024-2025 and 2025-2026 school years, including: emails, text messages, notes, and other communications (including those made on personal cell phones) regarding the drafting, creation, revision, approval, and implementation of the policy; notes and/or minutes of board meetings in which transgender students, a policy or guideline about transgender students, or the school's financial situation were discussed; and records of all personnel complaints and disciplinary actions that have been implemented as a result of the Policy. We expect that Maui Prep will comply with its legal obligation to implement a litigation hold.

We ask that you respond to this letter by 5 p.m. on April 21, 2025, and outline the commitments that Maui Prep will be making to address our demands, including rescinding the policy and reaffirming the rights of transgender and gender diverse students who attend Maui Prep. We look forward to hearing from you. If you have any questions or comments, please contact us at (808) 522-5905 or wkim@acluhawaii.org and ehills@acluhawaii.org.

Sincerely,



Wookie Kim
Legal Director

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Senior Staff Attorney

¹² Available at https://www.capitol.hawaii.gov/sessions/session2019/CommReports/HB483_SD1_SSCR1464_.htm.

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