

How Can Your Campus Be More Trans-Inclusive?

Language and Process

- Have a college non-discrimination policy that includes “gender identity or expression”
- If your office has its own non-discrimination policy or diversity statement, be sure that it includes “gender identity/expression”
- Have protocols that address the needs of students, including your student employees, who transition or otherwise change their gender expression.
- Establish a simple, one-stop procedure for transitioning employees and students to change their name and gender designation on all of their records and documents
- Make sure that the language on your website and printed materials refers to “people of all genders” rather than just “men and women”
- If you need to know the gender of students, revise forms to enable transgender students to self-identify, if they choose. Rather than “sex: male or female, “ you can use “gender: male, female or self-identify _____” or “gender: _____.”
- If you take demographic information from students by phone, be sure to ask and not presume their gender.

Physical Access

- Create gender-neutral restrooms (single-stall, lockable unisex bathrooms) when all buildings, including residence halls, are constructed or renovated.
- Create private changing facilities and single-person showers when residence halls and recreation centers are constructed or renovated.
- Have an inclusive housing policy that enables transgender students to be housed in keeping with their gender identity/expression and, if desired, to have a single room.
- Establish a LGBT and Allies living and learning program and/or offer gender-neutral housing option.

Organization Inclusion

- Gender-segregated organizations and programs, including some student groups, intramural and varsity sports teams, and fraternities and sororities should have policies and practices that enable transgender students to join, where it is appropriate and not limited by national organizational policies.

Support Services

- Hire therapists who are knowledgeable about transgender concerns
- Enable insurance coverage for trans-related psychotherapy, hormone replacement therapy and gender reassignment surgeries.

Education

- Require all Student Affairs staff to attend a training session on transgender issues
- Created a web-based campus resources guide for new and prospective transgender students
- Know community resources that could assist transgender students
- Sponsor transgender speakers, performers and other programs.

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