How Can Your Campus Be More Trans-Inclusive?

Language and Processes
- Have a college nondiscrimination policy that includes “gender identity or expression.”
- If your office has its own nondiscrimination 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 who otherwise change their gender expression.
- Establish a simple, one-stop procedure for transitioning employees and students to change the name and gender designation on their campus records and documents without legally changing their names or showing proof of gender confirmation surgery.
- Make sure that the language of your website and printed material 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 trans students to self-identify, if they choose. Rather than “sex: male or female,” you can use “gender: male, female, transgender, 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-inclusive 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 trans 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-learning program and/or offer a gender-inclusive housing option.

Organizational 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 trans students to join, where it is appropriate and not limited by national organizational policies.

Support Services
- Hire therapists who are knowledgeable about trans concerns.
- Enable student health insurance coverage for trans-related psychotherapy, hormone replacement therapy, and gender confirmation surgeries.

Education
- Require all Student Affairs staff to attend a training session on trans issues.
- Create a web-based campus resource guide for new and prospective trans students.
- Know community resources that could assist trans students.
- Regularly sponsor trans speakers, performers, and other programs.

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