

## **Harassment and Discrimination Policy**

Quinnipiac University values diversity, multiculturalism and respect for others. The university is committed to providing a safe and respectful educational experience and work environment free from discrimination and harassment on the basis of an individual's race, color, religion, gender, age, marital status, national origin, ancestry, physical or mental disability, sexual orientation, gender identity or expression, genetic information, or any other characteristic protected by law. This commitment is articulated and affirmed in the university's Strategic Plan for Inclusiveness, Multiculturalism and Globalism in Education (IMaGinE), which is available for review by visiting the IMaGinE MyQ website.

Students, faculty or staff who are found to have violated the Harassment and Discrimination Policy are subject to the appropriate disciplinary process. Any form of retaliation against anyone who has reported harassment or a discriminatory act is strictly prohibited.

### ***What does "Transgender" mean?***

"Transgender" describes an individual whose gender identity (one's internal psychological identification as female, male, neither or both) does not match the gender they were assigned at birth. For example, a male-to-female (MTF) transgender person is someone who was considered male at birth, but who identifies as a girl or a woman. A female-to-male (FTM) transgender person is someone who was considered female at birth, but who identifies as a boy or a man. Transgender individuals can have a non-binary gender identity; their gender identity is neither male nor female, or is a blend of genders.

(Gender Spectrum, "A Word About Words," available online at [www.genderspectrum.org/images/stories/Resources/Family/A\\_Word\\_About\\_Words.pdf](http://www.genderspectrum.org/images/stories/Resources/Family/A_Word_About_Words.pdf))

An increasing number of people are identifying as transgender (or "trans"), meaning that their internal sense of their gender identity is different from the gender they were assigned at birth.

The medical community (and increasingly, employers, schools and courts) now recognize that it is essential to the health and well-being of transgender people for them to be able to live in accordance with their internal gender identity in all aspects of life—restroom usage is an example and is a necessary part of that experience.

### **What happens if I am being harassed or bullied because of my sexual orientation, gender expression or gender identity?**

*There are many people on campus who are trained and ready to help. You can reach out to the following individuals for assistance, or if you have questions about QU's policies:*

*Chief Diversity Officer, Diane Ariza, 203 582 8939*

*Title IX Coordinator, Terri Johnson, 203 582 8731*

*Vice President and Dean of Students, Monique Drucker, 203 582 8753*

*Dean for Graduate Student Affairs, Gina Frank, 203 582 3542*

*Deputy Title IX Coordinator for Students, Seann Kalagher, 203 582 5213*

*Director of Health and Wellness, Kerry Patton, 203 582 3087*

*Associate Dean of Students, School of Law, Kathy Kuhar, 203 582 3220*

*Associate Dean of Students, Netter School of Medicine, Kim Pham, 203 582 4859*

For details on informal and formal complaints, please see the Title IX Policy Against Gender-based Discrimination and Sexual Misconduct

[https://www.qu.edu/prebuilt/pdf/about/QU-TitleIXPolicy\\_081315.pdf](https://www.qu.edu/prebuilt/pdf/about/QU-TitleIXPolicy_081315.pdf)

### **Are there all-gender bathrooms at QU? Where are they located?**

Yes, there are all- gender, single use restrooms:

- MNH- 148
- MNH-297
- SLE-309C
- LA 211
- ABLN 106
- AC 124B
- Rocky Top, York Hill – 4<sup>th</sup> floor
- FOB, two stalls in basement
- Echlin, 2<sup>nd</sup> floor (on the Honor's end of the hallway)
- South end of Mt Carmel cafeteria
- CAS 3, downstairs
- CCE, first floor

### **Do I have to use the all- gender bathrooms?**

*The answer is no.*

An all-gender or, sometimes called a gender-neutral restroom, is a restroom that anyone of any gender can use. These restrooms can benefit many different people, including parents with differently gendered children, alter-abled people who may

require the accompaniment of an attendant of a different gender, and trans and gender nonconforming people. At QU, our all-gender restrooms are single use. Single use all-gender restrooms are small, lockable rooms with a toilet and sink, designed for use by one individual at a time, regardless of gender.

All-gender restrooms are one way that we at QU work to provide a safer space for trans and gender nonconforming students, faculty, staff and community members.

### ***What if someone doesn't look masculine or feminine enough to use a particular restroom?***

A transgender person can use the restroom that corresponds to their gender identity. There is no rule that a person must look a certain way to use a certain restroom. This kind of “gender policing” is harmful to everyone, including transgender people and anyone whose appearance or manner doesn’t conform to someone else’s gender expectations. Moreover, courts have increasingly found that discrimination against transgender people is a form of sex discrimination.

### ***If I am interested in NCAA or recreational athletics as a transgender student, where can I find more information?***

Many schools and athletic departments identify diversity as a strength and have included sexual orientation and gender identity/expression in their nondiscrimination policies. Athletic departments and personnel are responsible for creating and maintaining an inclusive and nondiscriminatory climate in the areas they oversee. Adopting inclusive participation practices provides school athletics administrators with a concrete opportunity to fulfill that mandate and demonstrate their commitment to fair play and inclusion.

For more information, please visit the NCAA’s website for ***Inclusion of Transgender Student Athletes Handbook***. You can also contact the Office of Athletics and Recreation at ext. 5392.

### ***QU’s Intramural Transgender Statement***

A participant’s affirmed gender identity will be respected when there are gender-specific rules or player ratio requirements for co-rec divisions. Transgender individuals may play on the team that best matches their gender identity. QU recognizes that, for many, coming to know one’s gender identity is not something that happens in an instant; it is a complex process that can occur over an extended period of time. Transgender participants are encouraged to communicate their gender identity

with the campus official who is responsible for approving the team entry on intramural leagues. The campus official who approves the team entry on IMLeagues should verify that the gender indicated on the form is based on the participant's self-identification and expressed gender identity, rather than on the sex indicated in official school records.

**How do I request a *name change* with the university if my *status has legally changed*?**

**Student Employee – Human Resources**

University students who also are employed and paid through University payroll must follow the same guidelines as all other employees for a name change.

A student employee must complete the Change of Name Form request and submit official documentation. For the purposes of payroll, the name reflected on a person's Social Security card must match the paychecks issued.

**Current Student – Registrar**

Active students wishing to request a name change must do so through the Office of the Registrar. A current student would submit the name change request in writing (signature is required) along with a copy of one of the following:

1. A marriage license
2. New Social Security card
3. New driver's license (or other form of government issued ID)
4. New passport
5. Or other legal documentation confirming legal name change

**Prospective Student – Admission**

Prospective students requesting a name change should provide a written request to their specific Admissions Office (Undergraduate, Graduate, Law School, Medical School or QU Online).

The request should be made in writing (with signature) and one of the following should be submitted with the request:

1. A marriage license
2. New Social Security Card
3. New Driver's License (or other form of government issues ID)
4. New Passport
5. Or other legal documentation confirming legal name change

### **How do I request a gender change with the university if my status has legally changed?**

QU accepts any of the following as indication that one has legally changed ones gender:

1. *Driver's license*
2. *Birth Certificate*
3. *Change of gender marker at Social Security*
4. *Passport*

*Follow standard procedure.*

### **What if my name or gender change is not legally changed?**

#### **Preferred Name Policy for Students**

Quinnipiac University recognizes that some students prefer to identify themselves by a First Name and/or Middle Name other than their Legal Name. Under Quinnipiac's Preferred Name Policy, any student may choose to identify a Preferred First and/or Middle Name in addition to the Legal Name. Quinnipiac's policy covers Preferred First and Middle Names. Surnames can be changed only with a legal name change.

The student's Preferred Name will be used where possible in the course of University business and education. The legal name will be used only when it is required for business, legal and external reporting purposes. In some cases, in order to promote the use of the student's Preferred Name while ensuring accurate and legitimate reporting and utilization of education records, the student's Preferred Name will be utilized alongside the student's Legal Name. For detail, see the lists below.

Students may request use of a Preferred First and/or Middle Name by contacting the Office of the Registrar. All requests are reviewed by the Office of the Registrar. Preferred Names may not be used for purposes of fraud or misrepresentation. The University reserves the right to remove a Preferred Name if it contains inappropriate or offensive language. Legal names will be changed only when a student pursues a legal name change with State and/or Federal authorities as appropriate and then submits that documentation to the Office of the Registrar.

It may take 7 or more business days for the request to be completed through all University information systems. Once the preferred name request has been approved and implemented, the student will be notified and may go to the QCard Office to obtain a QCard with the student's preferred name.

**Preferred Names only will be used** in public or semi-public systems where names are visible to other students, instructors, faculty, campus officials, and the general public. Specific examples are:

- University ID Card (if the student chooses to obtain a new QCard)
- Blackboard (Official class rosters not on Blackboard will display the legal name as well)
- Email Address Display name (i.e., the name that appears in the "from" field of an email)
- Email Address Alias (i.e., email sent to preferredfirstname.lastname@quinnipiac.edu)

automatically will be forwarded to the primary email address, which is legalfirstname.lastname@quinnipiac.edu)

- Students who wish that their preferred first name be read at Commencement should contact their school's dean's office in order to set that up.

**Both Preferred Names and Legal Names will be used** in confidential administrative systems (non-public) used by staff, instructors, faculty and campus officials. These administrative systems require authentication and authorization for user access. The inclusion of both names in these confidential systems promotes use of the student's preferred name, while at the same time ensuring accurate and legitimate reporting and utilization of education records. Specific examples are:

- Official Class Rosters
- WebAdvisor/Self-Service – Student View
- WebAdvisor/Self-Service – Faculty View (e.g., grading rosters, advisor rosters)

**Legal Names only will be used** when required for business, legal and external reporting purposes. Specific examples include, but are not limited to:

- Student Conduct Records
- Counseling and Health Records
- Immigration documentation
- Paychecks
- Bursar's Office documentation
- Financial Aid documentation
- Federal Requests for Information
- Enrollment Verifications
- Transcripts
- Academic Certifications and Degree Verifications
- Diplomas
- Printed Commencement Program (the preferred name may be read out loud at Commencement – see above)
- Admissions correspondence
- Athletics Rosters
- Department of Public Safety systems and documentation

### ***What are my housing options as a transgender student?***

Incoming students who have a gender or gender-identity related concern regarding University housing can speak with the associate director of residential life about housing options. The conversation will include a discussion about type of room, bathroom facilities and roommate matching options, after which a housing assignment will be made. A student may opt out of any accommodations offered prior to the start of the semester with no financial penalties.

The associate director of residential life will be in touch, via email, with any students whose gender recorded on the new student housing questionnaire does not match the legal sex recorded in the University's data collection system. Students who would like to initiate this conversation in an alternative way, have questions about this housing process or who would like to learn more about the housing options available for students who identify as non-conforming or transgender, should contact the associate director of residential life at 203-582-8736.

All residential life staff members receive education and training regarding diversity and inclusion, including gender identity and gender expression

### ***If I have health or medical concerns, are there resources on campus?***

Student Health Services (SHS) is recognized as a SAFE space which has two locations that are located on the Mt. Carmel and York Hill campus. They are staffed by registered nurses, physician and physician's assistant. The highest priority of the staff is meeting the emergent health needs of the student population and providing ongoing health education opportunities as an integral part of the college experience. All SHS staff members receive education and training regarding gender identity and gender expression.

Additional information can be found on the student health website on MyQ.

<https://myq.quinnipiac.edu/Student%20Life/Student%20Health%20Services/Pages/default.asp>  
[X](#)

### ***What are other resources and areas of support at the University?***

#### **On Campus Resources**

- Department of Cultural and Global Engagement
- Title IX Team
- Human Resources
- Counseling Services
- Office of Religious Diversity
- Student Health Services
- Dean of Students Office/Student Affairs
- Department of Residential Life

### Transgender and Gender Identity 3.1.17

- Public Safety
- Gender and Sexuality Alliance (GSA)

#### **Off-Campus Resources in CT**

- New Haven Pride Center
- Hartford Gay and Lesbian Health Collective
- Triangle Community Services
- True Colors Sexual Minority and Youth Services
- Connecticut Pride
- OutCT
- Connecticut TransAdvocacy Coalition

#### **National Supports**

- Campus Pride
- GLAAD
- Gay, Lesbian and Straight Education Network
- The Trevor Project
- GLBT National Hotline 888-843-4564
- GLBT National Youth Talkline (up to age 25) 800-246-7743

***Please note: this is an organic, breathing, evolving document- we invite feedback and look forward to working together going forward! Please contact Terri Johnson, AVP Operations and Title IX Coordinator or Diane Ariza, AVP Academic Affairs and Chief Diversity Officer if you would like to discuss further.***