



Current Inclusive Policies for Education and Employers

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116 Colleges and College Systems Have Non-Discrimination Policies that Include Gender Identity/Expression

Note: Year the policy change went into effect, if known, is in parentheses.

Arizona

[Arizona State University](#) (2004)
[University of Arizona](#) (2005)

California

[California College of the Arts](#)
[California Institute of Technology](#) (2004)
[California State University, Long Beach](#)
[City College of San Francisco](#) (2005)
[Foothill-DeAnza Community College District](#)
 (2006)
[Harvey Mudd College](#) (2005)
[Occidental College](#) (2006)
[Stanford University](#) (2007)
[University of California system](#) (2004)
[University of Southern California](#) (2004)

Colorado

[University of Denver](#) (2007)

Connecticut

[Connecticut College](#) (2005)
[Wesleyan University](#) (2002)
[Yale University](#) (2006)

Florida

[New College of Florida](#) (2006)

Georgia

[Emory University](#) (2007)

Illinois

[Knox College](#) (2001)
[Parkland College](#) (2006)
[University of Chicago](#) (2004)
[University of Illinois system](#) (2005)

Indiana

[DePauw University](#) (1999)

Iowa

[Central College](#) (2005)
[Drake University](#) (2004)
[Iowa State University](#) (2005)
[Southwestern Community College](#) (2003)
[University of Iowa](#) (1996)

Maine

[Colby College](#) (2005)
[Rockport College](#) (2000)
[University of Maine system](#) (2006)

Maryland

[Goucher College](#) (2006)
[Johns Hopkins University](#) (2005)
[University of Baltimore](#) (2006)

Massachusetts

[Brandeis University](#) (2006)
[Bridgewater State College](#) (2007)
[Fitchburg State College](#) (2007)
[Framingham State College](#) (2007)
[Harvard University](#) (2006)
[Holyoke Community College](#) (2006)
[MGH Institute of Health Professions](#) (2007)
[Massachusetts College of Art](#) (2007)
[Massachusetts College of Liberal Arts](#)
 (2007)
[Massachusetts Institute of Technology](#)
 (2003)
[Massachusetts Maritime Academy](#) (2007)
[Salem State College](#) (2007)
[Suffolk University](#) (2006)
[Tufts University](#) (2005)
[Western New England College](#) (2006)
[Westfield State College](#) (2007)
[Williams College](#) (2006)
[Worcester State College](#) (2007)

Michigan

[Delta College](#) (2007)
[Eastern Michigan University](#) (2007)
[Kalamazoo College](#) (2000)
[Kalamazoo Valley Community College](#)
 (2005)
[Michigan State University](#) (2007)
[Olivet College](#) (2006)
[University of Michigan](#) (2007)
 Western Michigan University (2006)

Minnesota

[University of Minnesota](#) (2006)

Missouri

Washington University in St. Louis (2007)

New Hampshire

[Dartmouth College](#) (2006)
[University of New Hampshire](#) (2005)

New Jersey

[Princeton University](#) (2006)

New Mexico

[College of Santa Fe](#) (2005)
[New Mexico State University](#) (2006)
[University of New Mexico](#) (2007)

New York

Bard College (2007)
[City University of New York system](#) (2002-03) [the policy of [Brooklyn College](#), a CUNY school]
[Columbia University](#) (2006)
[Cornell University](#) (2005)
[Ithaca College](#) (2006)
[New York University](#) (2005)
[Rochester Institute of Technology](#) (2005)
[Sarah Lawrence College](#) (2006)
[Syracuse University](#) (2005)
[Vassar College](#) (2006)

North Carolina

[Duke University](#) (2007)
[Guilford College](#)
[North Carolina State University](#) (2005)

Ohio

[Case Western Reserve University](#) (2006)
[Ohio State University](#) (2004)
[Ohio University](#) (2006)
[University of Toledo](#) (2007)
 Youngstown State University (2007)

Oregon

[Oregon State University](#) (2005)

[Portland State University](#) (2008)
[University of Oregon](#) (2005)

Pennsylvania

Bucknell University (2006)
[Carnegie Mellon University](#) (2003)
[Lehigh University](#) (2003)
[Moravian University](#) (2006)
[Muhlenberg College](#) (2005)
[Pennsylvania State University](#) (2006)
[Peirce College](#)
[Swarthmore College](#) (2007)
[University of Pennsylvania](#) (2003)

Rhode Island

[Brown University](#) (2001-02)
[Bryant University](#) (2005)
[Community College of Rhode Island](#)
[Rhode Island College](#)
[University of Rhode Island](#) (2003-04)

Texas

[Rice University](#) (2006)

Vermont

[Middlebury College](#) (2003)
[Vermont Technical College](#)
[University of Vermont](#) (2005)

Washington

[Central Washington University](#) (2005)
[Evergreen State College](#) (2006)
[University of Puget Sound](#) (2002-03)
[University of Washington](#)
[Washington State University](#) (2007)
[Whitman College](#) (2001)

Washington, DC

[American University](#) (2002)
[Georgetown University](#) (2008)

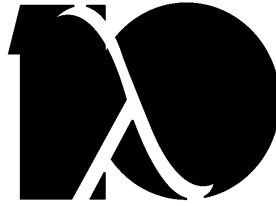
Wisconsin

[University of Wisconsin system](#) (2005)

*Rutgers University states in a footnote to its policy that discrimination based on "sex" includes transgender people.

For More Information:

<http://www.transgenderlaw.org/colleg/index.htm#policies>



Lambda 10 Project

Colleges and Universities Prohibited from Discriminating Because of Non-Discrimination Laws in Their Jurisdiction

In addition to the colleges and universities that have proactively adopted transgender inclusive non-discrimination policies, colleges and universities located in jurisdictions that have passed transgender-inclusive non-discrimination laws or where courts have interpreted existing non-discrimination laws as covering transgender people are also bound by those laws (unless the law exempts particular kinds of educational institutions). The colleges include:

- Colleges and universities in jurisdictions, including the states of California, Minnesota, New Mexico, Illinois, Maine, Washington, and Rhode Island, that have passed transgender-inclusive non-discrimination laws.
- Colleges and universities in jurisdictions where courts and/or human rights commissions have interpreted existing non-discrimination laws as including gender identity or expression, including Connecticut, Massachusetts, and New Jersey.

Colleges and Universities with Some Form of Gender Identity/Expression Protection or that Are Considering Adding Gender Identity/Expression to Their Non-Discrimination Policies:

Skidmore College:

In 2004, the Student Government Association passed a resolution, drafted by the Skidmore Pride Alliance, calling for the addition of "gender identity and expression" to the college's non-discrimination policy. The administration failed to act, so the Pride Alliance began a petition drive to amend Skidmore's nondiscrimination policy in fall 2005.

University of Houston, Clear Lake:

April 13, 2006-- The President of the University of Houston-Clear Lake has approved adding "gender identity or expression" to the university's non-discrimination policy. This follows approval from the University Life Committee, Faculty Senate Executive Council, Academic Council, Faculty Senate, and University Council. The proposal is now being sent to the University of Houston System Board of Regents for final approval.

University of North Carolina:

October 30, 2005--Students are seeking to have "gender identity or expression" added to the university's non-discrimination policy, but school officials say that the current policy is adequate.

University of Tulsa:

August 9, 2005--The University of Tulsa has added "gender identity" to its anti-harassment policy.

See also:

January 30, 2008 -- Washington University in St. Louis will be piloting gender-neutral housing for upper-class students in 2008-09.

The **June 2006** issue of *GLBT Campus Matters* features the article "How Have Trans-Inclusive Non-Discrimination Policies Changed Institutions?" by Brett Genny Beemyn and Jessica Pettitt.

March 12, 2006 -- The Undergraduate Council at Harvard University overwhelmingly passed a bill recommending that gender-neutral housing be available to all upperclass students. The student newspaper, *The Harvard Crimson*, supported the legislation in an editorial published in the paper.

Summer 2005 -- Student Affairs at North Carolina State University released a Transgender Needs Assessment, which was conducted by Jami Taylor, a Ph.D. student in Political Science and Public Administration there.

The **June 2, 2005** issue of the National Association of College and University Attorneys' *NACUA Notes* features the article "Gender Identity and Expression Issues at Colleges and Universities."

The **Spring 2005** issue of *On Campus with Women* includes an article by Brett Genny Beemyn entitled "Trans on Campus: Measuring and Improving the Climate for Transgender Students."

April 2005 -- Multicultural student organizations at Northeastern University submitted a report to the administration entitled "Meeting the Needs of Transgender People at Northeastern University". The report led to the creation of the President's Subcommittee on Transgender Concerns, which will be responsible for addressing concerns raised in the report.

July 15, 2004 -- "Nondiscrimination Policy All Talk, No Action, Some Say; LGBT Activists [at the University of Pennsylvania] Question Whether Gender Identity Clause Will Yield Changes in Housing, Bathrooms."

May 16, 2003 -- "Out of the Closet, into Disguise: A Transgendered Male's Story." A profile of an Oregon State University student.

April 28, 2003 -- Smith College students voted to replace the use of "she" and "her" with gender-neutral pronouns in their student constitution. Like other women's colleges, Smith College is seeing a growing number of students identifying as transgender and wanting to be recognized and supported.

For More Information:

<http://www.transgenderlaw.org/college/index.htm#laws>

<http://www.transgenderlaw.org/college/index.htm#pendingpolicies>



More information online at www.lambda10.org/transgender