



Lambda 10 Project

Suggestions for How to Have “Gender Identity or Expression” Included in Non-Discrimination Policies

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- Learn the different steps for changing the non-discrimination policy
- Identify the key decision makers at each step of the process
- Educate these decision makers and other important administrators (the directors of Human Resources, Student Activities, Judicial Affairs, Residence Life, Recreational Sports, etc.) about transphobia and the experiences of transgender students
- Decide what arguments will work best with different decision makers (an important student need, a human rights issue, keeping up with peer institutions, in line with state and/or city ordinances)
- Involve as many transgender students, staff, faculty, and alumni as possible
- Find ways to involve individuals who may not be open about being transgendered in the process at their comfort level
- Educate and involve LGB/LGBT student groups as well as faculty/staff and alumni groups as advocates
- Identify and cultivate influential allies (student leaders, administration officials, deans, department chairs, etc.)
- Seek resolutions of support from the student government, faculty senate, staff council, and diversity committees
- Anticipate possible questions and concerns (such as someone who appears male in a women’s bathroom or locker room) and be prepared to respond to them
- Turn to other people working in this area as needed

Visit <http://transgenderlaw.org/college/index.htm#policies> for the most current listing of institutions non-discrimination policy wording.



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More information online at www.lambda10.org/transgender