

TRANSGENDER STUDENT POLICY

Approved by: Alverno College Board of Trustees

History:

Related Policies: Name Change (<https://catalog.alverno.edu/collegepolicies/studentnon-academicpolicies/namechange/>) | Freedom of Expression | Title IX Sexual Assault, Harassment and Misconduct (<https://www.alverno.edu/Civility-Sexual-Misconduct-and-Harassment/>)

Related Forms, Procedures and References:

For Questions Contact: Dean of Students Office | 414.382.6118 | deanofstudents@alverno.edu

Supporting Transgender Students

Alverno College intentionally creates a welcoming and inclusive learning community in which all members recognize and respect the rights and human dignity of every other member. The College values diversity and seeks talented students, faculty and staff from a variety of backgrounds. In keeping with its long-standing Catholic Franciscan foundations, Alverno College does not discriminate against any student, employee or applicant to become such on the basis of any individual's age, citizenship, color, disability, gender, gender identity or expression, genetic information, marital status, military status, national or ethnic origin, pregnancy or parenting status, political belief or affiliation, race, religion or creed (except in campus ministry staff positions), sex, sexual orientation, or veteran's status in the administration of its educational programs and activities or in its employment practices. Furthermore, the College prohibits the harassment of students and employees, as harassment is a form of discrimination.

In the area of undergraduate enrollment, Alverno College's weekday undergraduate programs will remain exclusive in respect to gender identity, but not as to any of the other aforementioned characteristics.

Welcoming Transgender Students at Alverno College

Alverno College strives to create an institution and programs appropriate to the educational needs of women in the 21st century, particularly in its weekday college community. In the Catholic tradition of caring and respect for each human person, we support students on their journey of self-discovery and recognize that gender identity may change over time. Alverno has put guidelines and services in place to support transgender students as integral members of our diverse campus community. Specifically, Alverno College admits students who consistently live and identify as women. In addition, continuing students whose gender identity changes after admission are encouraged to persist through graduation, experiencing the personal and academic support each student deserves from an Alverno education.

Because it reflects the mission of our weekday undergraduate college for women, Alverno College will continue to use gendered language in its official and ceremonial communication. However, to respect the dignity of each member of the community, our interpersonal communication will be informed by members' ability to identify their gender identity and chosen pronouns. These can be updated, modified, changed, or deleted at

any time by updating personal information on IOL. Currently, options for gender identity include the following:

- Female
- Male
- Non-binary
- Gender non-conforming

Admission

Alverno College admits students who consistently live and identify as women.

The application provides an optional gender identity disclosure item

- In practice, this means that the following students may enroll (no medical documentation is necessary)
 - Students who live and identify as female regardless of biological sex
 - Female students who identify as non-binary or gender non-conforming

Continuing Students

Students who begin their college experience at Alverno identifying as female but at some time begin identifying as male, non-binary or gender non-conforming are invited to remain enrolled through graduation. Consistent with the hallmark of an Alverno College education, transgender students will receive the personal and academic support each student deserves. Transgender students are welcome to use the restroom appropriate to their gender identity. In addition, unisex/family single-stall restroom facilities are available in Christopher Hall (1st, 2nd & 3rd), Clare Hall (1st, 2nd, 3rd & 4th) and Founders Hall (ground floor).

Athletics

Transgender student athletes are welcome to participate in accordance with NCAA guidelines. The student athlete should meet with the director of athletics to review eligibility requirements (<https://docs.google.com/document/d/12LOAOTahbQovTSXvfiZWjEnkLktWC2d/edit/>) and approval procedure for participation.

Gender Identity and Housing

Alverno's student housing options are primarily for women-identifying, Week Day College students. The majority of our bed spaces on campus offer either a private or shared bed space and require the use of community restrooms. There are a limited number of single rooms with restrooms that can be requested by transgender students wishing to live on campus in a slightly more private manner. Requests should be directed to the Director of Residence Life (ann.romei@alverno.edu).

Students can expect to see their preferred name on their door decorations and communication from the Residence Life Staff. We will also use a student's chosen name in processing mail and completing rosters and floor plans. If the student will have a roommate for the year, only their preferred name will be shared with their roommate.

Right to Privacy

The student's right to privacy is of utmost importance. With the exception of a safety concern, college staff will maintain confidentiality with any information shared and will follow FERPA guidelines as well. This

confidentiality applies to educational records, medical information, conduct records, and counseling and health services records.

- Alverno has a policy for students and employees wishing to change their chosen name, as well as preferred pronouns, in our campus information system. The chosen name will appear on the student's ID card, faculty's class rosters, Alverno email and Moodle. The student's legal name must be used for the transcript, financial aid, student employment, and tuition bill.
- Exploration is underway to adjust our information systems so that chosen name will appear on faculty's class rosters and can be used for the Alverno email address and Moodle.

Student Safety

Safety is a top priority at Alverno. Extensive efforts are undertaken to build and sustain a respectful and inclusive community in which every student and employee feels supported and safe. Beyond programmatic connection building efforts, we provide students, faculty and staff with sound and effective educational resources and training related to diversity and inclusion.

Alverno's policies and procedures are in compliance with state and federal laws protecting students and employees from discrimination based on sex, gender, gender identity and gender expression.

- Nondiscrimination Policy (<https://www.alverno.edu/civility/>) (campus-wide)
- Student Code of Conduct (<https://www.alverno.edu/civility-code-of-conduct/>) (behavior policies and conduct process for students)
- Employee Handbooks (policies and procedures for faculty and staff)
- Harassment, Violence and Discrimination Policy (<https://www.alverno.edu/files/galleries/Title-IX-Policy.pdf>) (Title IX – campus-wide)
 - Prohibits any gender-based misconduct (e.g., sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual assault, stalking, retaliation)
 - Alverno College understands Title IX protections to include transgender or gender-nonconforming people
 - Confidential Resources (counseling, health services, campus ministry)