

IVY TECH COMMUNITY COLLEGE

Transgender Policy

This policy sets forth guidelines to address the needs of transgender and gender non-conforming students. Ivy Tech Community College is committed to creating a safe campus environment for transgender and gender non-conforming students. This policy cannot anticipate every situation that might occur with respect to transgender or gender non-conforming students as the needs of each transgender or gender non-conforming individual must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of transgender or gender non-conforming students while maximizing integration and minimizing stigmatization of the individual. Students who are considering or are in the process of transitioning to the gender they identify with, should consult with their campus Student Affairs Department for guidance and assistance with their transition in the campus environment. Likewise, any transgender or gender non-conforming student who believe they have been discriminated or retaliated against, for any reason, should contact their Student Affairs Department for assistance.

POLICY SPECIFICS

Privacy

Transgender students have the right to discuss their gender identity openly, or to keep that information private. College administrators, faculty and staff should not disclose information that may reveal an individual's transgender status or gender non-conforming presentation to others unless or until the transgendered individual requests or consents to such disclosure.

Official Student Records

A transgender student has the right to be addressed by the name and pronoun corresponding to their gender identity. Ivy Tech Community College will, consistent with any applicable legal requirements, change a student's official record to reflect a change in name and gender. Consistent with this, upon such formal change the College will, upon the student's request, update student photographs to ensure that the student is represented accurately.

Names/ Pronouns/Dress

As noted above, a student has the right to be addressed by the name and pronoun that correspond to the individual's gender identity. A court-ordered name or formal surgical or medical gender change is not required. Additionally transgender students have the right to dress in a manner consistent with their gender identity, consistent with College policy.

Restroom/Locker Room Accessibility

Students have the right to use the rest room or locker room facility that corresponds to their gender identity. Students who want additional privacy may make use of individual user facilities, or more private areas, if such exist.

Discrimination/ Harassment

It is unlawful and violates college policy to discriminate in any way against a student because of the student's actual or perceived gender identity. Ivy Tech Community College of Indiana is committed to creating a safe environment for all of its students and will take such actions as necessary to enforce this policy.