



STUDENT LIFE POLICY

NUMBER/TITLE: SL-711, NONDISCRIMINATION ON THE BASIS OF GENDER IDENTITY OR EXPRESSION IN THE USE OF GENDERED FACILITIES

Covered Individuals: All Students, Employees, and Visitors **Strategic Priority:** SP 1.4

Covered Locations: Fayette Campus, Facilities under UIU Control at Centers **HLC:** Criterion 2.D

Effective Date: February 16, 2022

Consultations: VPASA, AVPSL, Director of RLSE, Athletics, HR, IDEA Committee, Student Government

POLICY STATEMENT

To creating and sustaining an inclusive environment that is safe and accessible for all individuals. The University values all members of its community and is committed to protecting them from discrimination and harassment based on gender identity or expression. With that in mind, the University establishes the following policy on the use of gendered facilities.

PURPOSE

To create an inclusive environment for all students. The gender-inclusive housing will help create a welcoming environment for students to live with all gender identities. This policy sets procedures for the use of gendered facilities.

DEFINITIONS

Gendered facilities: Spaces designated for use by individuals of a particular gender, including restrooms, locker rooms, and changing rooms.

Gender identity or expression: A person's actual or perceived gender identity, self-image, appearance, behavior, or expression, which may be different from that traditionally associated with the person's gender at birth.

POLICY IMPLEMENTATION

As it is the policy of UIU that individuals have the right to use gendered facilities consistent with their gender identities, the University shall neither require identification nor use personal identity information stored in University records to grant or deny access to any such facility. Discrimination and harassment against individuals on the basis of gender identity or expression in the use of gendered facilities is prohibited.

CUSTODIAN

Assistant Vice President for Student Life (regarding Students)
Human Resources (regarding Employees)

RELATED DOCUMENTS, FORMS, AND POLICIES

None.

HISTORY

New/Revision Number	Date of Action/Approval	Revision Change
SL-711	February 15, 2023	Policy put into new template.
711	February 16, 2022	Policy approved by President's Council.
711	June-August 2021	Policy recommended by IDEA Committee and Student Government.
711	June 25, 2021	Policy recommended by University Policy Committee.