



## STUDENT LIFE POLICY

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**NUMBER/TITLE:** SL-713, GENDER INCLUSIVE HOUSING

**Covered Individuals:** All Students

**Covered Locations:** All Locations

**Effective Date:** October 18, 2022

**Strategic Priority:** SP 1

**HLC:** Criterion 1.C, 3.B

**Consultations:** VPASA, AVPSL, Director of RLSE, Director of Counseling, Chair of LGBTQ (and committee), Pride Club Advisor, Student Government Association

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### POLICY STATEMENT

Gender-inclusive housing allows differing genders or sex to inhabit the same suite within the University Villages only.

### PURPOSE

The Department of Residence Life is committed to offering comfortable, welcoming, and secure housing options for all students. This is a Student Life commitment to establish more inclusiveness and room for diverse identities. Specific bedrooms will still be gender specific within the gender-inclusive Village. Upper Iowa University is dedicated to providing inclusive housing options for students who feel uncomfortable living in a gender-specific room, or suite. UIU respects the privacy of all students and will not require students to provide a reason for wanting to live in a gender-inclusive housing option; however, this housing option does not allow romantic couples to reside together.

### DEFINITIONS

*Gender-Inclusive Housing:* An environment where student housing is not restricted to traditional limitations of the gender binary (male/female). Instead, gender-inclusive housing is based on the notion that more than two genders - in fact, an infinite amount - exist. Gender-inclusive housing means that students from all gender identities and expressions may choose to live together.

*Gender-Neutral/All-Gender/Gender-Inclusive Restrooms:* These terms are used interchangeably at UIU. These are bathroom facilities that people of any gender expression or gender identity are permitted to use. This indicates that the campus community recognizes that genders exist outside of the binary model (i.e., the idea that humans are only “male” or “female”), and anyone, no matter what their gender identity, may use the restroom.

### POLICY IMPLEMENTATION

Gender-Inclusive housing is available to all students eligible to live in the Villages. Returning students may apply during the room selection process in the spring semester. When submitting the application, each prospective student must sign and agree to the terms of the application for gender-inclusive housing. Transfer students that are eligible for the Villages, will be contacted about this opportunity to provide housing that best fits the student’s needs.

Students wanting to participate in gender-inclusive housing within Residence Life must submit the form at the time of application.

The following policy and conditions are applicable to students who elect to live in a gender-inclusive suite within the Villages, on the Upper Iowa University Fayette Campus.

- Students may choose to request suitemates of any gender.
- Roommates must be of the same gender within their room.
- Residence Life will only honor those requests made by all parties living within the same suite.
- Only students with eligibility to live in the Villages, are allowed to apply for gender-inclusive housing in these living communities.
- Returning students must apply with their prospective roommate and suitemates following all of the same processes and deadlines of all students entering the housing selection process.
- Students will not be required to disclose their reasons for opting to live in gender-inclusive housing, although romantic relationships within the same suite are not permitted according to the “Upper Iowa University Cohabitation Policy.”
- Students will not be assigned to gender-inclusive suites unless they have completed the necessary paperwork in accordance with the policy. Although we, as Upper Iowa University, understand that each individual is of consenting age, (18 years or older) we do encourage our students to speak with their parents or guardians regarding living in gender-inclusive housing.
- When living in a suite-style room, conflicts are common. We strongly encourage our applicants for gender-inclusive housing to choose suitemates based on common room etiquette and utilize a roommate contract. Room change requests due to roommate conflicts will be addressed the same as any other conflict.
- With the instance of a vacancy within a suite that is gender-inclusive, the vacancy can be filled with the same gender that vacated due to gender-specific rooms. All parties must again agree to the addition of a new individual in the gender-inclusive suite/townhouse. This student must also be eligible to live in the Villages in accordance with the residence policy. Failure to accept a new roommate without valid concerns will result in a single room charge to the room that has the vacancy.
- Any suite within the Villages, can be gender-inclusive. This avoids segregation among all students. The default suite in the Village will be single-gender unless the students select a suite/room that is gender-inclusive. Once a suite/room is designated gender-inclusive, it will continue to be gender-inclusive until the students no longer inhabit that suite.
- Gender-neutral/all-gender bathrooms exist in the Villages. The suites have in-house bathrooms which offer personal privacy with the ability to lock the door when occupied.
- Garbee Residence Hall is not available for Gender-Neutral Housing due to private bathroom availability and location.

## **CUSTODIAN**

Assistant Vice President for Student Life

## **RELATED DOCUMENTS, FORMS, AND POLICIES**

### **Cohabitation Policy**

Cohabitation (living within a residence hall room, suite) is not permitted for couples who have a romantic relationship at Upper Iowa University. This is regardless of sexual orientation and gender identity. If a romantic relationship is discovered between roommates or suitemates within a gender-inclusive room, then Residence Life may alter visitation access or enforce a room change.

**HISTORY**

<b>New/Revision Number</b>	<b>Date of Action/Approval</b>	<b>Revision Change</b>
SL-713	April 17, 2023	Policy statement added, strategic priority added, residence hall specific information added.
SL-713	February 15, 2023	Policy put into new template.