

**Proposal to Add Gender Identity & Expression to the  
UF Non Discrimination Clause  
December, 2009**

*Submitted by the Lesbian, Gay, Bisexual, Transgender Concerns Committee, a Presidential  
Committee appointed by the Provost of the University of Florida.*

**Background:**

Although an inclusive Employment Non-Discrimination Act (ENDA) is currently being considered by Congress, no federal law at present prohibits discrimination on the basis of gender identity or expression in either employment or education.<sup>1</sup> However, a growing number of states, localities, and campuses have enacted laws expressly prohibiting such discrimination. The city of Gainesville incorporated gender identity into its non-discrimination ordinance in 2008, and the citizens of Gainesville reaffirmed their commitment to nondiscrimination in a city-wide vote in March 2009.

Universities are also increasingly incorporating protections. All American Association of University (AAU) member institutions, including University of Florida, currently prohibit discrimination based on sexual orientation; however, although a majority of AAU member campuses also expressly prohibit discrimination based on gender identity or expression, UF does not.

To uphold its commitment to equality, maintain consistency with local laws, and stay competitive with peer institutions, the University of Florida should add gender identity and expression to its non-discrimination policies.

**Proposed wording change:**

We propose amending the current wording of the UF Non-Discrimination Policy:

University of Florida Regulations 6C1-1.006 University of Florida; Non-Discrimination Policy. (1) The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, marital status, national origin, political opinions or affiliations, and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act.

To the following (changes in bold):

6C1-1.006 University of Florida; Non-Discrimination Policy. (1) The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, **gender identity and expression**, marital status, national origin, political opinions or affiliations, and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act.

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<sup>1</sup> Human Rights Campaign Foundation, "Transgender Inclusion in the Workplace" (2004), 3.

## Definitions:

A person's gender identity is not the same as their sexual orientation. Gender identity refers to one's sense of oneself as male, female, or transgender, whereas sexual orientation refers to "one's sexual attraction to men, women, both, or neither."<sup>2</sup> Gender expression is the way that people communicate and present their gender identity.

## Rationale:

The policy should be amended for the following reasons:

1. To adhere to a commitment to equality and equal protection.
2. To align University policies that prohibit discrimination on the basis of gender identity and expression with those of UF Student Government, the City of Gainesville, and the Federal Government's Equal Opportunity Employment Policy.
3. To stay competitive and maintain standards of excellence with peer institutions, whose non-discrimination policies increasingly include gender identity and/or expression.
4. To improve access to grants and research funds, including grants UF faculty, staff or units are prohibited from receiving because we currently lack gender identity and expression protections.
5. To improve the campus climate for diversity, particularly in response to concerns raised in the 2009 SERU (Student Experience in the Research University) Survey<sup>3</sup>, and the 2003 Campus Climate Report on the Gay, Lesbian, Bi-Sexual, and Transgender Student Population at the University of Florida.<sup>4</sup>

1. Adhering to a commitment to equality and equal protection.

- The University of Florida lists Commitment to Diversity as a main component of its Mission. From the 2009-10 Undergraduate Catalog:

### Commitment to Diversity

The University of Florida is committed to creating a community that reflects the rich racial, cultural and ethnic diversity of the state and nation. No challenge that exists in higher education has greater importance than the challenge of enrolling students and hiring faculty and staff who are members of diverse racial, cultural or ethnic minority groups. This pluralism enriches the university community, offers opportunity for robust academic dialogue and contributes to better teaching and research. The university and its components benefit from the richness of a multicultural student body, faculty and staff who can learn from one another. Such diversity will empower and inspire respect and understanding among us. The university does not tolerate the actions of anyone who violates the rights of another person. Through policy and practice, the university strives

<sup>2</sup> American Psychological Association, <<http://www.apa.org/topics/transgender.html>>

<sup>3</sup> <http://www.aa.ufl.edu/seru/>

<sup>4</sup> [http://www.aa.ufl.edu/of\\_interest/CampusClimateCommitteeReport2003.pdf](http://www.aa.ufl.edu/of_interest/CampusClimateCommitteeReport2003.pdf)

to embody a diverse community. Our collective efforts will lead to a university that is truly diverse and reflects the state and nation.<sup>5</sup>

2. Aligning University policies prohibiting discrimination based on gender identity and expression with those of the UF Student Government, the City of Gainesville, and the Federal Government's Equal Opportunity Employment Policy.

- Student Government policy (Article II, Section 4):

Discrimination Prohibited.—Student government shall not discriminate on the bases of race, ethnicity, creed, sex, sexual orientation, gender identity and expression, national origin, age, religion, disability, or any other classification as provided by law.<sup>6</sup>

- City of Gainesville: City Discrimination Ordinance (Ch. 8):

The city commission declares the policy of the city to be, for the protection of the public health, safety and general welfare, for the maintenance of business and good government, and for the promotion of the city's trade, commerce and manufacturing, to prohibit discrimination in the access to and equal enjoyment of places of public accommodation, to ensure equal opportunity to all persons to live in decent housing facilities, regardless of sexual orientation, race, color, gender, age, religion, national origin, marital status, disability to that end to prohibit discrimination in the extension of credit without regard to sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity and to prohibit employment discrimination against persons because of sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity that do not constitute bonafide occupational qualifications.<sup>7</sup>

- Federal Government Job policy (EEO policy):

The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, age, membership in an employee organization, or other non-merit factor.<sup>8</sup>

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<sup>5</sup> University of Florida, Purpose and Mission of the University of Florida, 2009-10 Undergraduate Catalog.

<sup>6</sup> <http://www.registrar.ufl.edu/catalog/administration/mission.html> - 1

<sup>7</sup> <http://sg.ufl.edu/branches/legislative/constitution/default.aspx>

<sup>7</sup> <http://www.cityofgainesville.org/GOVERNMENT/EqualOpportunity/DiscriminationOrdinance>

<sup>8</sup> [http://www.usajobs.gov/vacancy/vac\\_eeo.asp](http://www.usajobs.gov/vacancy/vac_eeo.asp)

### 3. Staying Competitive with Peer Institutions:

- Of the 62 Members of the Association of American Universities (AAU), the vast majority, 46 (74%) prohibit discrimination against gender identity and/or expression. (For a full list of AAU schools with gender identity and/or expression protections, see Appendix A.)
- Over 280 U.S. Colleges and Universities have non-discrimination policies that include gender identity and/or expression, including Florida State University (2010) (For a full list of schools and date policy was adopted, see Appendix B.)
- All but one of the top 25 AAU institutions (as ranked by *US News and World Report* 2010 National Universities Rankings) include gender-identity protection:

Name (in rank order)	Have Adopted Gender Identity Protections
Harvard University	Y
Princeton University	Y
Yale University	Y
California Institute of Technology	Y
M.I.T.	Y
Stanford University	Y
University of Pennsylvania	Y
Columbia University	Y
University of Chicago	Y
Duke University	Y
Northwestern University	Y
Washington University in St. Louis	Y
Johns Hopkins University	Y
Cornell University	Y
Brown University	Y
Emory University	Y
Rice University	Y
Vanderbilt University	Y
University of California—Berkeley	Y
Carnegie Mellon University	Y
Georgetown University	Y
University of California—Los Angeles	Y
<i>University of Virginia</i>	<i>No</i>
University of Southern California	Y
University Michigan, Ann Arbor	Y

4. Maintaining access to grants and research funds, including grants UF faculty, staff or units are prohibited from receiving because we currently lack gender identity and expression protections.
- For example, The Arcus Foundation, founded in 2000, “requires all organizations seeking funding to have in place a board-approved Equal Employment Opportunity (EEO) Policy that specifically includes and lists sexual orientation and gender identity, and requires compliance with all other applicable federal and local EEO laws. Organizations with non-compliant EEO policies will not be considered for funding.”<sup>9</sup> The foundation awards programming grants in International LGBT Rights, National LGBT rights, Religion and Values, and Racial Justice.
  - A sampling of grants for which UF faculty, staff, or units are ineligible:
    - Spelman College, Atlanta, GA  
\$475,000 over two years for the Women's Research & Resource Center to expand an initiative focused on increasing awareness and understanding about African American gay and lesbian experiences through research and outreach at six Historically Black Colleges and Universities (HBCU) across the South, culminating in an HBCU Policy Summit.
    - Grand Valley State University, Allendale, MI  
\$60,030 for support of a full-time Assistant Director of the LGBT Resource Center to increase the respect, inclusion and equality of LGBT and other minority populations at Grand Valley State University and in the greater Grand Rapids community.
    - University of California Santa Barbara, Santa Barbara, CA  
\$60,000 for support of the Michael D. Palm Center to conduct and disseminate research and educate military officials, policy makers, media and the public about the impact of the country's anti-LGBT military policy.
    - Emory University, Atlanta, GA  
\$50,000 over two years to expand the coverage of sexuality and gender in the new online magazine, Religion Dispatches, by supporting the inclusion of LGBT contributors and an ongoing analysis of issues concerning sexuality.

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<sup>9</sup> Arcus Foundation Annual Report, 2008, [http://www.arcusfoundation.org/pages\\_2/gend.cfm](http://www.arcusfoundation.org/pages_2/gend.cfm)

## 5. Improving the Campus Climate for Diversity

- Preliminary results from the 2009 SERU (Student Experience in the Research University) Survey show that the group of respondents who identified as “Other” or “Decline to state” perceived the campus climate as more hostile than those who identified as Female or Male.
- The LGBT Concerns Committee also holds that the categorical responses for Gender Identity in the 2009 SERU are problematic in that some Transgender individuals will choose Female or Male in accordance with their own identity.

UF has successfully implemented many “best practices” for LGBT populations. However, students still experience the campus as a hostile environment, and important “best practices” remain unimplemented.

- The 2003 Campus Climate Committee Report emphasized the following:
  - There is a substantial, self-identified LGBT student population at UF with over 4.4%, or over 2000 UF students identifying themselves as LGBT.
  - GLBT-identified students perceive UF as decidedly unfriendly to gays and report experiences that reinforce the impression of a hostile environment.
  - GLBT students report feeling uncomfortable in many campus locations.
  - The testimony of heterosexual students largely validates the reports of GLBT-identified students at UF. Heterosexual students believe that gays face a colder climate at UF than other minority students.
  - The research found that GLBT students surveyed felt a degree of general campus hostility and experienced a degree of uncomfortable feelings that were, on average, statistically greater than was the case with the student population as a whole. Abiding by the University of Florida’s stated goal of merging diverse cultures, peoples and perspectives into a livable community, steps clearly should be taken to reduce the level of discomfort for the GLBT student population.<sup>10</sup>
- The 2003 Campus Climate Committee offered 8 suggestions for “best practices”:
  - UF has successfully implemented some of these best practices, including adding “sexual orientation” to the non-discrimination clause, offering domestic partner benefits, creating a full time staff position for service to LGBT community, and creating and updating a central website for LGBT community.
  - The committee’s major recommendation that UF “include ‘gender identity’ in the nondiscrimination clause remains unfulfilled.

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<sup>10</sup> [http://www.aa.ufl.edu/of\\_interest/CampusClimateCommitteeReport2003.pdf](http://www.aa.ufl.edu/of_interest/CampusClimateCommitteeReport2003.pdf)

By adding protections for gender identity and expression, UF will also improve the climate for staff and faculty. According to the Human Rights Campaign Fund:

- Employers that develop and implement inclusive policies and practices for transgender employees . . . can improve recruitment and retention of not just transgender employees, but also other fair-minded employees.
- Employers that actively support transgender employees by providing a safe and stable work environment can have a profound effect on their experience and productivity at work and, ultimately, their commitment to the employer.
- A November 2005 Gallup poll indicated that an employee's satisfaction with his or her employer, willingness to stay and inclination to recommend the employer to others are all strongly and positively related to the employer's diversity policies. According to a 1997 study by the Families & Work Institute, the quality of workers' jobs and the supportiveness of their workplaces are the most powerful predictors of productivity, job satisfaction, commitment to their employers and retention. Employers that make employees feel valued will gain a crucial competitive edge.<sup>11</sup>

Given such benefits to the campus community, and considering UF's sustained commitment to non-discrimination, we conclude that "gender identity and expression" be added to the UF non-discrimination policy.

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<sup>11</sup> Human Rights Campaign Foundation, "Transgender Inclusion in the Workplace" (2008), 14-15.  
<http://www.hrc.org/workplace/transgender>

## APPENDIX A:

## AAU MEMBER INSTITUTIONS AND GENDER-IDENTITY PROTECTIONS

The AAU was founded in 1900 by 14 universities in the United States that granted PhDs. The goal of the organization is to promote a strong research establishment and strong programs in academic research and scholarship. Meetings of the Association are held twice a year. The University of Florida was inducted into the AAU in 1986.

**AAU Institutions that have adopted Gender-Identity Protections are marked in bold:**

<b>Brandeis University</b>	<b>University of California, Davis</b>
<b>Brown University*</b>	<b>University of California, Irvine</b>
<b>California Institute of Technology*</b>	<b>University of California, Los Angeles</b>
<b>Carnegie Mellon University*</b>	<b>University of California, San Diego</b>
<b>Case Western Reserve University</b>	<b>University of California, Santa Barbara</b>
<b>Columbia University*</b>	<b>The University of Chicago*</b>
<b>Cornell University*</b>	University of Colorado at Boulder
<b>Duke University*</b>	University of Florida
<b>Emory University*</b>	<b>University of Illinois at Urbana-Champaign</b>
<b>Harvard University*</b>	<b>The University of Iowa</b>
Indiana University	The University of Kansas
<b>Iowa State University</b>	University of Maryland, College Park
<b>The Johns Hopkins University*</b>	<b>University of Michigan</b>
<b>Massachusetts Institute of Technology*</b>	<b>University of Minnesota, Twin Cities</b>
McGill University	University of Missouri-Columbia
<b>Michigan State University</b>	University of Nebraska-Lincoln
<b>New York University</b>	<b>The University of North Carolina at Chapel Hill</b>
<b>Northwestern University*</b>	<b>University of Oregon</b>
<b>The Ohio State University</b>	<b>University of Pennsylvania*</b>
<b>The Pennsylvania State University</b>	<b>University of Pittsburgh</b>
<b>Princeton University*</b>	University of Rochester
Purdue University	<b>University of Southern California</b>
<b>Rice University*</b>	<b>The University of Texas at Austin</b>
<b>Rutgers, The State University of New Jersey</b>	<b>University of Toronto</b>
<b>Stanford University*</b>	University of Virginia
State University of New York, Stony Brook	University of Washington
<b>Syracuse University</b>	<b>The University of Wisconsin-Madison</b>
Texas A&M University	<b>Vanderbilt University*</b>
Tulane University	<b>Washington University in St. Louis*</b>
<b>The University of Arizona</b>	<b>Yale University*</b>
State University of New York, Buffalo	
<b>University of California, Berkeley*</b>	

\*Top-25 AAU institutions, according to *US News and World Report*, “Best Colleges 2010: National Universities,” are marked with an asterisk.

## APPENDIX B:

List of 280 U.S. colleges and universities with non-discrimination policies that include gender identity/expression (the year the policy change went into effect, if known, is in parentheses).<sup>12</sup>

## Arizona

- Arizona State University [4 campuses] (2004)
  - Arizona State University, Downtown Phoenix campus
  - Arizona State University, Polytechnic campus (Mesa)
  - Arizona State University, Tempe campus
  - Arizona State University, West campus (Phoenix)
- University of Arizona [2 campuses] (2005)
  - University of Arizona, South campus (Sierra Vista)
  - University of Arizona, Tucson

## California

- California College of the Arts
- California Institute of Integral Studies
- California Institute of Technology (2004)
- California State University, Chico (2008)
- California State University, Long Beach
- City College of San Francisco (2005)
- Foothill-DeAnza Community College District (2006)
- Harvey Mudd College (2005)
- Humboldt State University (2008)
- Occidental College (2006)
- Riverside Community College (2008)
- San Diego State University (2008)
- San Jose State University
- Stanford University (2007)
- University of California system [10 campuses] (2004)
  - University of California, Berkeley
  - University of California, Davis
  - University of California, Irvine
  - University of California, Los Angeles
  - University of California, Merced
  - University of California, Riverside
  - University of California, San Diego
  - University of California, San Francisco
  - University of California, Santa Barbara
  - University of California, Santa Cruz
- University of San Francisco (2006)
- University of Southern California (2004)

## Colorado

- Johnson and Wales University, Denver
- University of Denver (2007)

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<sup>12</sup> Transgender Law and Policy Institute, <http://www.transgenderlaw.org/college/index.htm> - policies

## Connecticut

Connecticut College (2005)

Wesleyan University (2002)

Yale University (2006)

## Florida

**Florida State University (2010)**

Johnson and Wales University, North Miami

New College of Florida (2006)

## Georgia

Emory University (2007)

## Hawai'i

University of Hawai'i system [10 campuses] (2009)

-- Hawai'i Community College

-- Honolulu Community College

-- Kapi'olani Community College

-- Kaua'i Community College

-- Leeward Community College

-- Maui Community College

-- University of Hawai'i, Hilo

-- University of Hawai'i, Manoa

-- University of Hawai'i, West O'ahu

-- Windward Community College

## Idaho

University of Idaho (2009)

## Illinois

Illinois Institute of Technology

Knox College (2001)

Northwestern University (2009)

Parkland College (2006)

Richland Community College

Roosevelt University [2 campuses] (2006)

-- Roosevelt University, Chicago

-- Roosevelt University, Schaumburg

University of Chicago (2004)

University of Illinois system [3 campuses] (2005)

-- University of Illinois, Chicago

-- University of Illinois, Springfield

-- University of Illinois, Urbana-Champaign

Western Illinois University

## Indiana

DePauw University (1999)

## Iowa

Central College (2005)  
Drake University (2004)  
Grand View University  
Iowa State University (2005)  
Northwest Iowa Community College  
Southwestern Community College (2003)  
University of Iowa (1996)

## Kansas

Kansas State University (2008)

## Kentucky

University of Louisville (2008)

## Maine

Colby College (2005)  
Maine Media College (2000)  
University of Maine system [7 campuses] (2006)  
-- University of Maine, Augusta  
-- University of Maine, Farmington  
-- University of Maine, Fort Kent  
-- University of Maine, Machias  
-- University of Maine, Orono  
-- University of Maine, Presque Isle  
-- University of Southern Maine

## Maryland

Goucher College (2006)  
Johns Hopkins University (2005)  
University of Baltimore (2006)

## Massachusetts

Brandeis University (2006)  
Bridgewater State College (2007)  
Fitchburg State College (2007)  
Framingham State College (2007)  
Harvard University (2006)  
Holyoke Community College (2006)  
MGH Institute of Health Professions (2007)  
Massachusetts College of Art (2007)  
Massachusetts College of Liberal Arts (2007)  
Massachusetts Institute of Technology (2003)  
Massachusetts Maritime Academy (2007)  
Salem State College (2007)  
Suffolk University (2006)  
Tufts University (2005)  
University of Massachusetts, Amherst (2009)  
Western New England College (2006)  
Westfield State College (2007)  
Williams College (2006)  
Worcester State College (2007)

## Michigan

Delta College (2007)  
 Eastern Michigan University (2007)  
 Grand Valley State University (2008)  
 Kalamazoo College (2000)  
 Kalamazoo Valley Community College (2005)  
 Lewis College of Business  
 Michigan State University (2007)  
 Olivet College (2006)  
 University of Michigan [3 campuses] (2007)  
 -- University of Michigan, Ann Arbor  
 -- University of Michigan, Dearborn  
 -- University of Michigan, Flint  
 Western Michigan University (2006)

## Minnesota

University of Minnesota<sup>13</sup>

## Missouri

Washington University in St. Louis (2007)

## New Hampshire

Dartmouth College (2006)  
 Plymouth State University (2007)  
 University of New Hampshire (2005)

## New Jersey

Kean University (2007)  
 Princeton University (2006)  
 Richard Stockton College  
 Rutgers University [3 campuses] (2008)  
 -- Rutgers University, Camden  
 -- Rutgers University, Newark  
 -- Rutgers University, New Brunswick

## New Mexico

College of Santa Fe (2005)  
 New Mexico Institute of Mining and Technology  
 New Mexico State University (2006)  
 University of New Mexico [5 campuses] (2007)  
 -- University of New Mexico, Albuquerque  
 -- University of New Mexico, Gallup  
 -- University of New Mexico, Los Alamos  
 -- University of New Mexico, Taos  
 -- University of New Mexico, Valencia

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<sup>13</sup> The University of Minnesota states that, following state law, it includes transgender people under "sexual orientation."

## New York

Bard College (2007)

City University of New York system [17 colleges] (2002-03)

- Bernard M. Baruch College
- Borough of Manhattan Community College
- Bronx Community College
- Brooklyn College
- The City College
- College of Staten Island
- Hostos Community College
- Hunter College
- John Jay College of Criminal Justice
- Kingsborough Community College
- LaGuardia Community College
- Lehman College
- Medgar Evers College
- New York City College of Technology
- Queens College
- Queensborough Community College
- York College

Columbia University (2006)

Cornell University (2005)

Ithaca College (2006)

New York University (2005)

Rochester Institute of Technology (2005)

Sarah Lawrence College (2006)

Syracuse University (2005)

Vassar College (2006)

Wells College (2007)

## North Carolina

Duke University (2007)

Guilford College

Johnson and Wales University, Charlotte

North Carolina State University (2005)

University of North Carolina, Chapel Hill (2008)

## Ohio

Baldwin-Wallace College (2008)

Case Western Reserve University (2006)

Miami University (2007)

Oberlin College (2008)

Ohio State University [5 campuses] (2004)

- Ohio State University, Columbus
- Ohio State University, Lima
- Ohio State University, Mansfield
- Ohio State University, Marion
- Ohio State University, Newark

Ohio University [6 campuses] (2006)

- Ohio University, Athens
- Ohio University, Chillicothe
- Ohio University, Eastern campus (St. Clairsville)
- Ohio University, Lancaster
- Ohio University, Southern campus (Ironton)
- Ohio University, Zanesville

University of Toledo (2007)

Wright State University (2008)

Youngstown State University (2007)

Oregon

Oregon State University [2 campuses] (2005)

- Oregon State University, Cascades campus (Bend)
- Oregon State University, Corvallis

Portland State University (2008)

University of Oregon (2005)

Pennsylvania

Bucknell University (2006)

Carnegie Mellon University (2003)

Lehigh University (2003)

Moravian University (2006)

Muhlenberg College (2005)

Peirce College

Pennsylvania State University [20 campuses] (2006)

- Penn State, Abington
- Penn State, Altoona
- Penn State, Beaver
- Penn State, Berks
- Penn State, Brandywine
- Penn State, DuBois
- Penn State, Erie
- Penn State, Fayette
- Penn State, Greater Allegheny
- Penn State, Harrisburg
- Penn State, Hazleton
- Penn State, Lehigh Valley
- Penn State, Mont Alto
- Penn State, New Kensington
- Penn State, Schuylkill
- Penn State, Shenango
- Penn State, University Park
- Penn State, Wilkes-Barre
- Penn State, Worthington Scranton
- Penn State, York

Swarthmore College (2007)

University of Pennsylvania (2003)

University of Pittsburgh (2008)

## Rhode Island

Brown University (2001-02)  
Bryant University (2005)  
Community College of Rhode Island  
Johnson and Wales University, Providence  
Rhode Island College  
University of Rhode Island [4 campuses] (2003-04)  
-- University of Rhode Island, W. Alton Jones campus  
-- University of Rhode Island, Kingston  
-- University of Rhode Island, Narragansett Bay  
-- University of Rhode Island, Providence

## Tennessee

University of Tennessee, Knoxville (2008)  
Vanderbilt University (2008)

## Texas

Rice University (2006)  
University of Texas, Austin (2008)

## Vermont

Bennington College  
Champlain College (2008)  
Goddard College (2007)  
Green Mountain College (2008)  
Marlboro College (2008)  
Middlebury College (2003)  
Norwich University (2007)  
Saint Michael's College (2008)  
Vermont Technical College (2006)  
University of Vermont (2005)

## Washington

Central Washington University (2005)  
Clark College (2006)  
Evergreen State College (2006)  
Seattle University (2008)  
University of Puget Sound (2002-03)  
Washington State University [4 campuses] (2007)  
--Washington State University, Pullman  
--Washington State University, Spokane  
--Washington State University, Tri-Cities  
--Washington State University, Vancouver  
Western Washington University (2008)  
Whitman College (2001)

## Washington, DC

American University (2002)  
Georgetown University (2008)

## Wisconsin

University of Wisconsin system [26 campuses] (2005)

- University of Wisconsin, Baraboo/Sauk County
  - University of Wisconsin, Barron County
  - University of Wisconsin, Eau Claire
  - University of Wisconsin, Fond Du Lac
  - University of Wisconsin, Fox Valley
  - University of Wisconsin, Green Bay
  - University of Wisconsin, La Crosse
  - University of Wisconsin, Madison
  - University of Wisconsin, Manitowoc
  - University of Wisconsin, Marathon County
  - University of Wisconsin, Marinette
  - University of Wisconsin, Marshfield/Wood County
  - University of Wisconsin, Milwaukee
  - University of Wisconsin, Oshkosh
  - University of Wisconsin, Parkside
  - University of Wisconsin, Platteville
  - University of Wisconsin, Richland
  - University of Wisconsin, River Falls
  - University of Wisconsin, Rock County
  - University of Wisconsin, Sheboygan
  - University of Wisconsin, Stevens Point
  - University of Wisconsin, Stout
  - University of Wisconsin, Superior
  - University of Wisconsin, Washington County
  - University of Wisconsin, Waukesha
  - University of Wisconsin, Whitewater
- Viterbo University

In addition to the colleges and universities that have proactively adopted transgender inclusive non-discrimination policies, colleges and universities located in jurisdictions that have passed transgender-inclusive non-discrimination laws or where courts have interpreted existing non-discrimination laws as covering transgender people are also bound by those laws (unless the law exempts particular kinds of educational institutions). The colleges include:

- Colleges and universities in jurisdictions, including the states of California, Colorado, Illinois, Iowa, Minnesota, New Jersey, New Mexico, Maine, Oregon, Rhode Island, Vermont, and Washington and the District of Columbia, that have passed transgender-inclusive non-discrimination laws.
- Colleges and universities in jurisdictions where courts and/or human rights commissions have interpreted existing non-discrimination laws as including gender identity or expression, including Connecticut, Massachusetts, and New Jersey.<sup>14</sup>

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<sup>14</sup> Transgender Law and Policy Institute, <http://www.transgenderlaw.org/college/index.htm> - policies