



Gender Inclusive Housing

UNIVERSITY HOUSING AT THE UNIVERSITY OF TEXAS AT DALLAS

Gender inclusive housing at UT Dallas

DIRECTOR OF RESIDENTIAL LIFE | THE UNIVERSITY OF TEXAS AT DALLAS

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Statement of Gender Inclusive Housing on Housing Homepage

The Department of Housing and Residential Life at The University of Texas at Dallas welcomes students of all gender identities and expressions and is committed to providing an equitable and inclusive community for all residents. Please contact Residential Life to learn about all available housing options. It is our goal to provide an affirming and non-discriminatory housing educational experience.

Webpages regarding Gender Inclusive Housing at UT Dallas

<http://www.utdallas.edu/housing/gih/>

http://www.utdallas.edu/gendercenter/LGBTQ_Resources.html

Final Report from Transgender Housing Task Force, Summer 2016

When forming this committee, we identified a number of individuals who we felt would be able to discuss the current trends, background on gender identity and provide a professional opinion on the current status of transgender students at UTD. The following individuals were identified and invited to be part of the Transgender Task Force.

Associate Vice President for Student Affairs (Chair)

Assistant Director of Residential Life – Apartments

Residential Life Coordinator for RH North

Residential Life Coordinator for Apartments

Student Development Specialist II, Galerstein Women’s Center (Galerstein Gender Center, as of 5/2017)

Director, Title IX Initiatives

Strategic Engagement Manager, ATEC (faculty member)

Assistant Director of Counseling Center

Our initial meeting on April 25, 2016 laid out the purpose of the task force which was to address transgender housing on the UT Dallas campus. Our goal was to come up with a recommendation on how best to accommodate students who are thinking about transitioning, undergoing transition, or have completed transitioning and how this impacted the housing accommodations of those students. Things we considered during the first meeting included reasonable accommodation, student vulnerability, education and the community environment. We also spent time discussing what other universities were doing in relation to transgender student housing.

On May 13, 2016 the *Dear Colleague* letter was issued regarding transgender students. In this letter the Department of Justice and the U.S. Department of Education issued significant guidance on how campuses should comply with legal obligations when working with transgender students. The key guidance dealt with Title IX, which prohibits discrimination based on a student’s gender identity, including a student’s transgender status.

After receipt of the *Dear Colleague* letter, we received initial guidance from UT System on May 22, 2016 to use caution and prudence in dealing with any students who fall under the possibility of identifying as a particular gender even if their records and ID record a different sex. We received additional guidance from our campus attorney regarding the process of identifying student’s needs by creating a way to make specific requests for housing.

In considering their request a student must:

1. “have a sincerely held belief that they identify as a particular gender’;
2. “show a desire to be consistently recognized by a particular gender”; and/or
3. “exhibit more than a casual declaration of gender identity,” but does not require proof of formal evaluation and diagnosis.

During our meeting on June 1, 2016, the Task Force discussed the *Dear Colleague* letter and the guidance from UT System and UTD attorney. We also discussed our current process of handling student requests for housing accommodations based on their gender identity. The letter and guidance changed the focus of the committee slightly from the direction of identifying and providing support, to more of providing options and support to students who are transgender. It was felt that a statement regarding our department’s support and inclusiveness was more appropriate. The committee discussed how we might support the transgender population through our housing application process. In addition, committee members expressed a slight interest in a gender inclusive floor and what it would take to implement this concept.

On July 7th, 2016 the Task Force met to compile a list of final recommendations. Those recommendations are included here.

Final Recommendations

1. Develop a statement for housing regarding gender inclusiveness.

The following statement was developed by a subcommittee and finalized in the July 7th meeting. The majority of the committee believed it should be placed on the housing website in the “about us” and “FAQ” sections.

Statement on Gender Inclusive Housing

The Department of Housing and Residential Life at the University of Texas at Dallas welcomes students of all gender identities and expressions and is committed to providing an equitable and inclusive community for all residents. Please contact Residential Life to learn about all available housing options. It is our goal to provide an affirming and non-discriminatory housing educational experience.

2. Develop a way to assist students in their housing application process.

The committee decided to add an option to the application profile:

If you are interested in opting into a Gender Inclusive Housing Experience, click “yes.”

There would not be an option to respond “no” as that would single out this group and violate Title IX.

3. Add specific information to the Residential Life website for assigning rooms, including Gender Inclusive assignments.

Gender Inclusive Housing Page of the Housing Application, pt 1

Gender Inclusive Housing Video (Step 5 of 13)

Gender Inclusive Housing at UT Dallas 🕒 ➦


GENDER INCLUSIVE HOUSING
utdallas.edu/housing/gih

I confirm that I have watched the Gender Inclusive Housing Video:

[Save & Continue](#)

Applicants must click on the box to move forward.

Script or Gender Inclusive Housing Video

[Student 01]

At UT Dallas, we know every student is an individual, and everyone's needs may not be the same. So, in order to create an inclusive environment for all, University Housing has many residential options, including Gender Inclusive Housing.

[Student 02]

This is an option that is affirming and supportive of LGBT+, transgender, gender non-conforming, non-binary and ally students. Applicants who choose Gender Inclusive Housing will be able to live with others who have also opted in, regardless of biological sex or gender identity/expression.

[Student 03]

All of our housing is co-ed, but by default, individual suites or apartments are single-sex. Gender Inclusive Housing allows a mixed gender make-up of individual apartment units or suites.

[Student 02]

When you opt into Gender Inclusive Housing, assignments are made only with other residents who have also opted into Gender Inclusive Housing, regardless of their biological sex or gender.

[Student 01]

Gender Inclusive Housing is available for everyone, but the program may not be a good fit for all students. Think carefully while deciding on any housing option to make the best decision for you.

[Student 03]

There are no restrictions on how many students can participate, so if you're interested in Gender Inclusive Housing, don't hesitate to apply. Learn more and visit our FAQ by following the link below.

Gender Inclusive Housing Page of the Housing Application, pt 2

Gender inclusive housing is an option that is affirming and supportive of LGBT+, transgender, gender non-conforming, non-binary (TGNC), and ally students. By opting into gender inclusive housing, you will only be assigned to live within the same-shared apartment, or suite, with other students who have opted into gender inclusive housing.

University Housing at The University of Texas at Dallas welcomes students of all gender identities and expressions and is committed to providing an equitable and inclusive community for all residents. Please contact [Residential Life](#) to learn about all available housing options. It is our goal to provide an affirming, non-discriminatory, and educational housing experience. An affirming housing experience is one that recognizes and acknowledges a person's stated gender identity.

Which University Housing facilities are available as gender inclusive housing units? Gender inclusive housing units are available as university apartments or in residence halls and may exist within any university housing facility. These units are not publicly identified or distinguished from other University Housing units.

Are you interested in gender inclusive housing? [Dropdown → Yes/No]

Please contact reslife@utdallas.edu from your UT Dallas email account if you wish to update your selection.

Gender Inclusive Housing (Step 5 of 11)

Gender inclusive housing is an option that is affirming and supportive of LGBT+, transgender, gender non-conforming, non-binary (TGNC), and ally students. By opting into gender inclusive housing, you will only be assigned to live within the same-shared apartment, or suite, with other students who have opted into gender inclusive housing.

University Housing at The University of Texas at Dallas welcomes students of all gender identities and expressions and is committed to providing an equitable and inclusive community for all residents. Please contact [Residential Life](#) to learn about all available housing options. It is our goal to provide an affirming, non-discriminatory, and educational housing experience. An affirming housing experience is one that recognizes and acknowledges a person's stated gender identity.

Which University Housing facilities are available as gender inclusive housing units? Gender inclusive housing units are available as university apartments or in residence halls and may exist within any university housing facility. These units are not publicly identified or distinguished from other University Housing units.

Are you interested in living in gender inclusive housing?

- Please Select -

Gender Inclusive Housing Page of the Housing Application, pt 3

This page of the application only displays if the student opts in on the previous page.

As an applicant who is choosing to live within Gender Inclusive Housing, I agree to the following:

- I understand The University of Texas at Dallas is committed to providing an educational, living and working environment that is welcoming, respectful and inclusive of all members of the University community.
- I will adhere to all University Housing policies in accordance to The University of Texas at Dallas' Student Code of Conduct, including the Prohibited Discrimination and Sexual Harassment and Misconduct policy.
- I understand Gender Inclusive units may house students of all gender identities and expressions.
- I understand that an inclusive, affirming, and comfortable living environment is contingent upon the effort of all roommates and their guests.
- I will assist and support my roommates and their guests in order to maintain a space that is inclusive, affirming, and comfortable.
- I will promote and attempt to use inclusive language within the Gender Inclusive unit. This includes referring to others by their self-identified gender pronouns.
- I will respect my assigned roommates' different motivations for choosing this living option.
- I understand I can be removed from this environment if I fail to abide by these standards.

Check this box if you agree to the statement of understanding for gender inclusive housing: []

For support:

- I am encouraged to have open dialogue with my parent(s) or guardian(s) about my choice to reside in a Gender Inclusive unit.
- I am encouraged to visit the Galerstein Gender Center for more information on gender inclusivity at UT Dallas.
- I am aware that the Student Counseling Center offers general mental health services, including counseling that is affirming of sexual orientation, gender identity, and gender expression.

Please note: All residents who self-identify as transgender should be made aware that their status will not be shared with their roommates, Peer Advisors, or any other individual without their express consent, except the information may be shared with professional staff if the information is necessary in order for the staff to fulfill their job responsibilities on behalf of the University.

Statement of Understanding for Gender Inclusive Housing

(Step 6 of 12)

As an applicant who is choosing to live within Gender Inclusive Housing, I agree to the following:

- I understand The University of Texas at Dallas is committed to providing an educational, living and working environment that is welcoming, respectful and inclusive of all members of the University community.
- I will adhere to all [University Housing policies](#) in accordance to The University of Texas at Dallas' [Student Code of Conduct](#), including the [Prohibited Discrimination and Sexual Harassment and Misconduct policy](#).
- I understand Gender Inclusive units may house students of all gender identities and expressions.
- I understand that an inclusive, affirming, and comfortable living environment is contingent upon the effort of all roommates and their guests.
- I will assist and support my roommates and their guests in order to maintain a space that is inclusive, affirming, and comfortable.
- I will promote and attempt to use inclusive language within the Gender Inclusive unit. This includes referring to others by their self-identified gender pronouns.
- I will respect my assigned roommates' different motivations for choosing this living option.
- I understand I can be removed from this environment if I fail to abide by these standards.

Check this box if you agree to the statement of understanding for gender inclusive housing:

For support:

- I am encouraged to have open dialogue with my parent(s) or guardian(s) about my choice to reside in a Gender Inclusive unit.
- I am encouraged to visit the [Galerstein Women's Center](#) for more information on gender inclusivity at UT Dallas.
- I am aware that the [Student Counseling Center](#) offers general mental health services, including counseling that is affirming of sexual orientation, gender identity, and gender expression.

Please note: *All residents who self-identify as transgender should be made aware that their status will not be shared with their roommates, Peer Advisors, or any other individual without their express consent, except the information may be shared with professional staff if the information is necessary in order for the staff to fulfill their job responsibilities on behalf of the University.*

[Save & Continue](#)

Email Student Receives after submitting application (opt in only)



Dear {PreferredName},

According to our records you have opted in-to **Gender Inclusive Housing**

Gender Inclusive Housing gives students the opportunity to live within the same shared apartment, or suite, as with other students who wish to be identified by their own personal gender identity.

University Housing at The University of Texas at Dallas welcomes students of all gender identities and expressions, and is committed to providing an equitable and inclusive community for all residents.

Please review the community standards regarding Gender Inclusive Housing:

As an applicant who is choosing to live within Gender Inclusive Housing, I agree to the following:

- I understand The University of Texas at Dallas is committed to providing an educational, living and working environment that is welcoming, respectful and inclusive of all members of the University community.
- I will adhere to all University Housing policies in accordance to The University of Texas at Dallas' Student Code of Conduct, including the Prohibited Discrimination and Sexual Harassment and Misconduct policy.
- I understand Gender Inclusive units may house students of all gender identities and expressions.
- I understand that an inclusive, affirming, and comfortable living environment is contingent upon the effort of all roommates and their guests.
- I will assist and support my roommates and their guests in order to maintain a space that is inclusive, affirming, and comfortable.
- I will promote and attempt to use inclusive language within the Gender Inclusive unit. This includes referring to others by their self-identified gender pronouns.
- I will respect my assigned roommates' different motivations for choosing this living option.
- I understand I can be removed from this environment if I fail to abide by these standards.

Please retain a copy of this letter, as it will serve as your copy of the community standards for Gender Inclusive Housing. If you did not intend to sign up for this housing option and would like to opt out, or if you have further questions, please email reslife@utdallas.edu.

Thank you,

Residential Life

The University of Texas at Dallas

Frequently Asked Questions on Gender Inclusive Housing webpage

- 1. What does gender inclusive housing mean?** Gender inclusive housing is an option that is affirming and supportive of LGBT+, transgender, gender non-conforming, non-binary (TGNC), and ally students. Housing applicants who opt into Gender Inclusive Housing will be able to live with other housing applicants who have also opted into Gender Inclusive Housing, regardless of biological sex or gender identity/expression.
- 2. Who will my roommate be?** – Your roommate will be anyone that has also opted into Gender Inclusive Housing regardless of their gender.
- 3. Is this in a specific building?** – Our gender inclusive community is located throughout campus and could be found in any residence hall and apartment building.
- 4. What is a gender identity?** – It is the gender in which you identify.
- 5. What is gender expression?** – It is the way in which you express your gender.
- 6. Can I find my friend when I create a group?** – You will be able to find other people that also opted into gender inclusive housing. If your friends did that, then yes.
- 7. This is not what I thought, how do I change my decision?** – You can email us at reslife@utdallas.edu to inform us of your decision.
- 8. Can significant others live together?** - Yes. We do not collect your relationship status.
- 9. Is there a cap on how many people can participate?** – No; we have not restricted the amount of students who can opt into gender inclusive housing.
- 10. How will vacancies be filled?** – Vacancies will be filled from our wait list of other people who have opted into gender inclusive housing.

<http://www.utdallas.edu/housing/gih/>

Frequently Asked Questions on Preferred Name/Gender Marker

Preferred Name

The University recognizes that many community members use names other than their primary/legal names to identify themselves. As long as the use of this different name is not for the purpose of misrepresentation, the University acknowledges that a preferred name may be used whenever possible in the course of university business and education.

The student is free to determine the preferred name they wish to be known by in the Orion student information system; however, inappropriate use of the preferred name policy may be cause for denying the request.

The student should send email from their UT Dallas email account to records@utdallas.edu to edit the preferred name.

What is a preferred name? Preferred name is a first and or middle name that does not match your Primary/Legal name in the Orion student information system. Currently Preferred Name is defaulted to match the Primary/Legal Name in the Orion student information system.

Where is preferred name displayed? In Orion, student preferred name is displayed in your Student Self-Service screen, and on Grade Rosters. The preferred name is also displayed on eLearning grade rosters and Comet Cards.

Can I get a Comet Card issued with my preferred name? Yes, Comet Cards can be updated to have preferred name on front and legal name on the back.

Can I get an official transcript, the commencement program, or my diploma issued with my preferred name? No, the official transcript, the commencement program, and diploma are issued only with the primary/legal name.

I have more questions regarding preferred name, who can I contact? Please email your questions to records@utdallas.edu. A member of the Registrar's Office staff will respond.

How can staff/faculty/students change their gender marker in various systems? Email the Registrar with your desired gender marker.

https://www.utdallas.edu/gendercenter/LGBTQ_Resources.html

<http://www.utdallas.edu/registrar/fag/#>