

Important Terms

Becoming comfortable with vocabulary and terms related to the LGBTQ2IA+ community can make it easier to have conversations about gender identity and expression.

Sex: a label that's usually first given by a doctor based upon the genes, hormones, and body parts (like genitals) a person is born with. It goes on their birth certificate and describes their body as female or male.

Gender: the behavioral, cultural, or psychological traits typically associated with a sex.

Sexual orientation: a person's physical, romantic and/or emotional attraction to others.

Gender identity: a person's internal, deeply held sense of being male, female, some combination of male or female, or neither male nor female.

Gender expression: the external manifestations of gender, conveyed through a person's name, pronouns, clothing, haircut, behavior, voice, body characteristics, etc.

Gender nonconforming: gender identities and/or expressions that exist outside of masculine or feminine norms.

Transition: the social, legal, and/or medical process of aligning one's life with one's gender.

Transgender: umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.

Intersex: a term used to describe a person born with biological traits outside the strict male/female gender binary (anatomy, chromosomes, and/or hormones). Being intersex is not the same thing as being transgender.

Cisgender: a term used to describe people whose gender identity corresponds with the sex they were assigned at birth.

Nonbinary: umbrella term for people whose gender identity is not strictly male or female. Nonbinary isn't synonymous with transgender.

Two-Spirit: umbrella term for Native American male, female, and intersexed individuals who combined activities of both men and women with traits unique to their status as two-spirit people.

Potty in Peace

If you're using the restroom with another person, regardless of their gender identity:

Please:

- Respect their privacy
- Respect their identity
- Carry on with your day
- Protect them from harm



Fairbanks campus gender inclusive bathroom and restroom list and map available at: www.uaf.edu/campusmap/maps/gender-inclusive-ada-showers-restrooms.php

Reporting Gender-Based Discrimination and Harassment

Title IX prohibits sex- and gender-based discrimination, harassment and violence targeting gender nonconforming and LGBTQ2IA+ individuals in education.

Responsible employees who are aware of sex- or gender-based incidents must report to the Department of Equity and Compliance (DE&C) within 24 hours.

Individuals who experience harassment or discrimination may report the incident to DE&C. These reports may be made anonymously and all reports are kept private. It's helpful to include as much information as possible in reports to ensure a thorough response. Even if you don't report names, reporting an office, department or area of campus can help identify issues and trends, however, this could limit DE&C's ability to address the issue.



Department of Equity and Compliance

www.uaf.edu/equity/

uaf-deo@alaska.edu

907-474-7300

UA is an AA/EO employer and educational institution and prohibits illegal discrimination against any individual: www.alaska.edu/nondiscrimination. 01/2023.

Gender Diverse UAF:

Understanding and supporting transgender, nonbinary and gender nonconforming Nanooks



As we continue to embrace and grow a culture of respect, diversity, inclusion, caring, accessibility and accountability at UAF, it's important that we ensure that we cultivate a safe and welcoming community for individuals of all genders.

All members of the UAF community are entitled to learn, live and work in an environment free from discrimination and harassment, including transgender, nonbinary and gender nonconforming individuals.

This handout will introduce you to basic terms and concepts as well as resources to help you understand and support transgender, nonbinary and gender nonconforming members our UAF community.

What's in a name?

Some transgender people will choose a new name for themselves as they transition. They may simply ask to be called by their new name or they may legally change their name. In either case, it's deeply offensive and disrespectful to continue using a transgender person's old name when referring to them. Always use a transgender person's chosen name.

UAF students and employees can change their name and gender marker in official university records. Students should consult with the Registrar or Director of Admissions before changing their legal name or gender marker. An employee's human resources consultant can assist with changing their name and/or gender marker.



To change your name in UAOnline:

- Log in at uaonline.alaska.edu
- Click on "Personal Information"
- Click on "Chosen/Preferred First Name"

A name change in UAOnline will be reflected on class rosters, a student's PolarExpress card and diploma. It does not affect financial aid. An official name change at UAF requires documentation of legal name change.

More information and answers to frequently asked questions can be found here: www.uaf.edu/admitted/lgbtq.php

Pronouns aren't preferred, they're required.

Pronouns are a vital reflection of someone's gender identity. You should always use the pronouns someone uses for themselves. Intentionally using the wrong pronouns— or misgendering someone—is harassment.

If you are not sure which pronouns to use, ask the person, "What pronouns do you use?" Or, introduce yourself with your pronouns as a prompt for them to do the same. It's also acceptable to use the singular pronoun they to describe someone you don't wish to assign a gender.

they/them
she/her
he/him
ze/zir

Fast Facts

1. The trans pride flag has five horizontal stripes, two light blue, two pink and one white in the middle.
2. UAF has gender-inclusive housing options including the Stonewall Living Learning Community: www.uaf.edu/reslife/lc/community.php
3. Transgender and gender nonconforming UA students experience sex and gender-based harassment at higher rates than their cisgender peers.
4. The Student Health and Counseling Center and the Resource and Advocacy Center are confidential resources for reporting harassment and discrimination.

UAF Pride Email Badges

Show your pride/support for the queer community by adding a UAF Pride badge to your email signature.

Badges are available to download here: www.uaf.edu/titleix/title-ix-at-uaf/lgbtq-plus.php



Resources

UAF Gender and Sexuality Alliance (GSA)
<https://uaf.presence.io/organization/gender-sexuality-alliance-gsa>
Student organization for LGBTQ2IA+ students.

UAF Nanook Diversity and Action Center
www.uaf.edu/ndac/programs/lgbtqinclusivity.php
Promotes social justice on campus.

UAF Student Health and Counseling Center
www.uaf.edu/chc/
Provides medical and counseling services to eligible UAF students, including hormone therapy.

UAF Center for Student Rights and Responsibilities
www.uaf.edu/csrr/
Advocacy, crisis management, conflict resolution and awareness and prevention programs.

UAF Office of Admissions
www.uaf.edu/admitted/lgbtq.php
Provides information for newly admitted LGBTQ2IA+ students, including updating name/pronouns.

Gender Pack
www.facebook.com/GenderPack907
Local peer-to-peer support group for transgender and genderqueer folks in Interior Alaska.

Fairbanks PFLAG
<https://fairbanksflag.org/>
Local chapter of PFLAG which advocates for equality for the LGBTQ community.

Identity Alaska
identityalaska.org
Mission: to advance Alaska's LGBT community through advocacy, education and connectivity.

Human Rights Campaign
www.hrc.org
Leading national advocacy organization for the LGBTQ community.

GLAAD
www.glaad.org
National organization working to promote accurate and positive representation in the media.

National Center for Transgender Equality
transequality.org
Devoted to ending discrimination and violence against transgender people.

Transgender Law Center
transgenderlawcenter.org
Working to change law, policy and attitudes so all people can live safely, authentically and free from discrimination.