

## **Rights of Transgender Members of the Stevens Community**

Stevens Institute of Technology is committed to equality of opportunity and creating a campus climate that supports, nurtures and rewards educational and career advancement on the basis of ability and performance. It is the policy of the University not to discriminate on the basis of sex, gender identity or expression, or affectional or sexual orientation.<sup>[1]</sup> In accordance with this policy and [Stevens' Discrimination and Harassment Policy and Policy on Gender-Based and Sexual Misconduct](#), Stevens supports transgender and gender non-conforming students, faculty, staff and visitors in availing themselves of all benefits available to them as part of the Stevens community.

Below is guidance providing more detail regarding the rights of transgender members of the Stevens community, which is based on the application of existing law and the University policies referred to above.

Students or parents with questions regarding this guidance should contact:

Dr. Kristie Damell

Associate Dean of Students and Title IX Coordinator

Phone: 201-216-5679

E-mail: [Kristie.Damell@stevens.edu](mailto:Kristie.Damell@stevens.edu)

Faculty or staff with questions regarding this guidance should contact:

Leslie Devine

Director, Faculty & Staff Benefits and Compliance

Phone: 201-216-5146

E-mail: [Leslie.Devine@stevens.edu](mailto:Leslie.Devine@stevens.edu)

Thank you for helping us to create a welcoming and inclusive environment for all members of the Stevens community.

## **GUIDANCE ON THE RIGHTS OF TRANSGENDER MEMBERS OF THE STEVENS COMMUNITY**

### **Names, Pronouns and Identification Documents**

When a student or employee notifies University administration that the person will assert a gender identity that differs from previous representations or records, the University will begin treating that person consistent with his or her gender identity. Individuals will be called by the name and pronouns consistent with their gender identity. Students wishing to change their name and/or gender marker (e.g., designations on records such as “male” and “female”) for purposes of their educational records should contact the Office of the Registrar. Faculty and staff wishing to change their name and/or gender marker should contact the Division of Human Resources.

### **Gender-Inclusive Restrooms and Locker Rooms**

Transgender and gender non-conforming students, faculty, staff and visitors have the right to use the restroom and locker room facilities of their choosing. They may use the facilities that

correspond to their gender identity, their sex at birth, or utilize facilities that are designated as gender-inclusive. Stevens has a number of gender-inclusive restrooms as well as other single-stall restrooms, which can be found at: <https://www.stevens.edu/campus-life/diversity-and-inclusion/lgbtq-resources-and-support>.

### **Student Housing**

Stevens offers students a range of on-campus, off-campus and leased housing options. Transgender and gender non-conforming students will have access to housing consistent with their gender identity. Any student who wishes to discuss living arrangements should contact the Office of Residence Life.

### **Athletics**

Stevens and the NCAA believe in and are committed to diversity, inclusion and gender equity among student-athletes, coaches and administrators. Stevens follows NCAA policies on transgender student-athlete participation to govern participation in varsity athletics at Stevens. Students should contact the Athletic Director if they are considering taking part in one of our athletic programs and have any questions or concerns.

### **Maintaining a Safe and Non-Discriminatory Environment**

Harassment that targets a member of the Stevens community based on gender identity, transgender status or gender transition is prohibited harassment based on sex under Title IX of the Education Amendments of 1972 (“Title IX”). Allegations of such misconduct will be handled pursuant to [Stevens’ Policy on Gender-Based and Sexual Misconduct](#).

All members of the Stevens community are responsible for compliance with Stevens’ policies and helping us to create a welcoming and inclusive environment.

*[1] Stevens Institute of Technology prohibits discriminatory practices or harassment against students, employees, or applicants for enrollment or employment based on all legally impermissible factors. These factors include, but are not necessarily limited to, race, color, religion, creed, sex, national origin, nationality, citizenship status, age, ancestry, marital or domestic partnership or civil union status, familial status, affectional or sexual orientation, gender identity or expression, atypical cellular or blood trait, genetic information, pregnancy or pregnancy-related medical conditions, disability, or any protected military or veteran status.*