At UAF, everyone fits in.

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

Board of Regents’ Policy dictates that:

“discrimination against any individual because of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation or belief, genetic information, or other legally protected status is prohibited.”

Simply put, being a welcoming and supportive community is just who we are as #NanookNation. This handout provides you with some of the basic tools and resources to help ensure that UAF is gender inclusive.

**Terminology**

**Sex:** the classification of a person as male or female, usually based on the appearance of their external anatomy. Sex is influenced by chromosomes, hormones, and internal and external reproductive organs.

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

**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:** external manifestations of gender, expressed through a person’s name, pronouns, clothing, haircut, behavior, voice and/or body characteristics.

**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.

**Transition:** the complex, deeply personal process by which a person alters the sex assigned to them at birth to match their gender identity.

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

**Sexual Orientation:** describes a person’s enduring physical, romantic and/or emotional attraction to another person.

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 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.

Pronouns

The pronouns you’ve used your whole life may not seem like a big deal, but to someone else, the pronouns they use might be a vital reflection of their identity. You should always use the pronouns appropriate for a person’s gender identity.

If you are not sure which pronouns to use, ask the person, “What pronouns do you use?” It’s also acceptable to use the singular pronoun they to describe someone you don’t wish to assign a gender.
If you feel like someone is using the wrong restroom:

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

**Please don’t:**
- Stare at them
- Challenge them
- Insult them
- Purposefully make them uncomfortable


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**Reporting Discrimination and Harassment**

Harassment or discrimination based on sex or gender are covered under Title IX and UAF’s non-discrimination policy. Anyone who witnesses harassment or discrimination based on gender identity must report the incident to the Office of Diversity and Equal Opportunity. Individuals who experience harassment or discrimination may report the incident to the Office of Diversity and Equal Opportunity. These reports may be made anonymously and all reports are kept confidential.

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.


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**Additional Resources**

**UAF Gender and Sexuality Alliance (GSA)**
GSA is UAF’s student group for lesbian, gay, bisexual, transgender, queer and ally students.

**Nanook Diversity and Action Center**
[www.uaf.edu/activities/ndac/](http://www.uaf.edu/activities/ndac/)
The Nanook Diversity and Action Center, located in the Wood Center, promotes social justice on campus.

**Office of Diversity and Equal Opportunity**
[www.uaf.edu/oeo/](http://www.uaf.edu/oeo/)
The Office of Diversity and Equal Opportunity ensures equity and compliance with civil rights.

**Student Health and Counseling Center**
[www.uaf.edu/chc/](http://www.uaf.edu/chc/)
Provides medical and counseling services to eligible UAF students, including hormone therapy.

**Gender Pioneers**
[www.facebook.com/GenderPioneers/](http://www.facebook.com/GenderPioneers/)
Local peer to peer support group for transgender and genderqueer folks in Interior Alaska.

**Fairbanks PFLAG**
[www.fairbankspflag.org](http://www.fairbankspflag.org)
Local chapter of PFLAG which advocates for equality for the LGBTQ community.

**Identity Alaska**
[identityalaska.org](http://identityalaska.org)
Mission: to advance Alaska’s LGBT community through advocacy, education and connectivity.

**Human Rights Campaign**
[www.hrc.org](http://www.hrc.org)
Leading national advocacy organization for the LGBTQ community.

**GLAAD**
[www.glaad.org](http://www.glaad.org)
National organization working to promote accurate and positive representation in the media.

**National Center for Transgender Equality**
[www.transequality.org](http://www.transequality.org)
Devoted to ending discrimination and violence against transgender people.

**Transgender Law Center**
[transgenderlawcenter.org](http://transgenderlawcenter.org)
The Transgender Law Center works to change law, policy and attitudes so all people can live safely, authentically and free from discrimination.