Current Inclusive Policies for Education and Employers
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116 Colleges and College Systems Have Non-Discrimination Policies that Include Gender Identity/Expression

Note: Year the policy change went into effect, if known, is in parentheses.

Arizona
Arizona State University (2004)
University of Arizona (2005)

California
California College of the Arts
California Institute of Technology (2004)
California State University, Long Beach
City College of San Francisco (2005)
Foothill-DeAnza Community College District (2006)
Harvey Mudd College (2005)
Occidental College (2006)
Stanford University (2007)
University of California system (2004)
University of Southern California (2004)

Colorado
University of Denver (2007)

Connecticut
Connecticut College (2005)
Wesleyan University (2002)
Yale University (2006)

Florida
New College of Florida (2006)

Georgia
Emory University (2007)

Illinois
Knox College (2001)
Parkland College (2006)
University of Chicago (2004)
University of Illinois system (2005)

Indiana
DePauw University (1999)

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

Maine
Colby College (2005)
Rockport College (2000)
University of Maine system (2006)

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)
Western New England College (2006)
Westfield State College (2007)
Williams College (2006)
Worcester State College (2007)
Michigan
Delta College (2007)
Eastern Michigan University (2007)
Kalamazoo College (2000)
Kalamazoo Valley Community College (2005)
Michigan State University (2007)
Olivet College (2006)
University of Michigan (2007)
Western Michigan University (2006)

Minnesota
University of Minnesota (2006)

Missouri
Washington University in St. Louis (2007)

New Hampshire
Dartmouth College (2006)
University of New Hampshire (2005)

New Jersey
Princeton University (2006)

New Mexico
College of Santa Fe (2005)
New Mexico State University (2006)
University of New Mexico (2007)

New York
Bard College (2007)
City University of New York system (2002-03) [the policy of Brooklyn College, a CUNY school]
Columbia University (2006)
Cornell University (2005)
Ithaca College (2006)
New York University (2005)
Rochestor Institute of Technology (2005)
Sarah Lawrence College (2006)
Syracuse University (2005)
Vassar College (2006)

North Carolina
Duke University (2007)
Guilford College
North Carolina State University (2005)

Ohio
Case Western Reserve University (2006)
Ohio State University (2004)
Ohio University (2006)
University of Toledo (2007)
Youngstown State University (2007)

Oregon
Oregon State University (2005)

Pennsylvania
Bucknell University (2006)
Lehigh University (2003)
Moravian University (2006)
Muhlenberg College (2005)
Pennsylvania State University (2006)
Peirce College
Swarthmore College (2007)
University of Pennsylvania (2003)

Rhode Island
Brown University (2001-02)
Bryant University (2005)
Community College of Rhode Island
Rhode Island College
University of Rhode Island (2003-04)

Texas
Rice University (2006)

Vermont
Middlebury College (2003)
Vermont Technical College
University of Vermont (2005)

Washington
Central Washington University (2005)
Evergreen State College (2006)
University of Puget Sound (2002-03)
University of Washington
Washington State University (2007)
Whitman College (2001)

Washington, DC
American University (2002)
Georgetown University (2008)

Wisconsin
University of Wisconsin system (2005)

*Rutgers University states in a footnote to its policy that discrimination based on "sex" includes transgender people.

For More Information:
http://www.transgenderlaw.org/college/index.htm#policies
Colleges and Universities Prohibited from Discriminating Because of Non-Discrimination Laws in Their Jurisdiction

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, Minnesota, New Mexico, Illinois, Maine, Washington, and Rhode Island, 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.

Colleges and Universities with Some Form of Gender Identity/Expression Protection or that Are Considering Adding Gender Identity/Expression to Their Non-Discrimination Policies:

**Skidmore College:**

In 2004, the Student Government Association passed a resolution, drafted by the Skidmore Pride Alliance, calling for the addition of "gender identity and expression" to the college's non-discrimination policy. The administration failed to act, so the Pride Alliance began a petition drive to amend Skidmore's nondiscrimination policy in fall 2005.

**University of Houston, Clear Lake:**

April 13, 2006-- The President of the University of Houston-Clear Lake has approved adding "gender identity or expression" to the university's non-discrimination policy. This follows approval from the University Life Committee, Faculty Senate Executive Council, Academic Council, Faculty Senate, and University Council. The proposal is now being sent to the University of Houston System Board of Regents for final approval.

**University of North Carolina:**

October 30, 2005--Students are seeking to have "gender identity or expression" added to the university's non-discrimination policy, but school officials say that the current policy is adequate.

**University of Tulsa:**

August 9, 2005--The University of Tulsa has added "gender identity" to its anti-harassment policy.
See also:

January 30, 2008 -- Washington University in St. Louis will be piloting gender-neutral housing for upper-class students in 2008-09.

The June 2006 issue of GLBT Campus Matters features the article "How Have Trans-Inclusive Non-Discrimination Policies Changed Institutions?" by Brett Genny Beemyn and Jessica Pettitt.

March 12, 2006 -- The Undergraduate Council at Harvard University overwhelmingly passed a bill recommending that gender-neutral housing be available to all upperclass students. The student newspaper, The Harvard Crimson, supported the legislation in an editorial published in the paper.

Summer 2005 -- Student Affairs at North Carolina State University released a Transgender Needs Assessment, which was conducted by Jami Taylor, a Ph.D. student in Political Science and Public Administration there.

The June 2, 2005 issue of the National Association of College and University Attorneys’ NACUA Notes features the article "Gender Identity and Expression Issues at Colleges and Universities."

The Spring 2005 issue of On Campus with Women includes an article by Brett Genny Beemyn entitled "Trans on Campus: Measuring and Improving the Climate for Transgender Students."

April 2005 -- Multicultural student organizations at Northeastern University submitted a report to the administration entitled "Meeting the Needs of Transgender People at Northeastern University". The report led to the creation of the President's Subcommittee on Transgender Concerns, which will be responsible for addressing concerns raised in the report.

July 15, 2004 -- "Nondiscrimination Policy All Talk, No Action, Some Say; LGBT Activists [at the University of Pennsylvania] Question Whether Gender Identity Clause Will Yield Changes in Housing, Bathrooms."


April 28, 2003 -- Smith College students voted to replace the use of "she" and "her" with gender-neutral pronouns in their student constitution. Like other women's colleges, Smith College is seeing a growing number of students identifying as transgender and wanting to be recognized and supported.

For More Information:
http://www.transgenderlaw.org/college/index.htm#laws
http://www.transgenderlaw.org/college/index.htm#pendingpolicies

More information online at www.lambda10.org/transgender