



STUDENT LIFE POLICY

Number/Title: 711/Nondiscrimination on the Basis of Gender Identity or Expression in the Use of Gendered Facilities Policy

Covered Individuals: Students, Employees, Visitors

Covered Locations: Fayette Campus, Facilities Under UIU Control at Centers

Effective Date: February 16, 2022 **Strategic Plan:** **HLC:**

Consultations: Student Life, Athletics, Human Resources, IDEA Committee, Student Government

POLICY STATEMENT

This policy affirms the commitment of Upper Iowa University (UIU or University) to creating and sustaining an inclusive environment that is safe and accessible for all individuals. The University values all members of its community and is committed to protecting them from discrimination and harassment based on gender identity or expression. With that in mind, the University establishes the following policy on the use of gendered facilities.

DEFINITIONS

Gender identity or expression: a person's actual or perceived gender identity, self-image, appearance, behavior, or expression, which may be different from that traditionally associated with the person's gender at birth.

Gendered facilities: spaces designated for use by individuals of a particular gender, including restrooms, locker rooms, and changing rooms.

POLICY IMPLEMENTATION

As it is the policy of UIU that individuals have the right to use gendered facilities consistent with their gender identities, the University shall neither require identification nor use personal identity information stored in University records to grant or deny access to any such facility.

Discrimination and harassment against individuals on the basis of gender identity or expression in the use of gendered facilities is prohibited.

SANCTIONS

Violations of this policy should be reported using the procedures outlined in the University's Discrimination, Harassment, and Retaliation Policy or the Title IX Sexual Misconduct Policy, as appropriate. Potential sanctions are listed within those policies.

CONTACTS

The Assistant Vice President for Student Life is both the responsible administrator and the policy contact regarding the application of this policy to a student or students. The Vice President for Human Resources is both the responsible administrator and the policy contact regarding the application of this policy to an employee or employees.

RELATED DOCUMENTS, FORMS, AND POLICIES

[Discrimination, Harassment, and Retaliation Policy](#)

[Title IX Sexual Misconduct Policy](#)

HISTORY

June 25, 2021 – University Policy Committee recommends policy to President’s Council

June-August, 2021 – Both the Diversity and Inclusion Committee (now the IDEA Committee) and Student Government recommend the policy

February 16, 2022 – President’s Council recommends the policy and the President approves it