



**A Guide to
Transgender-Friendly Policies and Practices
at
U.S. Colleges and Universities**

**by
Marty Checchi**

A Note From the Author

The words 'transgender or 'trans'', as used in this guide, are meant to include anyone and everyone who relates to the term and wants to know more about colleges policies pertaining to 'transgender' students. 'Transgender' encompasses a whole spectrum of identities with a wide range of needs. This guide may not address all of the needs of everyone who falls under the trans umbrella. It may not be relevant for some folks. It may be helpful to some folks who are gender-nonconforming, regardless of whether they identify with the term 'transgender', and could also be informative for lesbian, gay, or bisexual students seeking supportive campuses. I hope that everyone who consults this guide for help will find at least some of the information within to be useful. I am open to feedback on how to make it more useful or relevant to your needs. Please feel free to contact me at m.a.checcchi@gmail.com.

Please also keep in mind that this guide is not exhaustive. The colleges and universities that are profiled are only a sampling of schools that have trans-friendly policies. Just because a school is not profiled here doesn't mean it is not taking steps to be inclusive and supportive of transgender students. Schools listed in this guide were chosen based on information they provided to the Campus Climate Index (<http://www.campusclimateindex.org>) and/or to the author, as well as information found across the internet. References and links can be found on page 27.

Table of Contents

For the school counselor.....	1
For the college-bound student.....	3
A general guide to the college search.....	4
School Profiles	
Brown University.....	7
Carleton College.....	8
Cornell University.....	9
Emory University.....	10
Ithaca College.....	11
Massachusetts Institute of Technology.....	12
New York University.....	13
The Ohio State University.....	14
Rutgers University.....	15
Tufts University.....	16
University of California, Berkeley.....	17
University of California, Riverside.....	18
University of Michigan.....	19
University of Vermont.....	21
Washington State University.....	22
Appendix A.....	23
Appendix B.....	25
Appendix C.....	26
Sources and references.....	27

For the school counselor

On behalf of your students, thank you for reading this guide. Perhaps you are currently guiding a student who identifies as transgender through the college application process. Perhaps you are educating yourself so that you can be ready to guide students of all identities. Perhaps you are just curious. In any case, I hope you find this guide informative.

The term 'transgender' is an umbrella term that covers individuals who feel that their gender or gender expression diverges in some way from the sex/gender they were assigned at birth. For some people, that means that they will transition from living as their assigned gender to living as their gender of self-identification. They may transition legally, physically, and/or socially. For others, it means identifying and expressing themselves in ways that society might consider at odds with their recognized sex, without taking steps to change their bodies or legal status. 'Transgender' contains within it many identities, including transgender, transsexual, genderqueer, and two-spirit, to name a few. A more thorough exploration of trans-related terminology and can be found online at http://www.trans-academics.org/trans_and_sexuality_termi.

Until recently, it was uncommon to find high school-age individuals who already identified as transgender. Historically, most trans people came out to themselves and others later in life. While they may have been uncomfortable in their gender by the time of puberty, many did not know that there were names for what they felt, or that they could live differently or change their sex. Even those who figured it out at an early age were unlikely to tell anyone or take steps to change things.

In the last twenty years, however, the transgender rights movement in the United States has made trans issues more visible in academia, the media and everyday life, and thirteen states and many municipalities have added gender expression or identity to their non-discrimination legislation. More recently, attention has been turned to transgender youth. The Sundance Channel's *TransGeneration*¹ series showed the challenges faced by four college students dealing with gender transitions in addition to the usual stress of life on campus. National Public Radio², ABC's *20/20*³, and the *Atlantic Monthly*⁴ have all in the past year profiled transgender children and their parents, highlighting the early age at which many people become aware of their discomfort in their assigned gender in our rigidly-gendered society.

The increased visibility of trans people, and particularly trans youth, has allowed individuals to come out as transgendered at younger ages than ever before. Some young people, with the support of their parents, come out and in some cases transition before finishing high school. These youth face extra challenges in navigating the college search process.

Transgender college students may have extra needs in addition to those of their non-trans peers. They may be living in a different gender or going by a different name than the one on their paperwork. They are vulnerable to harassment or even violence. They may feel uncomfortable in gendered facilities such as locker or shower rooms, unisex restrooms, and

¹ <http://www.sundancechannel.com/transgeneration/>

² <http://www.npr.org/templates/story/story.php?storyId=90247842>

³ <http://abcnews.go.com/2020/story?id=3088298>

⁴ <http://www.theatlantic.com/doc/200811/transgender-children>

residence halls. They need faculty and staff, especially campus health care providers, who understand their needs and respect their privacy. While some college campuses have offices or organizations that support lesbian, gay, bisexual and transgender students as a group, not all of those campuses offer services that address these specific challenges.

The purpose of this guide is to provide information about colleges that have taken steps to meet the needs of trans students. This guide will highlight fifteen institutions in the United States whose practices make an effort to address the needs of their trans students. Each college or university's profile gives information on non-discrimination policies, housing options, facilities, procedures for changing name or gender within administrative systems, LGBT services, transgender student groups, and any other relevant resources the campus provides. It also provides listings of all schools in the U.S. that have enacted certain types of policies, such as gender-neutral housing and gender identity/expression-inclusive non-discrimination policies.

College-bound students have many factors to consider when choosing a college. This guide seeks to make it easier for transgender students to locate schools that fit their general college needs as well as seek to include them as full, protected members of their campus community. I hope you will find it useful in guiding your students. Additional resources are listed on page 27.

For the college-bound student

Welcome, college searcher! Inside this guide, you will find information to help you in your college selection process. There are numerous books, indexes and web sites available to help the average college-bound student find schools that are right for them. For transgender students, however, there are concerns that generic college search tools don't address. *Will I be safe on campus at a certain school? Is there a trans community on this campus? If I haven't legally transitioned, will this school place me in a dorm with people of my birth sex? I've fully transitioned and don't intend to be out as trans, but can I get medical care on campus from staff who understand? Will the student insurance provided here cover my hormones?*

The goal of this guide is to provide you, the college-bound student, with consolidated information on transgender policies and services on a number of campuses in the United States, to help you address some of those trans-specific concerns. It highlights fifteen institutions whose practices make an effort to include and protect their trans students as full members of the campus community. Each college or university's profile gives information on non-discrimination policies, housing options, facilities, procedures for changing name or gender within administrative systems, LGBT services, transgender student groups, and any other relevant resources the campus provides.

After the profiles, you'll find several appendices with lists of all the schools in the U.S. that have enacted certain policies. Appendix A has a complete listing of colleges and universities whose non-discrimination policies include gender identity and expression. Appendix B lists schools with gender-neutral housing options. Appendix C lists all of the states that include gender identity/expression in their non-discrimination laws.

One important thing to note: this guide does not address the issue of campus climate, or how comfortable the campus feels for trans students. Policies are part of what makes a campus safe and comfortable, but they don't tell you how understanding or welcoming the campus as a whole will be. It is hard to tell from facts on paper whether you will truly feel welcome. Transgender people are a diverse group. Trans identities are found across race, class, ethnicity, ability, and religion. You may want to look into the trans and/or LGBT communities on a campus, to determine whether trans people of all identities are represented and their issues addressed.

The best way to determine whether a school is a good fit for you is to visit the campus and talk to students there about their experiences. If you can't visit, make use of the internet. Websites like Facebook and Livejournal offer numerous trans/college groups and communities through which you can connect with students from schools across the country. As always, use caution and good judgment when sharing personal information on the internet with people you don't know.

You may also want to talk with administrators on campus. Staff in LGBT resource offices, multicultural affairs, or student affairs can be helpful in answering questions about the campus or clarifying policies. Information on LGBT resource offices, including contact information, appears in the profiles.

Good luck in your search!

A General Guide to the College Search

Choosing a college is about finding a good fit between you and the school. The schools profiled here may fit your needs for trans-friendly services. They may not, however, fit other needs that are important to you. There are many types of institutions of higher education in the United States, and there are many factors to consider when choosing which one to attend.

Major

Do you already know what you would like to study? Which schools offer the major you want? It's okay if you don't yet know what you want your major to be. When looking at a school, you should find out how much flexibility you would have to explore different subjects. Ask how early in your college career you are expected to declare a major, how often people change their major, and what the procedures are for making that change.

Campus and location

Geographically, where would you like to be? Do you want to attend college in a particular region? Would you like to be on an urban campus, in the suburbs, or someplace rural? If you plan to live at home and commute, how far are you willing to travel? If you are planning to live at school, how far from home would you like to be?

How big do you want your campus to be? Would you prefer a large university with many students and many things going on, or a smaller college with a more intimate community? Think about your high school. Did it feel too small, too big, or just right? Would you like to go to a college that is more like your high school, or one that is very different?

Community

Finding community with others is very important to many people. You should consider how important it is to you to be with other students who share your identities. Will a school provide the kind of community you need? Do you want to connect with people who share your religion, race, ethnicity, ability, socioeconomic class, values, hobbies, etc.? What is the climate like on campus for members of those communities?

Cost

Unfortunately, cost is often a big factor in which schools a student can choose. When looking at colleges, remember that the listed cost of tuition is most likely not what you will pay, depending on your eligibility for financial aid. Learn about financial aid, and be prepared to ask questions about what kind of aid a school provides. How much of a student's determined need do they cover? Do they give more grants (gift money that does not need to be paid back) or loans (paid back over time)?

Keep these things in mind as you research potential schools.

College and University Profiles

Brown University

Providence, RI (small city)

Web site: <http://www.brown.edu>

Type of institution: Four-year, private, Ivy League university

Undergraduate enrollment: 6,008

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$50,460

Gender identity/expression included in non-discrimination statement: Yes, at institutional and state level.

Procedure for changing name on college forms: No.

Housing provided based on expressed gender: No.

Gender-neutral housing options: Half of campus residences are gender-neutral for upperclassmen. Option is not available to freshman, but Residence Life will work to accommodate incoming students on a case-by-case basis.

Gender-neutral facilities: Restrooms throughout campus buildings; fewer in residence halls but students may choose to make certain restrooms gender-neutral.

Student Health Information

Student health insurance: Student Health Insurance Plan. Information available at http://www.brown.edu/Administration/Office_of_Insurance_and_Risk/students/index.html

LGBT Campus Resources

LGBTQ Resource Center (professionally-staffed office)

Web site: http://brown.edu/Student_Services/Office_of_Student_Life/lgbtq/

Email: lgbtq@brown.edu

Transgender student organizations

Gender Action – Student group that works on trans issues. Contact LGBTQ Resource Center for more information.

Transgender, Transsexual, Genderqueer, and/or Intersex Support Group- open to students, faculty and staff who identify as above or are questioning. Contact LGBTQ Resource Center for more information.

Carleton College

Northfield, MN (small town)

Web site: <http://www.carleton.edu>

Type of institution: Four-year, private, liberal arts college

Undergraduate enrollment: 2,005

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$49,990

Gender identity/expression included in non-discrimination statement: No

Procedure for changing name on college forms: Yes.

Housing provided based on expressed gender: Yes.

Gender-neutral housing options: Q & A House, an LGBT special-interest house and safe space.

Gender-neutral facilities: Restrooms available in seven buildings around campus as well as in residences.

Student Health Information

Student health insurance: Information available at
<http://apps.carleton.edu/campus/wellness/insurance/>

Coverage for hormone therapy: No.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Gender and Sexuality Center

Web site: <http://apps.carleton.edu/campus/gsc/>

Transgender student organizations

Trans/Gender Discussion Group - A group for support and discussion of trans/gender issues at Carleton, open to students of all genders.

Cornell University

Ithaca, NY (small city)

Web site: <http://www.cornell.edu>

Type of institution: Four-year, private, Ivy League, doctoral/research university

Undergraduate enrollment: 13,510

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$50,274

Of note:

- Cornell's Department of Human Development is home to the Sex and Gender Lab, which conducts research “focused on the biological, psychological, and social/cultural processes underlying sexual and gender development and their interdependence among individuals of all sexualities and genders.” <http://sexgenderlab.webs.com/aboutus.htm>

Gender identity/expression included in non-discrimination statement? Yes, at institutional level.

Procedure for changing name on college forms: Yes.

Housing provided based on expressed gender: Yes.

Gender-neutral housing options: Yes.

Gender-neutral facilities: Restrooms in academic buildings and residences.

Student Healthcare Information

Student health insurance: Information available at <http://www.studentinsurance.cornell.edu/>

Coverage for hormone therapy: No

Coverage for trans-related surgery: No

* Campus health-care providers required or strongly encouraged to attend training on trans issues

LGBT Campus Resources

Lesbian, Gay, Bisexual & Transgender Resource Center (professionally-staffed office)

Web site: <http://www.lgbtrc.cornell.edu/>

Email: lgbtrc@cornell.edu

Transgender student organizations

Campus is home to a chapter of GenderPAC's GenderYOUTH Network.

Emory University
Atlanta, GA (large city)

Web site: <http://www.emory.edu>

Type of institution: Four-year, private university
Undergraduate enrollment: 5,134

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$49,208

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Yes.

Housing provided based on expressed gender: No, but housing for transgender students is assigned on a case-by-case basis.

Gender-neutral housing options: None.

Gender-neutral facilities: Yes, in academic buildings and residences.

Student Healthcare Information

Student health insurance: Information available at
http://studenthealth.emory.edu/hs/hs_manins_emory_aetna.php

Coverage for hormone therapy: No.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Office of Lesbian/Gay/Bisexual/Transgender Life

Web site: http://www.emory.edu/CAMPUS_LIFE/LGBTOFFICE/

Email: lgbt@emory.edu

Transgender student organizations

None.

Ithaca College

Ithaca, NY (small city)

Web site: <http://www.ithaca.edu>

Type of institution: Four-year, private liberal arts college.

Undergraduate enrollment: 6,260

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$44,232

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Yes

Housing provided based on expressed gender: Yes

Gender-neutral housing options: Yes, students can apply to live on a gender-neutral floor beginning Fall 2008.

Gender-neutral facilities: Restrooms throughout campus.

Student Healthcare Information

Student health insurance: United Healthcare. <https://www.uhcsr.com/>

Coverage for hormone therapy: No.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Center for LGBT Education, Outreach and Services

Web site: <http://www.ithaca.edu/lgbt>

Transgender student organizations

None.

Massachusetts Institute of Technology

Cambridge, MA (large city)

Web site: <http://www.mit.edu>

Type of institution: Four-year, private research university

Undergraduate enrollment: 4,172

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$50,000

Trans resource page: <http://web.mit.edu/trans/beingtransatMIT.html>

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Only after legal name change.

Housing provided based on expressed gender: Yes, on a case-by-case basis.

Gender-neutral housing options: See above.

Gender-neutral facilities: Restrooms throughout campus; private special needs/family changing room in Zesiger Center workout facilities (no shower).

Student Healthcare Information

Student health insurance: Information available at <http://medweb.mit.edu/healthplans/student/>

Coverage for hormone therapy: Yes.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Lesbian, Gay, Bisexual & Transgender Services

Web site: <http://web.mit.edu/lbgt/>

Email: lbgt@mit.edu

Transgender student organizations

Trans Issues Group - an independent group of MIT staff, faculty, and students (trans people and allies) who are working to explore and assess the areas of MIT policy and community life where trans concerns may be better addressed.

Email: trans-info@mit.edu

New York University

New York, NY (large city)

Web site: <http://www.nyu.edu>

Type of institution: Four year, private, research university

Undergraduate enrollment: 21,327

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$51,882

Of note:

- NYU's Student Health Services has established a number of trans-friendly policies and procedures. Their Trans Health and Wellness brochure is available at <http://www.nyu.edu/lgbt/transbrochure.pdf>

Overview of Trans Resources: <http://www.nyu.edu/lgbt/trans.html>

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Yes, student must complete forms (separate Registrar and Housing forms).

Housing provided based on expressed gender: Yes, all students may register for housing based on their gender identity instead of legal sex, regardless of how they identify.

Gender-neutral housing options: See above.

Gender-neutral facilities: Restrooms throughout campus; listing available at <http://www.nyu.edu/lgbt/restroom.html>. Student Health Services also provides gender-neutral space for gynecological exams for those not comfortable in women's space.

Student Health Information

Student health insurance: Aetna (via Chickering). Information available at <http://www.nyu.edu/shc/pdfs/Guide-to-Student-Health-Insurance-08-for-web.pdf>

Coverage for hormone therapy: No

Coverage for trans-related surgery: No

* Student Health Services can prescribe and/or monitor hormone therapy.

* Campus health-care providers required or strongly encouraged to attend training on trans issues.

LGBT Campus Resources

LGBT Office

Web site: <http://www.nyu.edu/lgbt/>

Email: lgbt.office@nyu.edu

Transgender student organizations

T-Party – The LGBT Office's social and support services for transgender students.

Email: lgbt.office@nyu.edu

Campus is also home to a chapter of GenderPAC's GenderYOUTH Network.

The Ohio State University

Columbus, OH (large city)

Web site: <http://www.osu.edu>

Type of institution: Four-year, public, research university.

Undergraduate enrollment: 39,209

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$21,857

Non-resident: \$35,196

Of note:

- Hormone therapy is explicitly included in student insurance coverage.

Gender identity/expression included in non-discrimination statement? Yes at institutional level.

Procedure for changing name on college forms: Yes.

Housing provided based on expressed gender: Yes.

Gender-neutral housing options: Yes.

Gender-neutral facilities: Restrooms in academic buildings and residences, locker rooms in athletic facility.

Student Healthcare Information

Student health insurance: Information available at <http://shi.osu.edu/>

Coverage for hormone therapy: Yes

Coverage for trans-related surgery: No

* Campus health-care providers required or strongly encouraged to attend training on trans issues.

LGBT Campus Resources

Gay, Lesbian, Bisexual and Transgender Student Services, The Multicultural Center
(professionally-staffed office)

Web site: <http://www.mcc.osu.edu>

Email: glbtss@osu.edu

Transgender student organizations

None.

Rutgers University

New Brunswick, NJ (small city)

Web site: <http://www.rutgers.edu>

Type of institution: Four-year, public, research university

Undergraduate enrollment: 26,829

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$25,427

Non-resident: \$35,475

Transgender resource page: <http://www.rci.rutgers.edu/~divcoaff/transgender2.html>

Gender identity/expression included in non-discrimination statement: Yes, at institutional and state level.

Procedure for changing name on college forms: Registrar will change name on all records with two pieces of valid identification.

Housing provided based on expressed gender: Yes, on a case-by-case basis.

Gender-neutral housing options: No, but Sex, Sexuality and Gender special interest housing section is open to all genders and explores theories and issues of sex and sexuality in the contexts of culture and society.

Gender-neutral facilities: Single-stall restrooms around campus. List available via links at <http://www.rci.rutgers.edu/~divcoaff/index.html#gender>

Student Health Information

Student health insurance: Aetna (via Chickering). Info available at <http://health.rutgers.edu/insurance/>

Coverage for hormone therapy: No.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Office of Social Justice Education and LGBT Communities

Web site: <http://www.rci.rutgers.edu/~divcoaff/office.html>

Transgender student organizations

None.

Tufts University

Medford, MA (large city)

Web site: <http://www.tufts.edu>

Type of institution: Four-year, private, research university

Undergraduate enrollment: 5,035

Cost of attendance for 2008-2009 (includes tuition, fees, room & board): \$51,258

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Yes, contact LGBT Center for more information.

Housing provided based on expressed gender: No.

Gender-neutral housing options: Single-occupancy rooms in a mixed-gender hall, or single or double room in Rainbow House, the LGBT housing community.

Gender-neutral facilities: Restrooms throughout campus; map available at:
<http://inside.tufts.edu/compass/?t=273>.

Student Healthcare Information

Health Services provides counseling and consultation for students considering hormone therapy, and can prescribe hormones. Staff receive special training in transgender issues.

Student health insurance: Aetna Student Health. Information available via links at
<http://ase.tufts.edu/healthservice/insurance.htm>.

Coverage for hormone therapy: No.

Coverage for trans-related surgery: No.

LGBT Campus Resources

LGBT Center (professionally-staffed office)

Web site: <http://ase.tufts.edu/lgbt/>

Email: lgbt@tufts.edu

Transgender student organizations

None, but students can attend Boston Area Transgender Support, a local peer-run support group for college-age trans people. Carpooling is sometimes available; contact LGBT Center for more information.

University of California, Berkeley

Berkeley, CA (large city)

Web site: <http://berkeley.edu/>

Type of institution: Four-year, public, research university

Undergraduate enrollment: 24,636

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$25,210

Non-resident: \$45,918

Of note:

- Part of the University of California system, which has enacted many policies and programs for transgender students. More information is available at <http://www.uclgbtia.org/>
- In 2004, the University of California changed its staff health insurance plans to cover hormones and sex reassignment surgery. It was the first institution/system to do so.

Overview of trans resources: <http://out.ucr.edu/welcome/transguide.htm>

Gender identity/expression included in non-discrimination statement? Yes, for institution and state.

Procedure for changing name on college forms: Yes

Housing provided based on expressed gender: Yes

Gender-neutral housing options: Unity House living/learning program offers “mixed-gender roommate” option to all. <http://www.housing.berkeley.edu/theme/unity.html>

Gender-neutral facilities: Restrooms in academic buildings and residences.

Student Healthcare Information

Student health insurance: Information available at <http://www.uhs.berkeley.edu/students/insurance/>
Information about transgender-specific coverage for entire UC system:
<http://www.uclgbtia.org/transhealth.html>

Coverage for hormone therapy: Yes.

Coverage for trans-related surgery: No.

LGBT Campus Resources

Gender Equity Resource Center (professionally-staffed office)

Web site: <http://students.berkeley.edu/osl/geneq.asp>

Email: geneq@berkeley.edu

Transgender student organizations

Campus is home to a chapter of GenderPAC's GenderYOUTH Network.

University of California, Riverside

Riverside, CA (large city)

Web site: <http://www.ucr.edu>

Type of institution: Four-year, public, research university

Undergraduate enrollment: 14,973

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$23,296

Non-resident: \$40,003

Of note:

- Part of the University of California system, which has enacted many policies and programs for transgender students. More information is available at <http://www.uclgbtia.org/>

Gender identity/expression resource page: <http://out.ucr.edu/welcome/transguide.htm>

Gender identity/expression included in non-discrimination statement: Yes, for institution and state.

Procedure for changing name on college forms: Only after legal name change.

Housing provided based on expressed gender: Yes

Gender-neutral housing options: Yes. All students can request gender-neutral housing; priority given to those who self-identify that they need accommodation based on gender identity.

See <http://out.ucr.edu/campus/gnhousing.htm>

Housing policies: <http://out.ucr.edu/campus/transpolicy.htm>

Gender-neutral facilities: Restrooms in academic buildings and residences.

Student Healthcare Information

Student health insurance: Information available at <http://campushealth.ucr.edu/Insurance/>

Coverage for hormone therapy: Yes.

Coverage for trans-related surgery: No.

* Campus health-care providers required or strongly encouraged to attend training on trans issues.

LGBT Campus Resources

LGBT Resource Center

Web site: <http://out.ucr.edu/>

Email: out@ucr.edu

Transgender student organizations

Trans Group - includes students, staff, faculty and partners. Contact LGBTRC Director at out@ucr.edu for more information.

Fluidity Rap Group - for students and their allies to talk about the genderqueer, bisexual, transgender, queer and questioning communities, or the need for any labels around sexual orientation or gender identity. Meets Tuesday evenings.

University of Michigan

Ann Arbor, MI (medium city)

Web site: <http://www.umich.edu>

Type of institution: Four-year, public, research university

Undergraduate enrollment: 26,083

Cost of attendance for 2008-2009 (includes tuition, fees, room & board)

Resident: \$22,629

Non-resident: \$44,761

Of note:

- The University of Michigan Health System offers a comprehensive program providing transgender individuals with gender-related care. Information can be found at <http://www.med.umich.edu/transgender/>
- There are almost twenty LGBTQ student groups on campus, including four trans- or gender identity-specific groups.
- The University of Michigan was the first college or university in the country to have an office devoted to LGBT issues. It was established in 1971.

Overview of Trans Resources: <http://spectrumcenter.umich.edu/gender.html>

Gender identity/expression included in non-discrimination statement: Yes, at institutional level.

Procedure for changing name on college forms: Yes. Students can register a preferred name through their online account. The name will be used throughout the University systems except where legal name is required.

Housing provided based on expressed gender: No. Decisions are made based on birth gender until after sex reassignment surgery.

Gender-neutral housing options: Yes.

Housing policies: Students may request gender-neutral housing through Residence Life. Assignments are made based on availability and eligibility for campus housing, which is only guaranteed to freshman.

Gender-neutral facilities: Restrooms throughout campus. Locations listed at <http://spectrumcenter.umich.edu/pdf/restrooms-housing.pdf>

Student Healthcare Information

Student health insurance: Several different plans are offered. Links to information on coverage under each plan can be found at <http://spectrumcenter.umich.edu/gender.html>

LGBT Campus Resources

Spectrum Center

Web site: <http://spectrumcenter.umich.edu/>

Email: spectrumcenter@umich.edu

Transgender student organizations

TransForUM - “An inclusive group for alumni, undergraduates and graduate students, and faculty of the University of Michigan who locate their gender identity somewhere on the transgender rainbow and our allies.”

Email: transforum@umich.edu

Gender Explorers - “A social and support group for transgender, transsexual, genderqueer, and TG-questioning people and those who transgress gender binaries.”

Transgender Student Scholarship - “Working to provide a transgender student scholarship at U-M.”

Gender and Performance Group (GAP) - “The primary mission of our organization is to explore the representation of gender and gender identity issues within contemporary performing arts.”

University of Vermont

Burlington, VT (small city)

Web page: <http://www.uvm.edu>

Type of institution: Four-year, public university

Undergraduate enrollment: 10,504

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$23,470

Non-resident: \$40,408

Of note:

- UVM hosts the Translating Identity Conference each fall. See <http://www.uvm.edu/~tic/> for more information.

Gender identity/expression included in non-discrimination statement? Yes, for institution and state.

Procedure for changing name on college forms: Yes, via Application for Changed Identity (available at <http://www.uvm.edu/~lgbtqa/CHANGED%20IDENTITY.pdf>)

Gender-neutral housing options: L.I.V.E. Living/Learning Center Program (<http://www.uvm.edu/lcenter/programs/0809/live.pdf>). Other trans-friendly housing options offered by request through Residential Life.

Gender-neutral facilities: 40 private, gender-neutral restrooms in campus buildings. Private, gender-neutral changing rooms and shower facilities available in Patrick Gym.

Student Healthcare Information

Student health insurance: Information available at <http://www.uvm.edu/~chwb/insurance/>

Coverage for hormone therapy: Yes

Coverage for trans-related surgery: Yes

LGBT Campus Resources

Lesbian, Gay, Bisexual, Transgender, Questioning and Ally Services (professionally-staffed office)

Web page: <http://www.uvm.edu/~lgbtqa/>

Email: lgbtqa@uvm.edu

Transgender student organizations

Translating Identity Conference committee

Email: tic@uvm.edu

Washington State University

Pullman, WA (small city)

Web page: <http://www.wsu.edu/>

LGBTQ prospective student page: <http://www.thecenter.wsu.edu/default.asp?PageID=966>

Type of institution: four-year, public, research university

Enrollment: 17,583

Cost of attendance for 2008-2009 (includes tuition, fees, room & board):

Resident: \$20,401

Non-Resident: \$31,537

Of note:

- Counseling Services can provide authorization for hormones, and care is provided in accordance with WPATH standards.
- Counseling Services also offers a gender identity/sexual orientation group.

Gender identity/expression included in non-discrimination statement? Yes, at institutional and state levels.

Procedure for changing name on college forms: Registrar's office will use preferred name on class rosters; Legal name change required to alter campus card, payroll information, email address, etc.

Housing provided based on expressed gender: None.

Gender-neutral housing option: None.

Gender-neutral facilities: Restrooms in academic buildings.

Student Healthcare Information

Student health insurance: Information available at <http://www.hws.wsu.edu/default.asp?PageID=2453>

Coverage for hormone therapy: Unclear

Coverage for trans-related surgery: No

LGBT Campus Resources

Gender Identity/Expression and Sexual Orientation Resource Center (professionally-staffed office)

Web Site: <http://www.thecenter.wsu.edu/>

Email: giesorc@wsu.edu

Transgender student organizations

None.

Appendix A

Campuses That Include Gender Identity In Their Non-Discrimination Policies

Arizona

Arizona State University
University of Arizona

California

California College of the Arts
California Institute of Integral Studies
California Institute of Technology
California State University – Long Beach
City College of San Francisco
Foothill-De Anza Community College
Harvey Mudd College
Occidental College
Stanford University
University of California system
University of Southern California
University of San Francisco

Colorado

Johnson and Wales University
University of Denver

Connecticut

Connecticut College
Wesleyan University
Yale University

District of Columbia

American University
Georgetown University

Florida

Johnson and Wales University
New College

Georgia

Emory University

Illinois

Parkland College
University of Chicago
University of Illinois system

Indiana

DePauw University

Iowa

Drake University
Iowa State University
Southwestern Community College
University of Iowa

Maine

Colby College
University of Maine system

Maryland

Goucher College
Johns Hopkins University
University of Baltimore

Massachusetts

Brandeis University
Bridgewater State College
Fitchburg State College
Framingham State College
Harvard University
Holyoke Community College
Massachusetts College of Art and Design
Massachusetts College of Liberal Arts
Massachusetts Institute of Technology
Massachusetts Maritime Academy
Salem State College
Suffolk University
Tufts University
Westfield State College
Williams College
Worcester State College

Michigan

Delta College
Eastern Michigan University
Kalamazoo College
Kalamazoo Valley Community College
Michigan State University
Olivet College
University of Michigan
Western Michigan University

New Hampshire

Dartmouth College

University of New Hampshire

New Jersey

Kean University
Princeton University
Richard Stockton College
Rutgers University*

New Mexico

College of Santa Fe
New Mexico State University
University of New Mexico

New York

City University of New York system
Columbia University
Cornell University
Ithaca College
New York University
Rochester Institute of Technology
Sarah Lawrence College
Syracuse University
Vassar College

North Carolina

Duke University
Guilford College
Johnson and Wales University
North Carolina State University

Ohio

Case Western Reserve University
Columbus College of Art and Design
Ohio State University
Ohio University
Youngstown State College

Oregon

Oregon State University
Portland State University
University of Oregon

Pennsylvania

Bucknell University
Carnegie Mellon University
Lehigh University
Moravian College

(Pennsylvania, cont.)

Muhlenberg College
Peirce College
Pennsylvania State University
Swarthmore College
University of Pennsylvania

Rhode Island

Brown University
Bryant University
Community College of Rhode Island
Johnson and Wales University
Rhode Island College
University of Rhode Island

South Carolina

Johnson and Wales University

Tennessee

University of Tennessee – Knoxville
Vanderbilt University

Texas

Rice University
University of Texas – Austin

Vermont

Goddard College
Middlebury College
University of Vermont
Champlain College

Virginia

Johnson and Wales University

Washington

Central Washington University
Evergreen State College
University of Puget Sound
Washington State College
Whitman College
Clark College

Wisconsin

University of Wisconsin system

Source: GENIUS Index <http://www.gpac.org/genius>. Information is accurate as of July 3, 2008.

* Rutgers information from <http://policies.rutgers.edu/PDF/Section60/60.1.12-current.pdf>

Appendix B

Campuses with Gender-Neutral Housing Policies

California

California Institute of Technology
Humboldt State University
Mills College
University of California – Riverside
University of California – Berkeley
Pitzer College
San Diego State University
Stanford University

Colorado

Colorado College

Connecticut

University of Connecticut
Wesleyan University

District of Columbia

The George Washington University

Iowa

Grinnell College

Maine

University of Southern Maine

Maryland

University of Maryland – College Park
University of Maryland – Baltimore County

Massachusetts

Brandeis University
Clark University
Hampshire College
Tufts University
Harvard University

Michigan

Eastern Michigan State University
University of Michigan
Wayne State University

Missouri

Washington University in St. Louis

New Hampshire

Dartmouth College

New York

Bard College
New York University
Pratt Institute
Sarah Lawrence College
Skidmore College
SUNY Purchase
Ithaca College

North Carolina

Warren Wilson College
Guilford College

Ohio

Columbus College of Art and Design
Oberlin College
Ohio University

Oklahoma

University of Tulsa

Oregon

Lewis and Clark University
Oregon State University
Portland State University
Reed College
Willamette University

Pennsylvania

Carnegie Mellon University
Haverford College
Muhlenberg College
Swarthmore College
University of Pennsylvania

Rhode Island

Brown University

Texas

Rice University

Vermont

Bennington College
Goddard College
University of Vermont

Washington

Evergreen State College
Whitman College

Source: GENIUS Index <http://www.gpac.org/genius>. Figures are accurate as of July 3, 2008.

Appendix C
States With Explicitly Transgender-Inclusive Non-discrimination Laws

California

Colorado

District of Columbia

Hawai'i

Illinois

Iowa

Maine

Minnesota

New Jersey

New Mexico

Oregon

Rhode Island

Vermont

Washington

Source: National Gay and Lesbian Task Force fact sheet

http://www.thetaskforce.org/downloads/reports/fact_sheets/all_jurisdictions_w_pop_8_08.pdf

Sources and References

The information in this guide was compiled from the following sources.

Campus Climate Index <http://www.campusclimateindex.org>

Basic information about trans-specific services on each campus profiled was taken from the Campus Climate Index. Operated by Campus Pride, this website rates the LGBT-friendliness of colleges and universities in the United States. Campuses receive a score for sexual orientation, and one for gender identity/expression, based on their responses to an extensive questionnaire. The site also provides information on LGBT-focused college admissions fairs and LGBT-specific scholarships.

Gender Public Advocacy Coalition's GENIUS Index <http://www.gpac.org/genius>

Information about institutional non-discrimination policies and gender-neutral housing was taken from GenderPAC's Gender Equality National Index for Universities and Schools (GENIUS). The GENIUS Campaign works toward the inclusion of “gender identity and expression” in all colleges/universities' non-discrimination policies. GenderPAC also supports chapters of the GenderYOUTH Network on more than sixty campuses in twenty-nine states.

Information on LGBT offices and resource centers was taken from the **Consortium of Higher Education LGBT Resource Professionals** <http://www.lgbtcampus.org/>

Information on states' non-discrimination laws came from the **National Gay and Lesbian Task Force** http://www.thetaskforce.org/downloads/reports/fact_sheets/all_jurisdictions_w_pop_8_08.pdf

Information on enrollment data and cost of attendance was taken from **College Data** <http://www.collegedata.com>.

Additional information on policies and procedures was taken from the following sources:

- Individual schools' websites, as indicated and linked in each profile.
- *Ways that U.S colleges and universities meet the day-to-day needs of transgender students*, by Brett Genny Janiczek Beemyn. Transgender Law and Policy Institute, <http://www.transgenderlaw.org/college/guidelines.htm>
- Some information on Brown University came from personal email correspondence with Kelly Garrett, Coordinator, Brown LGBTQ Resource Center, November 12, 2008
- Some information on Rutgers University came from personal email correspondence with Jenny Kurtz, Coordinator of LGBT Programs, Rutgers Office of Social Justice Education and LGBT Communities, December 2, 2008.
- Some information on Tufts University came from personal email correspondence with Tom Bourdon, Director, Tufts LGBT Center, November 19, 2008.
- Some information on Washington State University came from personal email correspondence with Heidi Adielia Stanton, Interim Assistant Dean of Students and Director, Washington State University Gender Identity/Expression and Sexual Orientation Resource Center, November 12, 2008; and Demere Woolway, Assistant Director, Gender Identity/Expression and Sexual

Orientation Resource Center, November 12, 2008

A very big thank you to the **Consortium of Higher Education LGBT Resource Professionals'** member listserv for providing information and pointing me toward many of the excellent resources used to compile this guide. I am very grateful for your help.