

To: The Stevens Community

From: Marybeth Murphy, Vice President for Enrollment Management and Student Affairs

Date: August 30, 2018

Re: Guidance on the 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. In accordance with this policy and [Stevens' policies on Discrimination, Harassment and Bias Incidents and 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.

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. Allegations of such misconduct will be handled pursuant to [Stevens' policies on Discrimination, Harassment and Bias Incidents and Gender Based and Sexual Misconduct](#).

Questions

Students or parents with questions regarding this guidance should contact:

Sara Klein
Assistant Vice President for Student Affairs
Phone: 201-216-3543
E-mail: sklein@stevens.edu

Faculty and staff should contact:

Maria Ouckama
Senior Director, Human Resources and Deputy Title IX Coordinator
Phone: 201-216-5122
E-mail: Maria.Ouckama@stevens.edu

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