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Please note: If a link is highlighted in green it does not work. If it is not highlighted, as of the creation of this document it still works.

Blood Drives

Overview

Using FDA guidelines, the Red Cross Blood Donation Eligibility Guidelines explicitly exclude men who have sex with men anytime since 1977 from donating blood. This screening process goes against the university's anti-discrimination policy and continues to label AIDS and HIV as a gay men's disease.

We All Should Have The Right to Give Life By Jeff Manassero

“Printed in [The Daily Californian](#) on Tuesday, May 1, 2007. Reprinted with permission of the author.

Since 1983, sexually active gay men have been selectively prohibited from donating blood. The policy was enacted in reaction to the emergence of HIV/AIDS among the gay male population in the United States. In order to best protect the blood supply from the widely misunderstood virus, the Food & Drug Administration—the federal body charged with overseeing blood donations—implemented a lifetime ban for all men who had engaged in sexual intercourse with other men, since 1977.

Twenty-four years later, the policy is still in place despite technological and blood screening advancements, which includes a three-phase process to ensure all transferred blood is untainted.

The FDA defers donors temporarily based on many conditions, such as travel to foreign countries or recent exposure to needles, but provides no flexibility when considering the deferral of sexually active gay men. If a man engages in monogamous, protected sexual intercourse with only one man over a lifetime, this man is still considered at higher risk than the general sexually active population, and is therefore banned for life from donating blood.

When I arrived at my high school blood drive to donate blood for the third time, I was asked a series of deferral questions, this policy in particular, and answered in the affirmative. At the age of 18, I was denied the right to give life because of an outdated policy that dictated the level of risk associated with my sexual behavior. I was upset and left feeling isolated and rejected. It was the first time I had experienced the systematic and structural discrimination associated with being a gay man—and it was surely not the last.

The policy has gained national and global attention in the last decade, as the international community has begun to scale back such prohibitions against sexually active gay men. Both France and South Africa recently lifted their bans, and the American Red Cross has supported the repeal of the FDA policy. Although the FDA has yet to take action on the policy, many advocacy groups continue to support such a repeal—and colleges across the nation have held programs, events and demonstrations to express their shared sentiment.

Based on the UC non-discrimination policy, which prohibits discriminatory organizations from taking part in campus events, some campuses have held protests outside campus blood drives. The message is clear—change the policy—but the method is adversarial in nature, and therefore fails to gain empathy with a population that realizes the urgency for blood donations. Every two seconds someone in American needs blood, resulting in the transfusion of 38,000 units of blood each and every day. To protest a blood drive, based on its discriminatory policy, is counteractive in its attempt to truly encourage progress and change within a system that primarily serves the interests of the public good. While these efforts are applauded, a new and innovative approach might better offer benefits for both a marginalized community seeking equality and an individual in desperate need of blood.

To balance these competing interests, UC Berkeley held its first ever „Sponsor Blood Drive%” yesterday to great success. The blood drive coordinators invited deferred donor students and community members to seek sponsors to give blood in their name. The event raised awareness of the policy and provided an opportunity for all individuals to participate in the unique act of giving life. While some may resist the need to participate from the „outside,%” it is at least another attempt to combat the outdated, harmful and discriminatory FDA policy.

In addition to the isolation felt by those rejected from donating blood, this policy encourages a climate of hostility for those gay men not yet „out%” among their peers or co-workers. Blood drives are commonly held in workplaces or schools, and many sexually active gay men may be pressured into giving blood, thereby resisting and being forced to „out, themselves as the reason for their deferral. The seemingly singular effect of the policy is in fact much larger—socially, politically and emotionally.

I encourage all those able individuals to give blood and save lives. Find your nearest blood service provider at www.RedCross.org or visit any one of the dozens of blood drive that take place on campus throughout the year. We should all have the right to give life—let us continue to strive for that aim and continue to save lives in the process.

Jeff Manassero is an ASUC senator.”

Actions

- "Sponsor Blood Drive" (UC Berkeley event). The blood drive coordinators invited deferred donor students and community members to seek sponsors to give blood in their name. The event raised awareness of the policy and provided an opportunity for all individuals to participate in the unique act of giving life.
- Provide stickers to people that show the Red Cross logo and state "This should not be a symbol of discrimination." Or stickers that say "Be nice to me. I can't donate." and "Be nice to me. I don't discriminate." that are similar to the ones given out to those who are able to donate.
- Find HIV Negative gay and bi men. Get their blood types, especially if you can find some A/B RH Neg types, and ask them to send in signed letters to your local Red Cross telling them what blood they are not getting due to the ban.
- Student groups can educate the general public right outside each blood drive, telling the public of the importance of donating blood, but also giving information about the FDA ban and numbers they could call to voice concern.
- Hold an Anti-Blood Drive where those people who are excluded from giving blood because of "that question" could be counted and tallied to make the local blood collection group aware of who they were missing.
- Wear stickers that say "Hug me - I can't give blood because the Red Cross discriminates."
- Those who could give blood can be encouraged to do so and to let folks know at the blood bank (with stickers and conversation) that they were giving blood in the name of someone who could not because they were discriminated against due to the Red Cross policy.

Red Cross Blood Donation Eligibility Guidelines

HIV, AIDS Those who are at increased risk for becoming infected with HIV are not eligible to donate blood. According to the Food and Drug Administration, you are at increased risk if:

- you are a male who has had sex with another male since 1977, even once;
- you have ever used a needle, even once, to take drugs or steroids that were not prescribed by a physician;

- you have taken clotting factor concentrates for a bleeding disorder such as hemophilia;
- you were born in or lived in Cameroon, Central African Republic, Chad, Congo, Equatorial Guinea, Gabon, Niger, or Nigeria since 1977 (This requirement is related to concerns about HIV Group O.)
- you have taken drugs or money in exchange for sex since 1977;
- you have ever had a positive test for HIV virus;

you have symptoms of HIV infection including unexplained weight loss, night sweats, blue or purple spots on or under the skin, long-lasting white spots or unusual sores in your mouth, lumps in your neck, armpits, or groin that last more than a month, fever higher than 99 degrees that lasts more than 10 days, diarrhea lasting over a month, or persistent cough and shortness of breath;

ROTC

Overview

ROTC/Military recruitment is allowed on UC campuses, despite the employers' discriminatory policies towards LGBT people. The Solomon Amendment (1996) inhibited campuses' ability to limit military recruiting on any campus. A recent interpretation of the Solomon Amendment allows withdrawal of federal funds from a University, when an individual school (i.e., Law) bars military recruiters.

A number of law schools are collaborating in a campaign against the Solomon restrictions. They advocate implementation of ameliorative measures - short of losing federal funds. See list of ameliorative measures below. **Resources:**

- [March 6, 2006 Statement by UC President Dynes on U.S. Supreme Court Decision - *pdf format](#)
- [Ameliorative Measures - see below.](#)
- <http://www.gaymilitary.ucsb.edu/>
- <http://www.saltlaw.org/solomon/>
- [ROTC Report - *.pdf format. Created by Ryan Weber, 2003](#)

• Report Contents

- UCSC Career Center Policy
- NACE Principles for Employment Professionals
- NACE Principles for Career Service Professionals
- 1984 UCOP Letter to Chancellors
- STATEMENT OF COMPLIANCE
- 1983 UC POLICY ON NONDISCRIMINATION ON BASIS OF SEXUAL ORIENTATION
- AALS Position on the Military's "Don't ask, don't tell" Policy
- Ameliorative Measures
- 2002 Dean Robert C. Clark Announces Change to HLS Military Recruiting Policy

Ameliorative Measures

- Posting notices alerting students, and everyone else in the law school community, that the military discriminates on a basis not permitted by the school's nondiscrimination policy and the AALS bylaws, and that the school is permitting the military to interview only because of the loss of funds that would otherwise be imposed under the Solomon Amendment

(Although the AALS generally does not mandate any particular type of amelioration, some posting of this type is required.);

- Sending a letter from deans to students, detailing the history of the school's nondiscrimination policies; the enactment of the Solomon amendments; the change of campus policies in response; and the commitment to creating a hospitable educational environment for all students;
- Sending letters from law faculty to members of Congress, protesting the military's policy of discriminating against gays and lesbians, expressing disapproval of the Solomon amendments, and asking that they repeal the Solomon-Pombo amendment;
- Establishing a bulletin board on which to encourage faculty and students to express their views about military policies;
- Hosting student forums at which students and others can discuss discrimination by the military;
- Establishing a "Safe Zone" program which teaches faculty, staff, and students about sexual orientation and trains them to respond sensitively to the concerns of gays and lesbians;
- Actively supporting gay and lesbian student organizations;
- Funding students to attend the annual Lavender Law conferences, allowing them to establish networking connections with many lawyers throughout the nation who are openly gay, lesbian, or bisexual;
- Exploring possibilities for fund exchanges within the university to see whether exposure to Solomon Amendment sanction might be reduced to a level at which the school could resume application of its nondiscrimination policy to military recruiters;
- Establishing a permanent faculty-student-staff task force to develop and implement a series of active institutional and individual counter-measures;
- Participating in legal and political challenges both to the Solomon Amendment and the policy of discrimination by the military;
- Providing funding and support for an annual symposium on the issues raised by the Solomon Amendment;
- Purchasing tickets for a fund-raising event each year for a gay and lesbian legal organization.

United Way

Overview

Many UC campuses heavily promote the annual United Way Campaign by asking staff and faculty to make donations. The United Way funds the Boy Scouts of America, which discriminates against gay boys and men. Despite the inclusion of sexual orientation in the UC nondiscrimination statement, UC campuses continue to promote United Way Campaigns.

Actions

- [Sample education letter](#) (*pdf format) on the United Way Campaign
- Screen the film "[Scout's Honor](#)" to raise awareness of the Boy Scouts of America's discriminatory policies.
- Educate the campus on how the United Way supports a discriminatory organization.
- Educate staff and faculty on how they may choose to direct their donation toward organizations other than the Boy Scouts of America. Explain that a general donation will support the BSA.
- Suggest staff and faculty donate to organizations that directly support LGBT people, including the campus LGBT resource center. The United Way must direct funds to any nonprofit organization identified by the donor.
- Ask all staff and faculty allies to return donation packets to the campus administration with an explanation of why they will not support discrimination.
- Ask the campus Faculty Senate to address this discriminatory campaign.

United Way Policies

United Way is a system of 1,400 separately incorporated, independent organizations. Each raises money in an annual fund-raising campaign and allocates funds to local health and human service agencies.

Action taken by the volunteer board of any local United Way has no bearing on any other United Way or Boy Scout Council across the country. United Way of America as the national membership service and training organization for local United Way organizations, does not dictate policy or funding decisions to local United Ways except to the extent that funding decisions must be consistent with applicable laws. Withdrawing donor support for a United Way in any one community has no bearing upon the policy set by another local United Way.

Over the years, there have been several legal challenges to Boy Scout policies concerning atheists, homosexuals and girls who have been denied participation in various Boy Scout programs. The most recent decision addressed the issue of whether the Boy Scouts, a private membership organization, can exclude homosexuals from serving as troop leaders. The Court ruled that the First Amendment freedom of expression and association allowed the Boy Scouts to exclude homosexuals from serving as troop leaders.

From 1992 through June 2000, only the eight independent local United Ways in San Francisco, Santa Clara and Santa Cruz, CA; New Haven, CT; Branford, CT; Santa Fe, NM; Portland, ME; and Somerset County New Jersey adopted anti-discrimination policies affected their funding relationship with the Boy Scouts. These local United Way organizations have funding policies that require agencies wishing to receive funds over which the United Way has discretion to agree to provide services without discriminating on the basis of age, gender, race, religion, sexual orientation, ethnicity, national origin, or disability. In all cases, agencies may continue to receive designations. These actions were taken independently by each United Way after extensive study and review of their local situations and conditions.

Since the Boy Scouts v Dale decision by the U.S. Supreme Court, United Way member organizations in Fall River, MA; and Providence, RI also have taken similar steps.

Tuition & Financial Aid Equity

Overview

UC, with the implementation of AB 205, is equalizing all UC benefits for domestic partners so that they have the same rights as married spouses. This includes changes to student financial aid. Students in California in registered domestic partnerships can be treated as independent from their parents for state-funded financial aid. Also, parents of dependent students who are in a domestic partnership may be treated like married parents for purposes of calculating an expected family contribution for state aid (this law does not change eligibility for federal aid). Students and parents who supply a copy of their domestic partnership certificate to the Financial Aid Office will be asked to provide additional information to the FAFSA. In turn, UC will calculate financial need equivalent to a married student/parent and provide funds accordingly.

Overview of Implications for Student Financial Aid (*pdf document)

Standing Order 110.2 (exemptions from nonresident tuition fees and/or mandatory systemwide fees that are extended to spouses) will be amended to extend equally to registered domestic partners.

Archive documents (*pdf format):

- [UCSA Resolution on DP Tuition Equity, August 2003](#)
- [Letter on DP Tuition Equity, April 2003](#)
-

Transgender Health

Employee Health Benefits

Click here for more info on trans health benefits covered by employee insurers [Updated August 15, 2007]

Below is information from some UC employee health providers. UCLGBTIA does **NOT** recommend one provider over another. Please refer to the UC Benefits web resources for more information on all health care providers.

Please note: Health Net and PacifiCare are merging into Health Net alone.

[Blue Cross Plans](#)

[Kaiser Permanente](#)

[Health Net](#)

[PacifiCare](#)

Blue Cross PLUS Plan for Active Members

- January 1, 2007
- http://www.bluecrossca.com/member/uc/plansbenefits/yourbenefits/evidenceofcoverage/pw_a088923.pdf
Transgender Surgery Benefits - Co-Payments **See pages 28-29.**

Transgender Surgery Benefits - Conditions for Coverage - Transgender Surgery Co-Payments and Maximums - Transgender Surgery Care That Is Covered - Transgender Surgery Care That Is Not Covered **See pages 55-56.**

Blue Cross PPO Plan in California Without Medicare

- January 1, 2007
- http://www.bluecrossca.com/member/uc/plansbenefits/yourbenefits/evidenceofcoverage/pw_a088928.pdf

Transgender Surgery Benefits - Calendar Year Deductibles - Co-Payments - Maximums **See pages 23-24.**

Transgender Surgery Benefits - Conditions for Coverage - Transgender Surgery Deductibles, Co-Payments, and Maximums - Transgender Surgery Care That Is Covered - Transgender Surgery Care That Is Not Covered **See pages 45-46.**

Kaiser Permanente Traditional Plan Disclosure Form and Evidence of Coverage for the University of California

1. Effective January 1, 2007
2. http://my.kp.org/ca/universityofcalifornia/benefits_ca_traditionalHMOPlan.html
3. Member Service Call Center: 1-800-464-4000 (TTY 1-800-777-1370), weekdays 7 a.m.–7 p.m., weekends 7 a.m.–3 p.m. (except holidays)

[Below from p. 6]

Lifetime Maximum Services covered under "Transgender Services" in the "Benefits and Cost Sharing" section \$75,000

[Below from p. 18]

Getting a Referral Medical Group authorization procedure for certain referrals Transgender surgery. If your treating Plan Provider makes a written referral for transgender surgical Services (genital surgery or mastectomy), the Medical Group's Transgender Surgery Review Board will authorize the Services if it determines that the Services meet the requirements described in the Medical Group's transgender surgery guidelines, which are available upon request

[Below from p. 41]

Benefits and Cost Sharing Transgender Services Up to a \$75,000 lifetime maximum, we cover genital surgery and mastectomy if Medical Group authorizes the surgery in accord with "Medical Group authorization procedure for certain referrals" under "Getting a Referral"

in the "How to Obtain Services" section. The lifetime maximum is calculated by adding up the Charges for transgender surgical Services we cover for you, including any related travel and lodging preauthorized in accord with our travel and lodging guidelines, less any Cost Sharing that you paid for those Services. You pay the following for these covered transgender surgical Services: • Office visits: a \$15 Copayment per visit • Outpatient surgery and other outpatient procedures: a \$15 Copayment per procedure • Hospital inpatient care (including room and board, drugs, and Plan Physician Services): a \$250 Copayment per admission Note: The following Services are not covered under this "Transgender Surgery" section: • Outpatient prescription drugs (instead, refer to "Outpatient Prescription Drugs, Supplies, and Supplements" in this "Benefits and Cost Sharing" section) • Outpatient administered drugs (instead, refer to "Outpatient Care" in this "Benefits and Cost Sharing" section) • Psychological counseling (instead refer to "Mental Health Services" in this "Benefits and Cost Sharing" section) • Outpatient laboratory and imaging Services (instead, refer to "Outpatient Imaging, Laboratory, and Special Procedures" in this "Benefits and Cost Sharing" section) Transgender Services exclusion • Surgery or other Services that are intended primarily to change or maintain your appearance, voice, or other characteristics, except for the covered transgender services listed above.

Health Net of California SUMMARY OF BENEFITS AND DISCLOSURE FORM

Association's (HBIGDA) Standards of Care for Gender Identity Disorder.

As of July 1, 2005, UC's employee insurers (with the exception of Western Health Advantage, which insures relatively few UC employees) began offering coverage of certain transgender-related surgical needs. While print materials regarding the coverage are not yet available, UC employees and their covered family members should feel free to call their insurer's member services department with questions about the coverage, since the insurers indicate they have trained their customer services staff in this regard. Should they have additional questions, employees are encouraged to call the UCOP staff member who helped negotiate the coverage: **Joan Manning, 510-987-0746**. UC health insurers for employees also offer hormone therapy and psychological counseling.

National List of Campuses Providing Hormones and SRS [for employees]: [updated January 2013 by the [Consortium](#)]

- American University - one health plan option includes coverage, another option does not
- Harvard University
- MIT - hormones only
- Northwestern University
- Penn State University - hormones only
- Syracuse University
- University of California 10 campuses
- University of Michigan
- University of Pennsylvania
- University of Vermont
- Yale University - faculty and exempt (non-union) staff; union negotiations continue

Student Health Insurance - As of 2011, all UC campuses use the same Student Health Insurance Program that includes both hormones and SRS. The insurance provider is Anthem BC.

[Click here for a Comparison Chart of all UC Campuses](#) (PDF) [updated May 2009] Doc: UC Health Care for Transgender Students, Saved Under: TransHealthUC09-10

[Click here for a Packet of Trans Health Resources](#) (PDF) [updated May 2009]

[Click here for an example of one GSHIP committee's negotiations](#) (PDF) This PowerPoint illustrates the kinds of decisions committees face when examining coverage and cost options.

[Click here for the San Francisco City and County Transgender Health Benefit](#) (PDF) This document includes Actuarial Information showing the low fiscal impact of trans health benefits inclusion.

[Click here for the American Medical Association Resolution on "Removing Financial Barriers to Care for Transgender Patients"](#) (PDF)

[Click here for the "WPATH Clarification on Medical Necessity of](#)

Treatment, Sex Reassignment, and Insurance Coverage in the U.S.A." (PDF)

UC System Information

Student health insurance plans are dealt with campus-by-campus. USHIP and GSHIP are undergraduate and graduate student insurance plans respectively. Each UC campus negotiates these insurance plans on a sometimes annual basis, with a campus health advisory committee. Sometimes multiple campuses negotiate together.

For a few years starting in 2011, all UC campuses were covered under the same health insurance program. Now some campuses are under a joint program and some are independent.

What student transgender health coverage is provided by other UC campuses?

UC Santa Barbara – since 2005-06 (SRS & Hormones)

- \$300 deductible, and 80% is covered if the student stays in network (use a preferred provider).
- 50% is covered if students go out of network. There are no preferred providers in the network that perform sexual reassignment surgeries.

UC Irvine – since 2007-08 (SRS & Hormones) - **USHIP-only**

4. 80% is covered if the student stays in network (use a preferred provider).
5. 60% is covered if students go out of network.
6. Coverage goes to 100% after \$3000 is paid out pocket by the client.

UC San Diego – since 2007-08 (SRS & Hormones)

1. As of 2007-2008, UC San Diego USHIP and GSHIP programs cover Trans health benefits up to \$25,000 per year. Information is online at: <http://studenthealth.ucsd.edu/shipabout.shtml>
2. Undergraduate Students: \$283/quarter or \$849/year
3. Graduate and Professional Students: \$498/quarter or \$1494/year
4. Underwritten by: National Union Fire, Insurance Company of Pittsburgh, Pa.

UC San Francisco – since 2008-09 (SRS & Hormones)

The insurance policy covering 2,000 or so graduate students at UC San Francisco (which has no undergrads) was changed for 2008-09 to provide coverage for sex reassignment surgeries, with an annual cap per student of \$10,000. The coverage resulted in a very modest premium increase, which was approved by the advisory committees involved. For more info, contact Shane Snowdon, UCSF LGBT Resources Director, shane.snowdon@ucsf.edu.

UC Santa Cruz – since 2008-09 (SRS & Hormones)

The insurance policy for both undergraduate students and graduate students was changed for 2008-09 to provide coverage for hormones and sex reassignment surgeries, with a maximum cap per student of \$75,000.

UC Berkeley, UC Davis, UCLA, UC Riverside – since 2009-10 (SRS & Hormones) All three campuses began covering hormones and SRS in 2009-10.

UC Merced - since 2010-11 (SRS & Hormones) - ~~GSHIP~~ only UC Merced joined the UC system-wide GSHIP program (with Davis, SF, San Diego, Santa Cruz, and Hastings College of Law), which is Trans-inclusive.

What medical coverage might be needed by transgender students?

1. Hormone therapy (e.g. testosterone or estrogen) consultation, prescription, and maintenance provided by physicians familiar with/expert in transgender health concerns
2. Sex reassignment surgery (SRS) which may include various surgical procedures that can foster congruence between physical body and gender identity

What is the impact on students who are unable to access transgender health care?

1. Students' academic performance may suffer as they devote time, energy, and money toward their health care needs rather than other concerns.
2. Students may struggle with mental health problems that result from being unable to access appropriate and necessary medical care. This denial of health benefits also contributes to a climate of stigmatization and discrimination of transgender people, which can result in depression, anxiety, potential suicidality, and other impediments to good

mental health

3. Students order hormones online, or find other unsafe and unmonitored sources for obtaining hormones, which may be dangerous. They self-administer hormones rather than be under the expert care of a physician.
4. Students unable to pursue SRS risk long-term negative safety consequences.
5. Students are unable to travel to conferences or seminars which are necessary for their professional development as a graduate student and future academic, nor are they able to properly represent the University at these events, because, without SRS, students are unable to change the gender on their birth certificate and thus acquire identification meeting the REAL ID Act standards.
6. Students risk the development or worsening of existing medical problems due to fear of discrimination by medical professionals or lack of access to medical care.

National Information - for the most up-to-date list, please visit the Trans Policy Clearinghouse at <http://www.campuspride.org/tpc/>

National List of Campuses Providing Hormones and SRS [for students]: [updated October 2012 by the [Consortium](#)]

- Emerson College
- Emory University
- Grinnell College
- Harvard University [top surgeries only - mastectomy and breast augmentation]
- New York University
- Northwestern University
- Portland State University
- Stanford University
- University of California, Berkeley
- University of California, Davis
- University of California, Irvine [undergrads only]
- University of California, Los Angeles
- University of California, Merced [graduates only]
- University of California, Riverside
- University of California, San Diego
- University of California, San Francisco
- University of California, Santa Barnara

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- University of California, Santa Cruz
- University of Michigan
- University of Washington

National List of Campuses Providing SRS only [for students]: [updated August 2009 by the [Consortium](#)]

- Washington University in St. Louis

National List of Campuses Providing Hormones only [for students]: [updated March 2010 by the [Consortium](#)]

- American University
- Bridgewater State College
- Cornell University
- Emory University
- Massachusetts Institution of Technology
- Ohio State University
- Pennsylvania State University
- Princeton University
- Suffolk University
- University of Vermont
- University of Wisconsin, Madison

[Washington University in St. Louis](#) has coverage for SRS, but not hormones [2009]:

<http://www.aetnastudenthealth.com/schools/washu/brochure0910.pdf>

Transgender Identity Dysphoria Expenses

Transgender Identity Dysphoria is a Covered Medical Expense when it is administered for the following indications by a health care provider, who is a legally qualified physician or psychiatrist who is practicing within the scope of their license.

Benefits as payable as any other surgical condition after the insured individual has satisfied a waiting period of twelve months of continuous coverage under the Washington University in St. Louis Student Health Insurance Plan before becoming eligible for transgender surgical benefits. Benefits are not payable for any expenses which relate to the following (this is not a complete list):

- Transgender hormone drug therapy;
- Cosmetic surgical procedures;
- Laser hair removal;
- Silicone implants.

A referral from Student Health Services is required.

Partial hospitalization, inpatient, and outpatient benefits for Transgender Identity Dysphoria require pre-certification.

Transgender Identity Dysphoria Expense benefits are payable as follows: Preferred Care: 80% of the Negotiated Charge. Non-Preferred Care: 50% of the Reasonable Charge. Benefits are limited to a \$25,000 per lifetime maximum.

University of Washington has coverage on its student insurance only [2008].

<http://depts.washington.edu/ovpsl/2008-09%20Booklet.pdf>

The list of what is and isn't covered: Hysterectomy? No Mastectomy?
No Chest reconstruction? No Breast reduction? No Facial Feminization?
No Tracheal shaves? No Phalloplasty? Yes Metaoidioplasty?
Yes Vaginoplasty? Yes Labiaplasty? Yes Electrolysis/laser hair
removal? No Travel Costs? No Lodging expenses? No

The [University of Michigan](#) Information [2007]:

At the University of Michigan, some trans health services including some surgeries are offered under student and employee plans. All of these plans will cover genital surgery, hysterectomy, HRT, mental health therapy, for patients who meet criteria under either the BCBSM/BCN internal guidelines or the Aetna guidelines (for the Chickering plan). Both student plans will also cover top surgery for FTM. Recently the BCBSM/BCN plans would not cover top surgery, but the status of this is not clear at this point in time. In addition, the BCBSM/BCN plans are structured to make it difficult to utilized providers who are not "in-network", and all plans reimburse in-network providers better than out-of-network ones.

UM Students:

- Chickering/Aetna student plan (as of September 2007) available to all students. (Up to \$25,000 lifetime max coverage for GID diagnosis related expenses)
- GradCare (BCN Blue Care Network HMO Product) available to graduate student employees, as well as certain other graduate students under fellowship. (Both of these students plans will cover FTM top surgery.)

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UM Employees:

- UM Premier Care (BCN Blue Care Network HMO Product)
BCBS Michigan Community Blue PPO

Gender Identity Nondiscrimination

Overview

UC Nondiscrimination Statement as of July 1, 2008 [Complete UC policy statement is on the web here](#)

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).² This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

2004 Update adds Gender Identity

UC's nondiscrimination policies and statements have been revised, effective January 1, 2004, to clarify that discrimination on the basis of gender identity is prohibited. The following link displays the letter from President Dynes to campus and lab locations on these revisions:

<http://www.ucop.edu/ucophome/coordrev/policy/12-18-03.html>

The new language reads (emphasis ours):

The University of California, in accordance with applicable Federal and State law and University policy, does not discriminate on the basis of race, color, national origin, religion, sex, **gender identity**, pregnancy, disability, age, medical condition (cancer-related), ancestry, marital status, citizenship, **sexual orientation**, or status as a Vietnam-era veteran or special disabled veteran. The University also prohibits sexual harassment. This nondiscrimination policy covers admission, access, and treatment in University programs and activities

The changes incorporate the addition of "gender identity" as a protected status under the California Fair Employment and Housing Act. The affected University of California

policies and statements include the following:

- University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment
- Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices
- Nondiscrimination Policy Statement for University of California Publications Regarding Student-Related Matters
- Personnel Policies for Staff Members 12, Nondiscrimination in Employment
- Academic Personnel Policy 035, Affirmative Action and Nondiscrimination in Employment

Domestic Partner Benefits

UPDATE: Update on the Impact of Same-Sex Marriage on UC Benefits

If you are a state-registered domestic partner (DP), you do NOT need to change your registration status in any way, at any time, if you marry. Maintaining your DP registration will not affect your marriage, your benefits, your taxes, or anything else. In fact, it may protect you if you travel or move to a state that recognizes domestic partnership, but not marriage. **If you are providing UC benefits to a domestic partner (state-registered or not),** and the two of you marry, you can change your UC status to “married” and provide the benefits as a spouse, rather than a DP--but there is no benefits advantage to this beyond the symbolic, i.e., having UC record you as married. (The only advantage beyond the symbolic involves state tax: if you’ve been providing benefits to an UNregistered DP, and you marry and inform UC, the benefits will no longer be taxed by California, as explained below.) Furthermore, if the same-sex marriages occurring now are invalidated (e.g., if the constitutional amendment banning same-sex marriage is approved in November, AND a legal challenge to the pre-amendment marriages is mounted, AND that challenge succeeds in invalidating the marriages), you will need to change your UC status back to “DP” to continue providing benefits. **If you are providing UC benefits to your DP now,** you do not need to marry to keep providing the benefits. Also, **if you want to start providing UC benefits to your DP,** you do not need marry to do that: you can, exactly as now, simply tell UC that you are state-registered DPs or fill out the UC affidavit of same-sex partnership. Bottom line: **getting married has absolutely no effect on your UC benefits.** And **marriage only changes your state tax situation if you are NOT registered DPs** before marrying: --If you ARE state-registered DPs, you already have to file your California return as “married,” filing jointly or separately. **If you are NOT registered and marry, you will need to start filing a California “married” return,** filing jointly or separately, just like any married couple. --If you are married or a registered DP, California does not tax the benefits you provide to your spouse or DP (assuming UC knows that you’re married or a registered DP). **If you are providing benefits to an UNregistered DP, and you marry and inform UC, then the benefits you provide will no longer be taxed by California.** The benefits will, however, still

be subject to federal tax, as explained below. Note that **California marriage has absolutely no effect on your federal tax status**, or anything else overseen by the federal government, such as immigration or Social Security. Even though all same-sex spouses and registered DPs must file their California return as “married,” they cannot file their federal return as “married.” (This means that your state return must be prepared differently from your federal one.)

[Information submitted by Shane Snowdon, UCSF, and circulated at the Office of the President.]

Overview

The Office of the President released a report on addressing remaining inequities, in light of the passing of AB 205 - California Domestic Partner Rights and Responsibilities Act of 2003. AB 205 goes into effect January 1, 2005. This report addresses the University of California HR/Benefits booklet "Benefits for Domestic Partners for Active Employees" [link below]. The report also addresses [tuition and financial aid equity](#) for domestic partners, the Housing and Mortgage Loan Program, and [Student Family Housing](#).

Please note that the UC/employer contribution for medical and dental coverage is not considered to be imputed income for California state income tax purposes if the employee and domestic partner have registered their partnership with the state of California (This provision took effect in 2002). Employees must complete UPAY 850 (Enrollment, Change, Cancellation, or Opt Out) and submit in accordance with local procedures to stop imputed income accruals.

[Report on DP Policy Post-AB205 \(UCOP 2004\)](#) (*pdf document - 7.5 MB)

[DP Benefits Guide 2003 \(UCOP\)](#) (*pdf document)

[State of California Domestic Partner Registry](#)

The University of California provides the following benefits for the domestic partners of active employees:

UCRP Survivor Income

The University of California Retirement Plan (UCRP) provides monthly survivor benefits to eligible same-sex and opposite-sex domestic partners of

UCRP members who retire or die on and after July 1, 2002. In certain circumstances, a partner's eligible child may also receive UCRP survivor benefits. **UPDATE: Retirees prior to July 2002 now retroactively will have their benefits equalized (with some exceptions).**

Health and Welfare Benefits

Same-sex domestic partners – and/or a partner's child or grandchild – may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal expense. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner's child or grandchild.

Leave Policies

University policies permit employees to use sick leave in case of the illness or death of a domestic partner or partner's child. Family and medical leave may also be used in case of a partner's serious health condition.

Family Housing
Overview

"Family Housing" policies differ on each campus, but in general are living communities for students with children, and/or spouses. Below is a summary of same-sex domestic partner eligibility.

CAMPUS	HOUSING ELIGIBILITY	SAME SEX DOMESTIC PARTNERS STATUS
UC Berkeley	DP couples (with & w/o children) qualify in all family housing units, with California State DP certificate as proof.	Yes - California State DP certificate required.
UC Davis	1st priority - Families with children. Family is defined by student. 2nd priority - Families without children.	Yes - both same and opposite sex domestic partners may reside in Family Housing. Web page does not make this information explicit but it does not use the words "married" either.
UC Irvine	If you are in a legally recognized domestic partnership	Yes- you must provide the following documentation before a housing offer can be finalized: * State of California Certificate of Domestic Partnership * Other State or Governmental entity recognized certificate of domestic partnership * Legally recognized domestic

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		partners with children must provide a copy of their child's (childrens') birth certificate(s)
UC Los Angeles	1. Single parents with children 2. Two parents with children 3. The couples with no children	Yes
UC Merced	N/A	N/A
UC Riverside	Priority goes in this order: 1. Single UCR student with children. 2. Families of two UCR students with children. 3. Families of one UCR student and one non-student spouse/domestic partner with children. 4. Families of two UCR students without children. 5. Families of one UCR student and one non-student spouse/domestic partner without children.	No documentation required.
UC San Diego	Couples (including dps) with and without children or singles. People with	Yes - No proof of marriage or domestic partnership is required.

	children have 1st priority. No distinction between married or other couples.	
UC San Francisco	Applicants with families (partner or children) must be a graduate professional or graduate academic student. Housing assignment priority: Based on financial need ranking and family status (1st priority single parents or couple with children; 2nd priority couples without children).	Yes - no proof of marriage or domestic partnership is required. Web page does not reflect the current policy. The language indicates that "married students are single parents with primary custody" are eligible. The policy language has been changed on the information forms entering students receive.
UC Santa Barbara	1st priority - Families with children. Family is defined by "the student and members residing in the apartment" 2nd priority - Families without children	Yes - both same and opposite sex domestic partners may reside in Family Housing
UC Santa Cruz	1st priority - Families with children. Family is defined by the student. 2nd priority - Families without children.	Yes - both same and opposite sex domestic partners may reside in Family Housing. Web page has not changed the language to reflect this policy change. The word "spouse" is used on the web page but no mention of "marriage."

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Gender Neutral Restrooms

Overview

Transgendered people may feel discomfort or suffer harassment when using male- or female-specific restrooms on campus. "Gender Neutral Restrooms," usually single-stall restrooms, provide a safe facility for trans people. These restrooms also assist families (e.g. mothers bringing sons or fathers bringing daughters to a restroom), as well as people with disabilities who need the assistance of an opposite-sex attendant. Single-stall restrooms also more easily meet accessibility regulations set by the Americans with Disabilities Act (ADA). California building codes require at least one female-specific restroom and one male-specific restroom in new buildings. However, additional facilities may be gender free.

Actions

- UCLGBTIA [Resolution](#) in Support of Safe and Accessible Gender Neutral Restrooms (*pdf format)
- The [University of Arizona's Statement on Restroom Access](#) is a model for other campuses.
- UC San Diego successfully approached the AVC of Business Affairs/Facilities to compile a list of restrooms on campus. The AVC inventoried single- and multi-stall facilities, and offered to change signs for single stall rooms, and put identified [list of restrooms on the web](#). The AVC will also propose more single-stall units within future buildings.
- UCLA also has a [list of campus single-stall restrooms on the web](#).
- UC Riverside also has a [list of single-occupancy restrooms on the web](#).
- UC Santa Barbara student group PISSAR (People In Search of Safe & Accessible Restrooms) is a coalition of queer activists and accessibility/disability activists. Members are visiting every restroom on the UCSB campus to learn more about whether they are accessible to people with disabilities, gender free, stocked with tampons, child-care friendly, etc. See the [PISSAR Checklist](#) (*pdf format) or email [PISSAR atpissar_ucsb@yahoo.com](mailto:PISSAR_atpissar_ucsb@yahoo.com)
- Use the documentary video ["Toilet Training"](#) to educate your campus. The video addresses the persistent discrimination, harassment, and violence that people who transgress gender norms face in gender segregated bathrooms. Using the stories of people who have been harassed, arrested or beaten for trying to use bathrooms, Toilet Training focuses on bathroom access in public space, in schools, and at work. Cost is on

a sliding scale, or \$75 for community organizations and student groups or \$195 for institutions.

- On November 12, 2003 the Associated Students of San Diego State University passed Council Bill F03-05 "Resolution in Support of Gender Neutral/Family Restrooms" with acclamation. This resolution will provide for safe restrooms across the campus for transgender students. The first phase of the resolution will be to convert a set of male/female restrooms in SDSU's student Union building, Aztec Center, to be converted into gender neutral facilities. This will include changing the door signs to read Male/Female, placing locks on the doors, and adding diaper changing tables into the restrooms. The first part of the project, paid for by the Associated Students, will cost about \$2400.00. The resolution also states that the location of all designated Gender Neutral Restrooms will be listed in the University's General Catalog in the "Special Programs and Services" section.
- Signage - Avoid any gender definition. Circle & triangle symbols are seen as gender-defining (like stick-man/dress figures). Prefer use of the word "restroom."
- Contacts for Design & Construction service at UCOP: Asst. Director Michael Wester - SoCal Asst. Director Michael Bade - NorCal Facilities Management at UCOP: Director Johnny Torres Campus Architects - Campus Standards are defined locally

Protest the lack of facilities by posting signs declaring restrooms to be "Gender Free."

Intersex

Note: In 2001, "Intersex" was added to the UCLGBTIA name after extensive education on the needs of the intersex community. Lizz Green compiled the information below in 2003.

Intersex Person

Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, hormones, internal sex organs, gonads, and/or genitals differs from one of the two expected patterns. Some of these conditions can include Klinefelter's Syndrome, Androgen Insensitivity Syndrome, ovotestes, hypospadias, or 5 Alpha-Reductase Deficiency.

[Ideas for Allies of the Intersex Community](#)

Websites

Intersex Society of North America: www.isna.org Bodies Like Ours: www.bodieslikeours.org An Introduction to Intersex Activism: www.transfeminism.org/is-intro.html

Readings

- Cohen-Kettenis, Peggy & Pfäfflin, Friedemann. (2003). Transgenderism and Intersexuality in Childhood and Adolescence : Making Choices. Sage Publications.
- Colapinto, John. (2001). As Nature Made Him; The Boy Who Was Raised as a Girl. Perennial Press.
- Dreger, Alice. (1999). Intersex in the Age of Ethics. University Publishing Group.
- Dreger, Alice. (2000). Hermaphrodites and the Medical Invention of Sex. Harvard University Press.
- Eugenides, Jeffery. (2002). Middlesex. Picador. (Fiction)
- Fausto-Sterling, Anne. (2000). Sexing the Body: Gender Politics and the Construction of Sexuality. Basic Books.
- Kessler, Suzanne. (1998). Lessons From the Intersexed. Rutgers University Press.
- O'Keefe, Tracie & Fox, Katrina. (2003). Finding the Real Me; True Tales of Sex and Gender Diversity. Jossey-Bass.

- Preves, Sharon. (2003). *Intersex and Identity: The Contested Self*. Rutgers University Press.
- Zuk, Marelene. (2002). *Sexual Selections: What We Can and Can't Learn about Sex from Animals*. University of California Press.

Films

- Hermaphrodites Speak! (ISNA.org)
- Is It a Boy or Girl; Science of the Sexes (Discovery Channel)
- First Do No Harm: Total Patient Care for Intersex
- Yellow for Hermaphrodites: Mani's Story

Ideas for Allies of the Intersex Community

- **Don't assume you can tell if someone is intersex.** When addressing or speaking about any group of people, speak as though someone in the room might be TG or IS because, well, they might be!!!
- **Do not tolerate anti-intersex remarks or humor in public spaces.**
- **Report all anti-intersex harassment to the proper authorities.**
- **Display positive materials for intersex persons.** If possible, display relevant posters or flyers.
- **Respect the confidentiality** of anyone who comes out to you as intersex. If your sense is that the person is "out" to everyone, ask just to be sure. ("Is there anyone with whom you prefer I not share this information?")
- **Deal with feelings first.** If a person is coming out or dealing with painful experiences, you can help tremendously just by listening.
- **Know your own limits.** When you have reached the limits of your knowledge or patience, refer the person to an appropriate resource.
- **Use the pronouns of the gender they feel themselves to be.** For instance, if a person says that she identifies as female, use "she"/"her" – regardless of what kind of body that person may have been born into. If you are not sure which pronouns a person prefers, ask, "Which pronouns would you like me to use / do you prefer?" This is sign of respect and support.
- **Do your best to be respectful and call the person by the name they request.** Although it can be hard to refer to a person by a new name, a gender questioning person will usually notice and appreciate your concerted effort to respect their wishes.

- An intersex person may have undergone painful surgeries without their consent that can have permanent effects on their life (e.g. reduced or absent sexual function, increased susceptibility to infections, etc). This non-consensual violation of bodily integrity can have lasting emotional effects as well. Realize that because of these possibilities, **an intersex person may not want to hear that infant genital surgeries are “for the best” or “necessary,”** since those judgments may ignore values that they hold dear.
- **Be wary of assuming that a common genital conformation is better than an unusual one.** Many intersex persons who have escaped non-consensual genital surgery (and, for that matter, many transgender persons who have altered the appearance of their genitals in an uncommon way) express satisfaction and even delight with their unusual bodies. The message behind genital surgeries is that there is something freakish and unacceptable about uncommon genital conformations, such that the person who has or had those genitals must be a “freak”. Such a message conveys extreme disrespect and can severely damage a person’s self-esteem.
- **If your family bears or adopts an intersex child, get all the facts before making a decision about whether or not to choose to assign a gender to your child hormonally and/ surgically.** Your doctors may strongly pressure you to submit your child to such treatments. Remember that the vast majority of intersex conditions pose no health threat to the child.
- **The Intersex Society of North America recommends assigning a gender socially but not medically until the child is of an age to declare his or her gender for him- or herself.** In other words, give the child a gender-appropriate (or unisex) name. Stick to one set of pronouns. Advocate for your child in his or her school and insist on respectful treatment. Then, as your child matures, be open to the possibility that your guess as to his or her preferred gender expression may have been wrong; perhaps the child you raised as a boy will come to feel that she’d rather live as a girl/woman. Also be open to the possibility that your child will prefer a complicated and/or non-dichotomous gender expression. More than anything, love your child for who they are.
- Historically speaking, intersex people have usually been targets of violence. This tradition continues today and is often based on the idea that gender is a rigid, bi-polar category that cannot be violated. A small

but useful way to help change this is to **examine your own ideas of gender stereotypes and challenge those around you to do the same.**

- **If someone assumes that you are intersex just because you are an IS ally, don't rush to deny it.** You might try to determine why someone is asking. If you feel a strong urge to deny it, examine that discomfort and the reasons behind it.
- Remember: above all, **intersex people are individual human beings who deserve respect and understanding.**

Financial Aid

Overview

LGBT students who lose parental financial support after "coming out" may need to establish independent status in order to receive additional financial aid. Each UC campus financial aid office has a student appeal process for adverse extenuating circumstances. Documentation requirements of the estrangement and extenuating circumstances are campus specific, but generally required are letters of support from a third party such as a social worker, clergy member, high school counselor, therapist, etc. Directors of LGBT Resource Centers may provide this documentation. Additionally, the student must demonstrate how she/he has been supporting her/himself since the estrangement. Based upon a review of the appeal and documentation, the aid administrator may exercise "professional judgment" to declare the student independent.

Financial Aid & Independent Status

For purposes of federal financial aid an applicant is not considered independent unless she/he can answer "yes" to any of the following questions on the 2001-2002 FAFSA (Free Application for Federal Student Aid): 1. Were you born before January 1, 1978? (i.e., student must be 24 years old) 2. Will you be working on a master's or doctorate program? 3. As of today, are you married? (federal definition of marriage, does not include domestic partners) **UC does recognize California domestic partners and now provides equitable aid packages** 4. Do you have children who receive more than half of their support from you? 5. Do you have dependents (other than your children or spouse) who live with you and who receive more than half of their support from you, now and through June 30, 2002? 6. Are you an orphan or ward of the court or were you a ward of the court until age 18? 7. Are you a veteran of the U.S. Armed Forces?

If an applicant answers "no" to all of the above questions, then she/he must provide parental income and asset information along with a parental signature on the FAFSA. Campus financial aid offices may require additional supporting documentation, such as the parental tax return. This is problematic for queer students estranged from their parents, but is federal law and not under UC control. However, students may appeal at the UC campus level to be declared independent based upon "adverse extenuating circumstances."

The original question brought to UCLGBTIA was about the ability to treat a

domestic partner relationship equal to marriage. The problem is one of federal law, so it appears the appeal process is inevitable at this time. A student wishing to be declared independent due to a domestic partnership will need to provide income and asset information for her/his domestic partner for consideration in the student's financial aid calculation. The student will also need to prove that a domicile is shared and that the couple are legally registered domestic partners.

Campus Climate

Overview

UC campuses strive to prevent hate and bias and respond to hate crimes and incidents. Campus climate research evaluates perceptions of the climate for LGBT people and allies.

Related links:

- UC Berkeley - [established a Chancellor's Task Force on Hate and Bias \(2003\)](#)
- UC Los Angeles - [Online Report Form](#)
- UC Santa Cruz - [Hate/Bias Peer Response Team](#)
- UC Riverside - [Stop Hate @ UCR](#)

Suicide Awareness & Education

Overview

According to the [official report of the UC Student Mental Health Committee](#), LGBT students are a higher risk population for mental health concerns. The report recommends restoring staffing levels in LGBT Resource Centers. Students of color, graduate students, and international students are also vulnerable populations. Below are excerpts from the September 2006 Report:

Risk Student Populations

Lesbian, gay, bisexual, transgender (LGBT) and racially and ethnically underrepresented students, who can feel alienated from general campus populations, are other examples of at-risk groups.

Tier 2: Targeted Interventions for Vulnerable Groups

3) Restore staffing levels in offices particularly impacted by student mental health interventions and who service more vulnerable populations (e.g., Office of Student Life; Student Judicial Affairs; Educational Opportunity Program; Ombuds; International Students; Lesbian, Gay, Bisexual and Transgender Center; Retention/Learning Center; and Cross-Cultural Centers).

[The Trevor Project](#) launched a web and print campaign "I'm Glad I Failed." Visit their web site to download web banners and high-quality print PDFs. Some examples are below.

LGBT Theme Housing & Gender Inclusive Housing

Overview

LGBT Theme Housing on UC campuses provides intentional living communities supportive of student residents around LGBT and Allies issues and lives. Several campuses also offer a gender inclusive housing option. In 2005, UC Riverside became the first public university in the U.S. to offer a gender inclusive housing option to every student.

UC Berkeley - [Unity House](#)

The Unity House theme program is unique to UC Berkeley and pioneering in its intentional focus on gender AND sexuality, with academic connections to the Gender and Women's Studies major and LGBT Studies minor. In addition to creating a safe space for students of all identities, Unity House embraces honest dialogue about gender, gender roles, sexuality, and interpersonal relationships as a means toward self-awareness. Unity House offers students a mixed gender roommate option.

UC Davis - [Rainbow House](#)

Rainbow House is a community geared towards students and allies of the Lesbian, Gay, Bisexual, Transgender, Intersex community who are interested in personal growth within a safe and supportive environment. The community will promote understanding about sexual orientation, gender, and other differences to enhance students' leadership skills and multicultural awareness. The community will provide an opportunity for students to make connections with student groups and campus resources, such as the LGBT Resource Center. In addition to the variety of programs and activities, Rainbow House offers a dynamic experience for students wishing to build support and community ties.

UC Irvine - [Open House \(Gender Inclusive Housing\)](#) and [Spectrum House](#)

Open House (Gender-Inclusive Housing) Open House is for those who desire to live in an environment where people are able to express themselves freely in a multitude of ways including identity, sexuality, and gender. Within Open house, there is a gender inclusive housing option that allows same-gender roommates, opposite-gender roommates, or other gender-identity roommate pairings, regardless of physical sex. Collaborative programs

between Student Housing and the Lesbian Gay Bisexual Transgender Resource Center will enhance individual exploration and foster community, knowledge, and personal growth. Established in 2010.

Spectrum House The Spectrum House is a unique community that celebrates and affirm the cultural experiences for LGBTQA students through programming, community development, an increased visibility of LGBT students & issues, and providing a safe space for LGBT students and their allies. Focusing on creating an inclusive and welcoming campus environment for students of all sexual orientations and gender identities, the Spectrum House promotes the understanding about sexual orientation, gender, and other aspects of diversity to enhance students' leadership skills, personal development, and multicultural awareness. Residents who choose to live in the house will be asked to complete Safe Zone training, attend at least one LGBTRC/Spectrum program each quarter, and be an active, positive member of the house. Established in 2010.

UC Merced - Gender Inclusive Housing

Gender inclusive suite accommodations are available to continuing students and if space is available, new transfers as well. The Gender inclusive program brings together individuals as part of a welcoming and inclusive community. Residents applying to participate will have the option of sharing a room and suite that accommodates same-gender, opposite-gender, or other gender-identity room/suitemate pairings, regardless of biological sex. To clarify, gender identities are numerous and include man, woman, transgender, and gender queer among many others. All residents of this community, like everywhere else on campus, are expected to adhere to common standards of civility and respect regarding diverse gender identities/expressions and sexual orientations. Established in 2010.

UC Riverside - [Stonewall Hall and Gender Inclusive Housing Option](#)

Stonewall Hall welcomes students of all gender identities and sexual orientations who wish to join an intentional living community. Stonewall Hall celebrates and affirms the cultural experiences of lesbian, gay, bisexual, transgender, intersex, and questioning students and their allies, while welcoming the diverse and complex identities of every resident. Stonewall Hall works closely with Housing, the LGBT Resource Center, LGBT Studies Minor, and UCR student groups to create a community of respect and a sense

of family for all residents. Stonewall Hall staff-initiated programming reaches out to all residence hall students with cultural, educational, and social programming throughout the year. Established in 2005.

UC San Diego - LGBT Interest Housing & Gender Inclusive Housing Option

LGBT Interest Housing - Earl Warren College Earl Warren College's philosophy is to be inclusive of all people by providing a safe and supportive environment. Therefore in recognizing the unique needs and challenges facing the Lesbian, Gay, Bisexual, Transgender (LGBT) community, we are providing a limited amount of spaces to accommodate our student's needs in an LGBT Interest Housing Program. Residents in this community have indicated a commitment to developing and participating in educational and social opportunities both within their location of residence and campus-wide for the LGBT community and those interested in this community. This program is open to individuals or groups of guaranteed students (no more than 4 or 5 guaranteed students in apartments, depending on the facility). Placement into this community will be done through a preassignment process.

At Earl Warren College, we invite the residents of these communities to partner with our Residence Life staff and RAs to help plan and promote social and educational events such as World AIDS Day, National Coming Out Day, and organizing groups to attend campus-wide events such as Q-Camp, Out and Proud Week, and the Non-Sexist Dances. We also look forward to planning and collaborating with the LGBT Resource Center on new programs and events to educate as well as build community at Earl Warren College and campus-wide.

Gender Inclusive Housing Option (all apartments) Gender Inclusive Housing is available as of February 2011 for continuing groups of undergraduate residents in all seven apartment living areas at UC San Diego. Through extensive work with Housing, all of the Residence Life Offices and Resident Deans, and with the support of the College Deans and Provosts, this exciting opportunity meets the needs of all of our continuing residents, inclusive of all genders, gender identities and expressions. Gender Inclusive Housing, along with our existing LGBT Interest Housing program and our commitment to house transgender students via discussions based on individual and specific needs, provides many opportunities to meet the needs of all UC San Diego continuing residents. What does this mean? It means that for our continuing residents, women, men, and people of all gender

identities and expressions can live together. Living areas with Gender Inclusive Housing: Revelle John Muir Thurgood Marshall Earl Warren Eleanor Roosevelt Sixth Transfer Student Housing: The Village at Torrey Pines

UC Santa Barbara - Rainbow House and Gender Inclusive Housing

Rainbow House Rainbow House is a supportive residential community for lesbian, gay, bisexual, and transgender students (LGBT) and their allies. The Rainbow House is committed to provide a specifically LGBT-friendly atmosphere for students to live and interact. It also serves the general residential population as a safe space for any student to visit when facing challenges in their life regarding their sexual orientation or gender identity/expression, such as roommate problems or coming out issues. Through social programs residents connect with the greater UCSB LGBT community and their allies. Open to 40 students, all class levels. Established in 2004.

Gender Inclusive Housing Although not a Living-Learning Community, Gender-Inclusive Housing is another option open to students. Rooms are located in various locations throughout Manzanita Village and/or San Rafael Residence Halls. The primary purpose for Gender-inclusive Housing is to provide support to students who need or request accommodations due to gender identity/expression. Students who are interested in more information about this option should contact Assignment Services and, as space permits, an appropriate housing assignment will be made. Assignment Services will not ask for more information than is required to meet students' housing needs and disclosed private information will be kept confidential. Established in 2010.

UC Santa Cruz - Gender Inclusive Housing Option & GLBTIQQ and Allies Hall

Gender Inclusive Housing Option (all colleges) This housing option is ideal for students whose gender identification and/or gender expression varies from the standard paradigm, as well as any student sensitive to the concerns of transgender people. Gender Inclusive Housing allows for samegender or other-gender identities to live together regardless of biological sex. Students wishing to live in gender inclusive housing who do not selfselect a roommate on their housing application will be assigned a roommate based on answers provided on the Lifestyle Questionnaire and follow up interviews.

Porter College - GLBTIQQ and Allies Hall (may also include Gender Inclusive Housing option) Students living in the GLBTIQQ (Gay Lesbian Bisexual Transexual Intersex Queer and Questioning) and Allies Hall will have the opportunity to live among other students interested in the examination of gender identity and expression. While exploring the role of gender in society, students in the Gender Study Hall will also be able to reflect upon their own self-identity. This hall may also include Gender Inclusive Housing options. Some examples of past programs in this hall include the following: -- "Transgeneration" - a documentary regarding transgendered college students -- "Growing Up Male and Female" workshop -- Art performance by Bear Bergman, award-winning queer theater artist.

LGBT Academics

Overview

UC Riverside established the first LGBT Minor in California in 1996, with UCLA following suit in 1997. We are unsure when UC Berkeley established their Minor, but the PhD program "[Designated Emphasis in Women, Gender and Sexuality](#)" was established in 1996. UCSB approved an LGBTQ Studies Minor in 2004. UC Davis approved their Sexuality Studies minor in 2005. UC Irvine approved a Queer Studies Minor in 2006.

Minors in the UC System

- [UC Berkeley LGBT Studies Minor](#)
- [UC Davis Sexuality Studies Minor](#)
- [UC Irvine Queer Studies Minor](#)
- [UC Santa Barbara LGBTQ Studies Minor](#)
- [UC Los Angeles Minor & QGrad Annual Conference](#)
- [UC Riverside LGBT Studies Minor](#)

Links and Resources

- [ONE Institute and Archives](#)
- UC Davis Queer Studies Project - includes sample documents, resources
- UCSB LGBT Studies Minor Proposal - *pdf document
- "[New Schools of Thought](#)" (Frontiers Magazine 2001)
- [Annotated Links to LGBT/Queer Studies Resources](#)