

Presidential Policy on Gender Recognition and Lived Name



Policy Overview

- This new presidential policy ensures all individuals are identified by their accurate gender identity and lived or preferred name on university-issued documents and in UC's information systems by providing guidance on the collecting and reporting of gender identity lived name, and sexual orientation.
- Effective November 6, 2020, the systemwide policy must be fully implemented by December 31, 2023.
- The policy applies to all University students, employees, alumni, and affiliates.
- Full Policy & Appendix:
<https://policy.ucop.edu/doc/2700693/GRLN>

Policy Overview

- Gender Recognition
 - Minimum three equally recognized gender options — woman, man and nonbinary
 - Ability to easily change and update for students, employees, alumni and affiliates
 - The University is no longer asking for “sex assigned at birth” or “sex as listed on birth certificate”
 - The policy addresses how to report gender data to health insurers and the federal government and other places where only a female/male binary is used

Policy Overview

- Lived name
 - Lived names can be first name, middle name and/or last name or surname
 - Lived names used whenever possible in the course of university business and education
 - Legal name must be kept confidential and must not be published on documents or displayed in IT Resource systems, unless it is the same as lived name
 - Only use legal name where legally required (generally this is when also using social security number)
 - Ability to easily change and update for students, employees, alumni and affiliates

Policy Overview

- The policy permits the use of lived student names on eligible academic documents which include transcripts, diplomas and dissertation title pages
- Sexual orientation
 - Expands sexual orientation options to include asexual, requires fill in the blank options
- Pronouns
 - The policy guidance states locations may choose to add pronouns fields in information systems
 - Encourages their use in conjunction with all other updates

Checklist for Departments

- Identify forms and systems out of IT scope that need to be updated
- Encourage everyone (including new hires) to take the online Gender Recognition Training.
- Communicate to all students and employees about ability to use lived names and gender.

Once systems are updated...

- Training on interface with new features for gender recognition and lived name
- Ensure everyone knows how to report discrimination and non-compliance with the policy

Additional Best Practices

- As web sites are under revision, revise language to be gender inclusive.
- Revise all policies and procedures for gender inclusive language.
- Consider adding personal pronouns to email signatures and business cards.