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  • Legal name must be kept confidential and must not be published on documents or displayed in IT Resource systems, unless it is the same as lived name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.