

<p><b>Name of Policy:</b> <a href="#">Inclusive gender practices</a></p> <p><b>Policy Number:</b> 3364-12-03</p> <p><b>Approving Officer:</b> President</p> <p><b>Responsible Agent:</b> Vice President for Diversity, Equity and Inclusion</p> <p><b>Scope:</b> All University of Toledo campuses</p>	<p><b>Original effective date:</b> September 26, 2022</p>
<p><b>Key words:</b> Inclusive, gender, Chosen First Name, LGBTQA+</p>	
<p><input checked="" type="checkbox"/> New policy proposal</p>	<p><input type="checkbox"/> Minor/technical revision of existing policy</p>
<p><input type="checkbox"/> Major revision of existing policy</p>	<p><input type="checkbox"/> Reaffirmation of existing policy</p>

(A) Policy Statement

The purpose of the policy is to respect and affirm the identity of all UToledo community members in accordance with our commitment to fostering an environment of inclusivity. Affording students, faculty, and staff the opportunity to identify their Chosen First Name, pronouns, and identity in the LGBTQA+ community affirms that we recognize sexual orientation, gender identity, and gender expression as key aspects of diversity, equity, and inclusion. In addition to validating and affirming personal identities, self-identification allows us to better understand our campus population.

(B) Scope

This policy applies to all faculty, staff, students, student organizations, and third parties (for example, vendors and visitors), and covers conduct that occurs in University



Students, staff, and faculty who choose to self-identify will be offered connection to campus resources to strengthen their sense of belonging. For students, self-identification will be used to track the retention and graduation rates of our LGBTQA + students.

(6) Facilities

Students, faculty, and staff have the right to use facilities that match their gender identity and/or gender expression, including but not limited to: restrooms, locker rooms, and residence halls.

Transgender, gender nonconforming, and non-binary individuals are not expected or required to use gender-neutral restrooms.

(E) The University Policy on Inclusive Gender Practices Review

The University policy on Inclusive Gender Practices will be reviewed annually under the leadership and direction of the Vice President for Diversity, Equity, and Inclusion or their designee.

<p><b>Approved by:</b></p> <p>/s/ Gregory Postel, M.D. President</p> <p>September 26, 2022 Date</p> <p><i>Review/Revision Completed by:</i></p> <p>Vice President for Diversity, Equity and Inclusion, SLT</p>	<p><b>Policies Superseded by this Policy:</b></p> <ul style="list-style-type: none"><li>• <i>None</i></li></ul> <p><b>Initial effective date:</b> September 26, 2022</p> <p><b>Review/revision date:</b></p> <p><b>Next review date:</b> September 26, 2025</p>
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