

**Policy Name:** Transgender Policies  
**Approval Authority:** President  
**Interpreting and Implementing Authority:** Provost  
**Effective:** Fall, 2017  
**Last Revised:** March, 2019  
**Next Review Date:** March, 2023

### **Policy Statement**

During the 2015-16 Academic Year, a committee comprised of trustees, faculty, administrators and staff members was convened by the President. The committee wrote a report that identified best practices with regard to transgender and gender fluid student inclusion and made recommendations for change to our campus and for their integration. The President charged the committee to assess Wesleyan's needs regarding this issue and to recommend policies and practices for inclusion on our campus. In addition, this committee was charged with investigating best practices used at other colleges across the country, to build upon their work and develop a strategy unique to Wesleyan College. As a result of their work, the following policies were implemented.

### **Policy Details**

There are multiple policies that ensure the rights of our transgendered community members. Each relevant policy is listed below.

#### **Statement on Non-Discrimination** (approved Summer, 2014)

Wesleyan College is committed to maintaining a diverse, academically talented, and well-rounded community of learners in an atmosphere of mutual respect and appreciation of differences.

Wesleyan College admits qualified students regardless of race, color, national and ethnic origin, sexual orientation, age, religion, creed, disability, marital status, pregnancy, status with regard to public assistance, veteran status and sex\* to all rights, privileges, programs and activities generally accorded to or made available to students at the college.

Wesleyan College does not discriminate on the basis of race, color, national and ethnic origin, sexual orientation, age, religion, creed, disability, genetic information, marital status, pregnancy, status with regard to public assistance, gender identity, gender expression, sex, veteran status or any other category protected by applicable law in its educational policies, programs, activities and employment.

*(Wesleyan College does not admit men to its baccalaureate programs, in accordance with Title IX.)*

#### **Transgender Admissions Policy**

- Founded in 1836, Wesleyan College is forever first for women's education – striving for excellence, grounded in faith, and engaged in service to the world. Wesleyan offers an education that leads to lifelong intellectual, personal, and professional growth, and our four cornerstones include academics, women, faith, and community. Consistent with our values of respect for diversity among people, religions, and cultures, Wesleyan will consider for admission all applicants who consistently self-identify and live as women. Application materials must support this self-identification, and our admission counselors will help guide prospective students who need assistance with this process.

- This admissions policy reflects the College's commitment to maintaining a diverse, academically talented, and well-rounded community of learners in an atmosphere of mutual respect and appreciation of differences, and it does not affect students who transition during their time at Wesleyan. Once enrolled, any such students may continue their education at Wesleyan with the full support of the College. Should any students who transition during their time at Wesleyan decide that our mission no longer aligns with their needs, the College will work with them to find new homes to complete their educational goals. Until such a request is made, however, Wesleyan's primary goal will be to retain and meet the needs of all of its students as they pursue their degrees.

### **Wesleyan College Gender-specific Language Policy**

As the first women's college in the world, Wesleyan College will maintain its use of women-centered language to reflect both our heritage and our mission.

### **Preferred Name and Name Change**

- **Changing the Name on Official Records at Wesleyan College.** The Registrar's Office is responsible for maintaining a student's official academic records, and as such is the office that controls student name changes at Wesleyan College. All inquiries and requests should be directed to this office. Legal name is defined as the name verified by a birth certificate, marriage certificate, social security card, passport, or court order. Students wishing to change their name on their official academic record from the name under which they were admitted to the College must provide the Registrar with legal documentation reflecting their new legal name.
- Change of name requires (1) presentation of a current Social Security card reflecting the new name and (2) a government-issued photo ID, marriage certificate, divorce decree, or court order reflecting the new name. **Please present the original legal document or a certified (i.e. notarized) copy with the original notary seal to the Registrar's Office. Faxes cannot be accepted. Original documents will be copied for your file and returned to you.**
- International students' names must appear on academic records exactly as they appear on the passport issued by the home country. The U.S. entry visa may not be used as documentation for a name change.
- Each student's diploma and transcript will bear the student's legal name at the point of graduation. If the name has changed since admission to the College, the student must submit a court order or other document indicating a legal change of name to the Registrar no later than February 1<sup>st</sup> prior to graduation in May, or June 1<sup>st</sup> prior to completion in August.
- The commencement program will bear the student's preferred name as indicated in the application for graduation. If the preferred name has changed since submission of the application for graduation, the student must submit a request to change the preferred name to the Registrar no later than April 1<sup>st</sup> prior to graduation in May, or July 1<sup>st</sup> prior to completion in August.

### **Housing and Residence Life**

Students who are biologically female and gender express as female will be assigned to the residence halls following the general procedure. For students who identify as trans-female the following process will be followed:

- Review each transgender student who is eligible or required to live on campus, on a case-by-case basis.
- Determine the best accommodations for the student, which could include providing a private room with a private bathroom.
- Consider a possible exception, for transgender students, to the "on-campus" housing requirement for all traditional students.

Returning students, who identify after admission to the college, will be considered on a case-by-case basis as needed.

### **Athletics**

The Department of Athletics is dedicated to challenging student-athletes to reach their potential through a strong commitment to excellence, teamwork, and service to the community. This dedication instills pride and camaraderie

throughout the Wesleyan community by creating a fun and healthy environment for success. We strive to instill in each student a healthy commitment to her personal well-being and development.

In keeping with our mission to student athletes, we participate in **Women only** sports, and we follow the NCAA Policy on Transgender Student-Athlete Participation.

- Any transgender student-athlete who is **not** taking hormone treatment related to FTM gender transition may participate in sex-separated sports activities in accordance with her assigned birth gender.
- A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing its status to a mixed team. *"Wesleyan College does not have Men or mixed team sports; therefore, FTM students would not have the option to participate in Wesleyan athletics."*
- A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a woman's team without changing it to a mixed team status until completing on calendar year of testosterone suppression treatment. *Trans females who undergo treatment would not be eligible for Wesleyan Athletics.*

### **Responsibilities**

It is the responsibility of each office on campus to ensure that the campus environment is safe and welcoming to all students. In addition to these policies, ongoing education for faculty, staff and students is essential.

### **Interpreting and Implementing Authority**

The Provost Office will oversee the implementation of this policy