

## What's in a name?

Some transgender people will choose a new name as they transition. They may simply ask to be called by their new name or they may legally change their name. In either case, it's deeply offensive to continue using a transgender person's old name when referring to them. Always use a transgender person's chosen name.

UAF students and employees can change their name and gender in official university records in UAOnline.

### To change your name in UAOnline:

- Log in at [uaonline.alaska.edu](http://uaonline.alaska.edu)
- Click on "Personal Information"
- Click on "Chosen/Preferred First Name"

### To change your gender in UAOnline:

- Log in at [uaonline.alaska.edu](http://uaonline.alaska.edu)
- Click on "Personal Information"
- Click on "Update Preferred Gender"

A name change in UAOnline will be reflected on class rosters, a student's PolarExpress card and diploma. It does not affect financial aid. An official name change at UAF requires documentation of legal name change.



## Pronouns aren't preferred, they're required.

Pronouns are a vital reflection of someone's gender identity. You should always use the pronouns someone uses for themselves. Intentionally using the wrong pronouns—or misgendering someone—is harassment.

If you are not sure which pronouns to use, ask the person, "What pronouns do you use?" Or, introduce yourself with your pronouns as a prompt for them to do the same. It's also acceptable to use the singular pronoun "they" to describe someone you don't wish to assign a gender.

**they/them**  
**she/her**  
**he/him**  
**ze/zir**

## Resources

### Nanook Diversity and Action Center

[www.uaf.edu/ndac/](http://www.uaf.edu/ndac/)

The Nanook Diversity and Action Center, located in the Wood Center, promotes social justice on campus.

### Student Health and Counseling Center

[www.uaf.edu/chc/](http://www.uaf.edu/chc/)

Provides medical and counseling services to eligible UAF students, including hormone therapy.

### Center for Student Rights and Responsibilities

[www.uaf.edu/csrr/](http://www.uaf.edu/csrr/)

Advocacy, crisis management, conflict resolution and awareness and prevention programs.

### Gender Pack

<https://www.facebook.com/GenderPack907/>

Local peer-to-peer support group for transgender and genderqueer folks in Interior Alaska.

### Fairbanks PFLAG

[www.fairbankspflag.org](http://www.fairbankspflag.org)

Local chapter of PFLAG which advocates for equality for the LGBTQ community.

### Identity Alaska

[identityalaska.org](http://identityalaska.org)

Mission: to advance Alaska's LGBT community through advocacy, education and connectivity.

### Human Rights Campaign

[www.hrc.org](http://www.hrc.org)

Leading national advocacy organization for the LGBTQ community.

### GLAAD

[www.glaad.org](http://www.glaad.org)

National organization working to promote accurate and positive representation in the media.

### National Center for Transgender Equality

[www.transequality.org](http://www.transequality.org)

Devoted to ending discrimination and violence against transgender people.

### Transgender Law Center

[transgenderlawcenter.org](http://transgenderlawcenter.org)

The Transgender Law Center works to change law, policy and attitudes so all people can live safely, authentically and free from discrimination.

## Fast Facts

1. The trans pride flag has five horizontal stripes, two light blue, two pink and one white in the middle.
2. UAF has gender-inclusive housing options including the Gender Diversity Living Learning Community: [www.uaf.edu/reslife/llc/community.php](http://www.uaf.edu/reslife/llc/community.php)
3. Transgender and gender nonconforming UA students experience sex and gender-based harassment at higher rates than their cisgender peers.
4. The Student Health and Counseling Center and the Resource and Advocacy Center are confidential resources for reporting harassment and discrimination.

## Important Terms

Becoming comfortable with vocabulary and terms related to the LGBTQ+ community can make it easier to have conversations about gender identity and expression.

**Sex:** the classification of a person as male, female or intersex usually based on the appearance of their external anatomy.

**Gender:** the behavioral, cultural, or psychological traits typically associated with a sex.

**Gender identity:** a person's internal, deeply held sense of being male, female, some combination of male or female, or neither male nor female.

**Gender expression:** external manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice and/or body characteristics.

**Transgender:** umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.

**Cisgender:** a term used to describe people whose gender identity corresponds with sex they were assigned at birth.

**Transition:** the complex, deeply personal process by which a person alters their gender expression and/or sex assigned to them at birth to match their gender identity.

**Nonbinary:** is a spectrum of gender identities that are not exclusively masculine or exclusively feminine; identities that are outside the gender binary.

**Gender nonconforming:** gender identities that exist outside of masculine or feminine norms.

**Sexual orientation:** a person's physical, romantic and/or emotional attraction to others.

**Two-spirit:** modern, umbrella term used by some Indigenous North Americans to describe Native people in their communities who fulfill a traditional third-gender ceremonial and social role in their cultures.

## Potty in Peace

If you're occupying the same restroom as another person, regardless of their gender identity:

- Respect their privacy
- Respect their identity
- Carry on with your day
- Protect them from harm



**Fairbanks campus gender inclusive bathroom and restroom list and map available at:**  
[www.uaf.edu/fs/](http://www.uaf.edu/fs/)

## Reporting Gender-Based Discrimination and Harassment

Title IX protects against harassment and discrimination based on sex or gender. Responsible employees who witnesses harassment or discrimination based on gender identity must report the incident to the Department of Equity and Compliance.

Individuals who experience harassment or discrimination may report the incident to the Department of Equity and Compliance. These reports may be made anonymously and all reports are kept private. It's helpful to include as much information as possible in reports to ensure a thorough response. Even if you don't report names, reporting an office, department or area of campus can help identify issues and trends.

**Report online at:** [www.uaf.edu/titleix/](http://www.uaf.edu/titleix/)



UAF is an AA/EO employer and educational institution and prohibits illegal discrimination against any individual:  
[www.alaska.edu/nondiscrimination/](http://www.alaska.edu/nondiscrimination/). 10/2020.

## Gender Diverse UAF:

**Understanding and supporting transgender, non-binary and gender nonconforming individuals.**



We embrace and grow a culture of respect, inclusion, diversity and caring at UAF. It's important that we ensure that we cultivate a safe and welcoming community for individuals of all genders.

All members of the UAF community are entitled to learn, live and work in an environment free from discrimination and harassment.



**Department of Equity and Compliance**

<https://www.uaf.edu/equity/>

[uaf-deo@alaska.edu](mailto:uaf-deo@alaska.edu)

907-474-7300