

Practices for Supporting Transgender Students

Highland Community College

Highland Community College Policy of Non-Discrimination

Highland Community College is committed to a policy of nondiscrimination on the basis of race, sex, color, national origin, religion, age, and disability in admissions, educational programs or activities, and employment; all as required by applicable laws and regulations under the Title VI Civil Rights Act of 1964, the Title IX Regulations of 1972, Section 504 of the Social Rehabilitation Act of 1973, and the Americans with Disability Act of 1990. Responsibility for coordination of compliance and receipt of inquiries has been delegated to the Vice President for Student Affairs, Highland Community College, 606 West Main, Highland, KS, 785-442-6020, vpstudentservices@highlandcc.edu.

Compliance with Title IX

Title IX requires that institutions not exclude, separate, deny benefits to, or otherwise treat differently on the basis of sex any person in its educational programs or activities. The Highland Community College Equity Grievance Policy affirms this requirement of nondiscrimination based on sex. The College will treat a student's gender identity as the student's sex whether this is different from or the same as the person's sex assigned at birth. When a student notifies the college that his/her gender identity is different from previous representations or records, Highland Community College will treat the student consistent with the student's gender identity.

Safe Learning Environment

Highland Community College is committed to maintaining a positive and safe learning environment for all students, including transgender students. All members of the Highland community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Sex-based harassment violates the dignity of individuals and will not be tolerated by the College (see HCC Equity Grievance Policy). Transgender students should contact the Vice President for Student Affairs if they are experiencing harassment.

Privacy and Educational Records

When a student notifies an instructor or staff member that his/her gender identity is different than his/her educational records or identification documents indicates, the student should be referred to the Registrar. Upon request the Registrar will make necessary changes on the student's record to reflect the gender identity and name used by the student even if the gender or name have not legally been changed. Faculty and staff should use names and pronouns consistent with a transgender student's gender identity. The college will retain the legal name in the student record and will only use it in state or federal reporting where the legal name is required.

Protecting transgender students' privacy is critical. Nonconsensual disclosure of a student's birth name or sex could invade a transgender student's privacy or violate the Family Educational Rights and Privacy Act (FERPA). The Registrar will determine which school personnel (if any) have a legitimate educational interest in knowing the student is transgender (See Highland FERPA Policy). Directory information at Highland does not include gender, but transgender students should be reminded that any student can request that Highland not disclose directory information.

Sex-Segregated Activities and Facilities

Title IX allows institutions to provide sex-segregated restrooms, locker rooms, housing, and athletic teams. Generally transgender students at Highland Community College will be allowed to participate in these activities and use facilities consistent with their gender identity.

- **Athletics**
Highland Community College supports the participation of transgender athletes who meet the eligibility criteria of the NJCAA. Transgender athletes should meet with the Highland Athletic Director to determine if they can participate in their gender identity sport based on NJCAA rules.
- **Restrooms/Locker Rooms**
Students will have access to sex-segregated facilities that correspond to their gender identity. Transgender students will not be required to use a nonintegrated space unless requested by the individual student.
- **On Campus Housing**
Highland provides transgender students housing that is consistent with their gender identity. The college cannot require a transgender student to live in single-occupancy accommodations but may provide a single occupancy room if the student requests it. As with all students, the Director of Student Life will assist transgender students in finding a roommate or accommodating housing preferences.

Questions or Concerns

Questions about the Highland Community College practices to support transgender students should be directed to the Vice President for Student Affairs.