

POLICY

Policy Name: Transgender Discrimination
Policy Category & Number: S14
Person Responsible: Campus Safety & Security Officer
Approved by: Dean
Effective Date: October 16, 2020
Version:1.0
Policy Status: Approved

- I. Policy:
Transgender Discrimination

- II. Purpose:
In accordance with Title IX of the Education Amendments of 1972, any school that receives federal money may not discriminate based on a student's sex, including their gender identity, to include transgender students.

- III. Scope:
This policy applies to the entire SOMI community: faculty, staff, students, and visitors.

- IV. Policy Details:
SOMI Gender Based Identification:
 - A. The School is committed to treating and identifying the student in line with their gender identity.
 - B. The School will not require students to produce information regarding a medical diagnosis or medical treatment.
 - C. The School will not require students to produce a birth certificate or any other identification to determine how the School will interact with the student based on their gender identity.
 - D. The School is committed to treating all students, staff, and faculty consistent with their gender identity, even if their legal records or identification documents indicate a different gender.
 - E. The School will allow students to participate in sex-segregated activities and access sex segregated facilities consistent with their gender identity.

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- F. The School is committed to providing safe and accessible campus restrooms. All restrooms are in compliance with accessibility regulations in accordance with the Americans with Disabilities Act (ADA). Further, all restrooms on campus are designated gender inclusive, thus allowing individuals to utilize the restroom that corresponds with one's gender identity and expression.

Gender Based Discrimination and Harassment:

- A. The School is committed to providing all students, faculty, and staff with a learning and work environment that is free of discrimination based on gender, including gender identity to include actual or perceived gender identity, transgender status, or gender transition.
- B. The School will respond promptly and effectively to sex-based discrimination and/or harassment of all students, staff, and faculty, including discrimination and/or harassment based on a student's actual or perceived gender identity, transgender status, or gender transition.
- C. All claims of gender based discrimination and/or harassment will be fully addressed and investigated in accordance with the School's established policies and the guidelines and regulations set forth by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 and Title IX of the Education Amendments of 1972. Crime Statistics Act of 1990 and Title IX of the Education Amendments of 1972.

Reporting Responsibility:

Any violation of this policy should be immediately reported to the School's Safety Coordinator or a School administration member. All violations and complaints will be fully investigated under guidelines that have been established by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 and Title IX of the Education Amendments of 1972.

- V. Definitions:
None

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VI. Attachments:

None

VII. Related Policies:

None

VIII. Disclaimers:

- a. Nothing in this policy creates a contractual relationship between Bon Secours St. Mary's Hospital School of Medical Imaging (SOMI) and any party. SOMI, in its sole discretions, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

IX. Version Control:

Version	Date	Description	Prepared by
1.0	10-16-2020	Revisions and new template	Safety & Security Officer