

The Trans and/or Gender Nonconforming Student Guide to Indiana University Bloomington

(Revised July 2020)

Introduction

For years, there has been a growing need for a guide to help IU's transgender and/or gender nonconforming students navigate the university's many policies, procedures, and resources. In the spring of 2014, IU's GLBT Student Support Center, now LGBTQ+ Culture Center, Office Director, Doug Bauder, backed a project to gather and condense everything a trans and/or gender nonconforming student might need to know about IU. The following is information about the guide's author, a few notes about the language used in the guide, and then the guide itself.

The Language Used

Language is an immensely powerful tool. With that said, the language used in this guide was carefully selected in order to include and respect as many identities as possible. The goal of using language such as "trans and/or gender nonconforming" is to acknowledge people who identify anywhere on the vast spectrums of gender and sex, and all of their marvelous combinations and intersectionalities. This phrasing was also meant to include those who do not identify as having a gender, those who identify as having a fluid gender, those who identify as having multiple genders, and any combination therein. Using the phrase "and/or" in "trans and/or gender nonconforming" is meant to acknowledge and include people who identify under the diverse umbrella term of trans and identify as gender nonconforming as well those who identify as gender nonconforming, but not trans and vice versa.

However, it should be noted that this guide was written for everyone that might benefit from its existence. If the guide's use of language left anyone feeling excluded or uncomfortable, the authors extend their sincerest apologies. If anyone has any suggestions as to how this guide's language might be improved to be more inclusive, please feel free to contact IU's LGBTQ+ Culture Center at glbtserv@indiana.edu.

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Campus Climate

The Student Population

Unlike other student demographic statistics, IU does not collect or publish any records about the trans and/or gender nonconforming student population.

IU's Diversity Statement

Approved by the Bloomington Faculty Council: January 17, 2017

Diversity is a central component of our academic mission at Indiana University Bloomington; our teaching, learning, scholarship, research, and creativity are immeasurably enriched by students, faculty, and staff with diverse experiences. We at Indiana University Bloomington understand diversity as the experiences, values, practices, and worldviews stemming from varied cultures and circumstances (including, but not limited to, those from historically underrepresented groups). Furthermore, in our educational mission to enrich understandings of community, citizenship, nationhood, and global relationships, we also believe it is important to recognize and remedy historic imbalances in allocation of resources to teaching, research, service, and campus culture. In doing so, we strive to teach our students to value the inclusion of people from groups that experience discrimination and underrepresentation and, ultimately, to respect, explore, and celebrate differences. This endeavor prepares our students to participate in national and global communities that require them to embrace and understand differences in order to foster fruitful relationships. Indiana University Bloomington's educational mission and its status as an international institution mandate the centrality of diversity to our campus.

To retain its leadership role within the educational community, our campus must do more than merely promote policies of nondiscrimination as articulated in the Equal Opportunity/ Affirmative Action Policy of Indiana University. We must include all who comprise our university community and foster a campus climate in which diverse influences are respected and valued. Consequently, Indiana University Bloomington prohibits discrimination based on arbitrary consideration of such characteristics as age, citizenship, color, disability, ethnicity, familial obligations, gender identity, gender expression, marital status, national origin or ancestry, race, religion, sex, sexual orientation, socio-economic background, or veteran status. This campus is to remain a place of tolerance and respect for all, where diversity of opinions are civilly debated. Our pledge to diversity is an indispensable principle—

vital to our goal of an inclusive campus community and governing all students, personnel, and arenas of campus engagement in pursuit of Indiana University Bloomington's teaching, research, and service missions. This commitment to diversity extends beyond a set of ideas or nondiscrimination policies; we actively strive to promote diversity, expand access, create a safe and supportive environment, and foster a community that embraces and celebrates all groups.

Link-

<http://www.indiana.edu/~bfc/resolutions-statements/diversity.html>

IU's Residential Programs and Services Statement on Diversity

The Division of Residential Programs & Services is professionally and personally committed to celebrating the rich diversity of people who live in, work in, or visit our residence halls and apartment housing communities. We believe that our living environment must foster freedom of thought and opinion in the spirit of mutual respect. All of our programs, activities, and interactions are enriched by accepting each other as we are and by celebrating our uniqueness, as well as our commonality.

The diversity of our communities takes many forms. It includes differences related to race, culture, geography, ethnicity, national origin, gender, gender identity and expression, genetic information, sexual orientation, religion, age, ability, socio-economic background, education, job role and function, and veteran and military status. We believe that any attempt to oppress any individual or group is a threat to everyone in the community. We are guided by the principle that celebrating diversity enriches and empowers the lives of all people.

Therefore, everyone who chooses to live in, work in, or visit our communities must understand that we will not tolerate any form of bigotry, harassment, intimidation, threat, or abuse, whether verbal or written, physical or psychological, direct or implied. Alcohol or substance abuse, ignorance, life experiences, anger, or, "it was just a joke", will not be accepted as an excuse. We will respond to such behavior in an appropriate manner, recognizing that education is our most powerful tool.

Our communities are rich, alive, dynamic, and inclusive environments designed to enable all individuals to stretch and grow to their full potential. Only by challenging our assumptions through exploring and understanding our diversities can we create an environment where innovation, individuality, and creativity are maintained. We pledge ourselves to this end.

Link- <http://www.rps.indiana.edu/aboutrps.cfm?page=diversity>

Housing

Applying for Housing

When filling out the Housing Application, students are prompted to select one of three options for gender identity. The options include male, female, and transgender. Trans and/or gender nonconforming students are encouraged to select the transgender option if they feel comfortable doing so.

If a student selects the transgender option and submits the application, a pop up comes up on the screen. The pop up states that an individual from IU will be in contact with the student in order to find out the student's preferred housing options. That Housing application is then forwarded to Barry Magee, the Assistant Director for Diversity Education, who will then contact the student via email.

After a few email exchanges, and if possible, Barry Magee will call the student and ask a few questions. These questions include, but are not limited to, asking if the trans and/or gender nonconforming student would be comfortable having a roommate, sharing a public bathroom, etc. Barry Magee will also ask if the student is consistently read as the gender or sex they identify with, or in other words, if the student is "passing." There is absolutely **no** physical requirement for a trans and/or gender nonconforming student to be housed where they feel the most comfortable. Barry Magee inquires about the "passing" status of a student simply to make sure the student puts a significant amount of thought into their housing selection and the way they might be received by fellow residents.

In the event that a student does not feel comfortable selecting the transgender option on the Housing Application, the student is encouraged to contact Barry Magee at 812-855-1764 or housing@indiana.edu. Barry will then work directly with the student and the assignment office to find an appropriate space.

Housing Options

Trans and/or gender nonconforming students can be placed in any of IU's residential communities. However, it is possible that not every residence hall will contain the amenities and qualities that will match a trans and/or gender nonconforming person's requirements. In the very unlikely event that a trans and/or gender nonconforming student does not find it possible to live on campus due to their gender identity-related specifications, Barry Magee will request an exemption to be made for the student. The student will then work with Barry Magee to find suitable off campus housing.

Spectrum Thematic Community

Indiana University recently created its first gender identity and sexual orientation focused thematic community. A link to more information about Spectrum can be found here: <http://www.rps.indiana.edu/spectrumtc.cfml> and more information about this community can be found by emailing rpsais@indiana.edu.

New Student Orientation

The Office of First Year Experience uses the same information a student provides about themselves for housing for the orientation process. The student's Preferred Name will be utilized throughout the entire orientation process. Should you have any concerns about the orientation process, please feel free to reach out to the Office of First Year Experience via email at fye@indiana.edu or via phone at (812) 855-4357

Preferred Name

Indiana University's Bloomington campus utilizes both Preferred Name and Primary Name fields for students and employees. A student's Primary Name is essentially the student's legal name and a student's Preferred Name is the name the student prefers, or requires, to be used. Even if a student has not legally changed their name, that student can have their Preferred Name reflected in many campus databases and on their Indiana University Identification Card.

In order to create/change your preferred name, follow the directions listed on the Student Central website here: <https://studentcentral.indiana.edu/personal-information/update-information/change-name.html>

For further information log in at <https://kb.iu.edu/d/bfeo>

If you wish to have your Preferred Name and preferred pronouns utilized when you visit the IU Health Center, below is a link that will guide you through the very brief process to do so.

<https://healthcenter.indiana.edu/about/diversity-inclusion/lgbtq-care/name-pronoun-form.html>

Medical Resources

The IU Health Center

In addition to the IU Health Center administering Trans and/or Gender Nonconforming sensitivity training to employees and creating a Preferred Name and preferred pronoun system for Trans and/or Gender Nonconforming students, the IU Health Center also provides medical resources for Trans and/or Gender Nonconforming students. The IU Health Center's pharmacy fills prescriptions for hormone therapy (including estrogen, testosterone, and needles) and has agreed to take over medicinal monitoring and yearly check ups for Trans and/or Gender Nonconforming patient needs. The IU Health Center also provides two free counseling sessions per semester for all students.

LGBTQ+ Culture Center

LGBTQ+ Culture Center provides free, unlimited counseling sessions for LGBTQ+ students. Historically, these free counseling sessions have fulfilled the WPATH standards for Trans and/or Gender Nonconforming students' to receive a letter with which to access an appointment with an endocrinologist to pursue Hormone Replacement Therapy (HRT). The intern, a second-year Masters Student in the Counseling & Counselor Education program, is supervised by a licensed counselor. You may contact the counseling intern confidentially at glbt coun@indiana.edu or call 812-855-0916.

Incidents Teams

Should you experience harassment of any kind on the campus or the larger community, please report this to the Incidents Team at incident@indiana.edu and a staff or faculty member of the Incident Team will be in conversation with you to consider options for responding to the incident. Log in at studentaffairs.iub.edu/incident. Email incident@indiana.edu. IU Mobile App (m.iu.edu). Or call the Dean of Students Office (812-855-8188) for more information.

Residence Halls

Additionally, all students that live in the residence halls and utilize needles to take medications are encouraged to request sharps boxes at their center desk or their dorm custodial staff. Sharps boxes will be provided at the students' request.

Legal Resources

Student Legal Services provides free legal assistance and representation by law students from the Maurer School of Law to all IU students who pay the student activities fee. Although Student Legal Services cannot be used in a dispute between two IU students or a student and an IU employee. Student Legal Services is able to assist Trans and/or Gender Nonconforming students through the legal process of transitioning. Student Legal Services are able to walk students through the process of a legal name change and/or having a student's gender marker changed. SLS also handles disputes including cases where students feel they have encountered housing discrimination.

Financial Resources

The IU GLBT Alumni Association provides two different types of scholarships for GLBT and Allied IU Students. One of the scholarships is an academic scholarship and provides up to \$1,000 a semester for two semesters. The other scholarship is an emergency scholarship that can be awarded to a student who loses financial backing of their education due to being out about their sexual orientation and/or gender identity. The maximum award for the emergency scholarship is up to \$1,500 and no more than \$3,000 can be awarded to the same student.

Athletics

NCAA

NCAA policies regarding transgender athletes must be utilized by all NCAA IU sports. A breakdown of the NCAA policies about transgender athletes can be found at the link below. Essentially, trans men are able to play on men's teams after obtaining a gender dysphoria diagnosis and have begun taking testosterone. Trans women are only allowed to play on a women's team after being on testosterone blockers for at least a year.

NCAA Transgender Handbook Link:

https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf

IU Intramural Athletics

Indiana University Recreational Sports states allows trans and/or gender nonconforming students to participate on whichever team that reflects their gender identity. In the Recreational Sports' most recent Intramural Sports Participant Handbook, their policy states that, "Individuals are permitted to participate in Intramural Sports events in accordance with declared public gender identity," and that, "Individuals will create an IM Leagues Account in accordance with declared public gender identity." Any further questions about what constitutes declared public gender identity can be directed to Indiana University Recreational Sports at 812-855-SRSC (7772) or recsport@indiana.edu.

IU Groups and Clubs

A complete list of current student groups can be found online at <https://lgbtq.indiana.edu/resources/student-groups.html>

Gender Warriors

Gender Warriors is a group for Trans and non-binary folks. Everyone from the gender spectrum may join. Confidential and private. Email iubgwarrior@gmail.com for more details.

GloBaL TAlks

Discuss issues of sexual orientation and gender identity with international and US students in a confidential, supportive group. Contact dbauder@indiana.edu for more information.

Outlaw

Outlaw is the alliance of students at Maurer School of Law working to protect against discrimination based on sexual orientation or gender. Contact glbtserv@indiana.edu for further information.

Out at Kelley

The LGBT organization at the Kelley School of Business at IUB. They emphasize community involvement, business trips, and networking opportunities. Email oak@indiana.edu for more details.

Local Laws

Bloomington, Indiana

Gender Identity has been a protected identity in Bloomington since 2006. This means that along with identities such as race, religion, sex, ability, and sexual orientation, a person cannot be discriminated against due to their gender identity. This is regardless of whether or not the person's gender identity differs from the sex they were assigned at birth and/or differs from "traditional" gender stereotypes. For more information about this local ordinance, please see the link below. Specific details on the ordinance is in section 2.21.010 et seq of the Bloomington Municipal Code (found on the left side bar entitled Law Department). Section 2.21.030 numbered section 26 goes into further detail on the ordinance's definition of gender identity.

<https://bloomington.in.gov/code/>

Monroe County, Indiana

Gender Identity is also a protected identity within Monroe County, and covers entities in the county outside of any incorporated area (Bloomington Ellettsville's etc.). Gender identity according to the Monroe County Human Rights Ordinances "means a gender-related identity, appearance, expression, or behavior of an individual, regardless of the individual's assigned sex at birth". Please see the link below for specific details on the ordinances.

http://www.co.monroe.in.us/TSD/DesktopModules/Bring2mind/DMX/Download.aspx?TabID=140&Command=Core_Download&EntryId=26286&PortalId=0&TabId=140

Indiana Medical Resources

Below are links to documents and websites with a list of trans and/or gender nonconforming knowledgeable medical practitioners, organizations, and resources. However, these link may not be the most up to date so please use it with a grain of salt.

- <http://indianatransgendernetwork.com/>
 - Resource website for multiple agencies, and resources in Indiana
 - A provider “map” tool

- [http://www.pridelafayette.org/wpcontent/uploads/2013/10/Medical Practitioners v2.pdf](http://www.pridelafayette.org/wpcontent/uploads/2013/10/Medical_Practitioners_v2.pdf)
 - Trans and/or Gender Nonconforming knowledgeable medical practitioners

- <http://www.eskenazihealth.edu/health-services/transgender-care>
 - Indianapolis primary care and specialty services for adult transgender patients

- <http://gendernexus.org/>
 - Indianapolis agency offering Counseling/Therapy, Medical Advocacy, and Support Groups

Other Resources

<p>Labs – Bloomington IU Health Bloomington Hospital (\$ to \$\$\$)</p> <ul style="list-style-type: none"> • Rogers & 2nd Street – (812)-353-5252 • computer system still has birth names • takes insurance, cost depends on coverage (uninsured = \$500 to \$1500) <p>IU Health Center (\$)</p> <ul style="list-style-type: none"> • IU-Bton students only • 10th & Jordan – (812)-855-4011 • system has birth and preferred names • cost depends on health fee (\$40 to \$60) 	<p>Legal Help</p> <p>Indiana Legal Services (125-200% poverty line) Btown: (812)-339-7668 Trans-specific legal help – Kate Wood Indy: (317)-631-9410 LGBT Low-Income Legal Project Director – Theo Ciccarelli Cornetta</p> <p>Student Legal Services (IU-Bton students only) https://getlegal.indiana.edu/schedule-appointment.php & (812)-855-7867</p> <p>District 10 Pro Bono (125% of poverty line) (812)-339-3610</p> <p>Disability Law Clinic (Social Security and VA) (812)-855-9229</p> <p>Protective Order Project (812)-855-4800</p>
<p>Lifelines</p> <p>Trans Lifeline – (877)-565-8860</p> <p>Trevor Project – (866)-488-7386 (for youths 24 and under)</p> <p>National Suicide Prevention Lifeline – (800)-273-8255</p>	<p>Harm Reduction – Bloomington</p> <p>Indiana Recovery Alliance Office – 118 S. Rogers, Suite 2 Hours – Sat/Sun & Tues/Thurs 5-7 ; Wed 12-2</p> <p>Services</p> <ul style="list-style-type: none"> • needle exchange (free needles) • safe sex supplies • Naloxone or Narcan • HIV and HCV testing
<p>TAP – Trans Assistance Project https://www.transassistance.org/request-assistance/</p> <p>Support for:</p> <ul style="list-style-type: none"> • undocumented individuals • incarcerated individuals • identity document changes • medicine and health care <p>medical advocacy and care coordination</p>	<p>Speech Therapy</p> <p>Bloomington: Julia Rademacher – julwood@indiana.edu</p> <p>West Lafayette: Barbara Solomon – bsolomon@purdue.edu</p>

Trans Clothing Drives Across Town
Rhino's Youth Center – (812)-333-3430
rhinosdirector@harmonyschool.org

The Backdoor: A Queer Bar
backdoorbloomington.com/contact.html

Internet Clothing Swaps:
Mix of masc and femme clothes –
<http://trans-friendly-clothing-swap.tumblr.com/>

Mostly masc clothes –
<http://transclothesexchange.tumblr.com/>

Safe Restrooms Tool:

<http://www.refugerestrooms.org/about>



If more information should be added to this resource guide, please email lgbtcp@gmail.com, and we will add the info!

About the Authors



Ethan Jackson graduated from Indiana University with a degree in Legal Studies from the Kelley School of Business and a minor in Gender Studies. In addition to having worked with GLBT Student Support Services (now LGBTQ+ Culture Center), Ethan worked for IU's Residential Programs and Services as a Resident Assistant and Housing Assistant.

Ethan's goal is to work with universities to create safe and friendly environments for trans and/or gender nonconforming students and employees. When not smashing the gender binary system, Ethan enjoys attending punk rock concerts and cheering on the local roller derby team. Ethan now works at Naropa University as the Coordinator of Residence Life and Student Housing.



Ashe is a nonbinary law student in their third year. Since coming to Bloomington as an undergraduate, Ashe has spent countless hours addressing LGBTQ-specific issues in the local community. They are passionate about radically altering the mainstream, neoliberal discourse on marginalization that stigmatizes individuals and ignores structural inequities. They hope that their work will contribute to uprooting toxic systems that spin folks impacted by multiple vectors of oppression in endless cycles of diminished life chances.

This year, Ashe is the 3L director of the LGBT Project and has organized the following projects and events for the year: a Southern Indiana LGBT-friendly lawyers list; two policy papers, one on nonbinary gender markers, and the other on the importance of sealing the court record in all name and gender cases; and presentations to the community on legal issues impacting LGBTQ+ folks.