

**Resolution:****Support for Transgender, Gender-Nonconforming, and Intersex Students**

(Barkdull/Gastis; November 6, 2018)

Whereas, Laney College does not discriminate on the basis of age, race, color, gender identity, sexual orientation, national origin, or disability;

Whereas, Section 66270 of the California Education Code states that “[n]o person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any characteristic listed or defined in Section 11135 of the Government Code or any other characteristic that is contained in the prohibition of hate crimes set forth in subdivision (a) of Section 422.6 of the Penal Code in any program or activity conducted by any postsecondary educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid”;

Whereas, gender cannot be narrowly defined as a biological, immutable condition determined by genitalia at birth;

Whereas, many transgender, gender-nonconforming, and intersex students come to Laney College to claim an education and pursue their dreams;

Whereas, faculty at Laney College work to support, empower, and uplift all students through education;

Resolved, That the Laney College Faculty will continue to provide a welcoming and supportive environment for all students regardless of gender, gender identity, and gender expression;

Resolved, That the Laney College faculty will further this atmosphere of support by including in our syllabuses a preferred pronoun and name statement¹ using gender neutral pronouns, whenever possible, when referring to students, and by making a concerted effort to address students by their preferred pronouns and names;

¹ A sample of such a statement is: “Preferred Name/Pronoun: I will gladly honor your request to address you by an alternate name or gender pronoun. Please advise me of this preference early in the semester so that I may make appropriate changes to my records.”

Resolved, That the Laney College faculty has zero tolerance for the use of transphobic rhetoric and will oppose policies that endanger the health and safety of the transgender community at Laney College; and

Resolved, That the Laney College Faculty Senate request that the College Council work to officiate this practice, integrating it into our faculty handbook and orientations.