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A. Background & Purpose

Dalhousie University is committed to providing a safe and respectful environment, free of discrimination and harassment. This Policy actively works to help support Dalhousie faculty, staff and students in expressing and affirming their gender identity. Accordingly, all members of the University community have a shared responsibility to create a living, learning, and working environment where Two Spirit, transgender, gender non-conforming, and all gender v Ŷ ŷ] я

This Policy is not intended to override the University's Statement on Prohibited Discrimination, the Accommodation Policy for Employees, or the Student Accommodation Policy. This Policy is meant to be interpreted in a manner consistent with those policies.

This policy gives effect to Dalhousie's obligations under the Nova Scotia Human Rights Act not to discriminate in employment or in the provision of services against students, faculty and staff on the basis of gender identity and gender expression.

B. Application

This Policy applies to all Members of the University Community in respect of all University p Ĕ ɔ ḥ Ŷ —B

in particular, are used throughout this Policy but are not meant to label individuals. A more extensive list of terms for information and context is found in the Glossary attached to this Policy as

Health benefits;
Pension documents.

v. The University will change the records identified in section F.2.b.iv. to reflect a change in legal name or legal sex designation upon receipt of supporting legal documentation.

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i. Individuals have the right to use washroom and change room facilities that feel most safe and comfortable to them and may or may not be in accordance with their Gender Identity and Gender Expression.

ii. The University will make reasonable efforts to ensure individuals have access to gender neutral washrooms. Facilities Management will maintain and publicize an up to date inventory and map of gender neutral washrooms available on campus.

d. !ŭűλNŜ

i. Faculty, staff, and students may dress in the manner that reflects their Gender Identity or Expression.

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i. Faculty, staff, and students have access to a variety of health benefits through their coverage under the applicable Dalhousie health benefits plan and are encouraged to contact the relevant University benefits administrators for specific details.

ii. Faculty and staff have access to the Dalhousie Employee & Family Assistance Program.

iii. Students have access to the Dalhousie Student Health & Wellness Centre.

G. Resources

1.

Dalhousie Student Advocacy Service (for students)
http://www.dsu.ca/dsas

Dalhousie Student Health & Wellness Centre (for students)
https://www.dal.ca/campus_life/health-and-wellness/services-support/student-health-and-wellness.html

Ombudsperson (independent and impartial support for students)
https://www.dal.ca/campus_life/safety-respect/student-rights-and-responsibilities/where-to-get-help/ombudsperson.html

South House Sexual and Gender Resource Centre
https://southhousehalifax.ca/

Union or employee group (for employees)

2. Related Policies, Agreements, Handbooks, and Procedures

Statement on Prohibited Discrimination
https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/university_secretariat/policy-repository/ProhibitedDiscriminationPolicy.pdf

Accommodation Policy for Employees
https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/university_secretariat/policy-repository/AccomodationPolicy.pdf

Student Accommodation Policy
https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/university_secretariat/policy-repository/StudentAccomPolicy_Nov252014-V3(2017Sept).pdf

Employment Equity Policy
https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/university_secretariat/policy-repository/EmploymentEquityPolicy2017October2-v2.pdf

Records Management Policy
https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/university_secretariat/policy-repository/RecordsManagementPolicy-Final-2016Nov.pdf

Applicable collective agreement or handbook (for employees)

Appendix A – Glossary

polygender. Trans people may also identify in different ways that may not fit into the gender binary structure or the identities listed here.[1]

“Two-spirit”: A person who has both a masculine and a feminine spirit, and is used by/for some indigenous people to describe their sexual, gender and/or spiritual identity. As an umbrella term, it may encompass people who identify as queer, gay, lesbian, bisexual, and a wide variety of gender variance, including people who might be described in Western culture as transgender, genderqueer, gender-non conforming, gender variant, non-binary, people who have multiple gender identities, and people whose identity does not conform to the gender binary.