



Human Resources

Transgender Resources

Update

Members of the Cornell community may have some questions in light of the United States Department of Justice and Department of Education's recent [withdrawal of previous guidance](#) on transgender students. Cornell's [Restroom/Facilities Use Guidelines](#) are unchanged by the recent actions of the federal government. Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members and to continued inclusion of sex, gender, sexual orientation, gender expression and gender identity in our non-discrimination policies.

For more details, see the [Title IX website](#).

Definitions

Gender identity and expression (as defined by Tompkins County law): a person's actual or perceived gender identity, gender-related self-image, gender-related appearance, gender-related behavioral or physical characteristics, or gender-related expression, whether or not that gender identity, gender-related self-image, gender-related appearance, gender-related behavioral or physical characteristics, or gender-related expression is different from that traditionally associated with the person's sex assigned at birth. This shall include but not be limited to a.) transsexuals in all stages of transition including preoperative, postoperative and persons living in a gender other than their birth sex; b.) persons (including cross-dressers) whose gender expression occasionally differs from their birth sex and c.) intersexed persons born with anatomy or physiology that includes medical characteristics of both male and female whose sex was assigned at birth and who sometimes manifest physical characteristics, expressions or identity that differs from the sex assigned.

Transgender person: A person whose gender identity does not fit conventional ideas of

male or female.

Transsexual: a person whose physical sex is male and whose gender identity is female or a person whose physical sex is female and whose gender identity is male.

Check out the [Terminology Guide](#) (pdf) to learn more about the Trans community.

Cornell Programs and Services

Employee Benefits: Endowed health plans now cover new benefits for transgender, transsexual, and gender nonconforming enrollees. New coverage includes therapy and certain medical procedures related to gender identity confirmation procedures. To learn more, visit the Benefit Services [webpage](#).

Safe Place Project: "promotes the creation of a safe space defined by equality, free from discrimination and hate. It is a public proclamation of support and affirmation of lesbian, gay, bisexual, transgender, and questioning members of the community." For additional information, contact safe_place@cornell.edu.

Universal Restrooms: the university has established a number of universal restrooms throughout the campus to provide for gender-free facilities. You can also view our [interactive map](#) of universal facilities.

Student Housing: Cornell is committed to accommodating transgender students in on-campus housing. Gender-inclusive housing is a policy that affords Cornell students the option to live on campus with whomever they choose, regardless of biological sex, gender, or gender identity. To learn more about Gender-Inclusive Housing, [visit their website](#).

Records Issues: Students may change their preferred name and gender identity by logging into [Student Essentials](#). Faculty and staff may update their preferred name, gender identity, and sexual orientation at any time by updating their personal information in [Workday](#). For more information on changing your legal name on university records, you should contact the [LGBT Resource Center](#) and/or your [local HR representative](#).

Counseling Services: the [Faculty and Staff Assistance Program](#) provides confidential counseling and consultation services to Cornell Employees. [Gannett Health Services](#) provides confidential primary-care medical services, counseling and psychological services to all Cornell students.

Community Resources

[Tompkins County Office of Human Rights](#) : Offers telephone or in-office consultation regarding questions of rights, disputes, alleged violation of anti-discrimination laws which

provide protection in the areas of employment, housing, credit, public accommodation, and public, non-sectarian educational institutions.

Local Therapists and Healthcare Providers: For referrals, please contact the [Cornell University LGBT Resource Center](#).
