



# Idaho State University

## POLICIES AND PROCEDURES

### Sexual Orientation and Gender Identity Policy

#### ISUPP 3060

#### *POLICY INFORMATION*

**Policy Section:** *Human Resources*

**Policy Title:** *Sexual Orientation and Gender Identity Policy*

**Responsible Executive (RE):** *AVP of Human Resources*

**Sponsoring Organization (SO):** *Office of Equity and Inclusion*

**Dates: Effective Date:** *April 1, 1995*

**Revised:** *January 27, 2014*

**Review Date:** *January 2019*

## **I. INTRODUCTION**

Idaho State University prides itself on providing an inclusive and welcoming environment to all applicants, employees, and students. The University has always been committed to preventing discrimination of any kind. In April of 1995, ISU strengthened that commitment based specifically on sexual orientation by issuing the sexual orientation policy. Recently, ISU expanded its commitment to the prevention of discrimination even further by recognizing gender identity in its Student Conduct System Policy (Student Conduct System, Policy 5000, Additional Definitions and Delineations..., Item 5, pg. 19).

This updated policy on Sexual Orientation and Gender Identity clarifies and solidifies the University's on-going commitment to preventing discrimination on the basis of sexual orientation and gender identity. In this policy, sexual orientation means the sexual orientation an individual expresses, identifies, or associates with or is perceived by others to be. Gender identity means the identity an individual expresses, identifies, or associates their gender with or is perceived by others to be.

## **II. POLICY STATEMENT**

Idaho State University strives to maintain a campus environment where all decisions affecting an individual's education, employment, or access to programs, facilities, or services are based on bona fide occupational or educational criteria such as merit or performance. Factors or personal characteristics that have no connection with such bona fide criteria have no place in the University's decision making. Accordingly, to the extent that it does not conflict with a contractual obligation, federal, state or local law or regulation, it is the policy of ISU that an individual's sexual orientation and gender identity shall not be a basis for institutional decisions relating to education, employment, or access to programs, facilities, or services.

This policy is not intended to nor shall in any way be interpreted to infringe upon individual rights guaranteed by state and federal law, or the policies that implement them.

## **III. AUTHORITY AND RESPONSIBILITIES**

The Vice President for Finance and Business Affairs will be responsible for implementation of this policy with assistance from the Office for Equity and Inclusion.

All ISU employees, students and guest of the University will be responsible to comply with this policy.

In the event that one believes this policy has been violated, they may file a complaint. If the complaint involves a faculty or staff member, the complaint may be filed with the Office for Equity and Inclusion. If the complaint is against a student, the complaint may be filed with the Office of the Vice President for Student Affairs.