

# GENDER INCLUSIVE HOUSING



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## Gender Inclusive Housing

Bucknell strives to provide welcoming and safe housing for all students, including options for those seeking gender inclusive accommodations.

The offices of Gender & Sexuality Resources and Housing Services will work with students who identify as transgender, gender non-conforming, or non-binary to provide options to meet their on-campus housing needs.

### Stakeholders:

Housing Services and Gender & Sexuality Resources are working collaboratively to ensure the successful application of this protocol.

**Housing Services** is responsible for ensuring adequate facilities are available to meet the needs of students who identify as transgender, are questioning their gender identity, or do not subscribe to gender classifications and that housing assignments are facilitated consistently and effectively with comparable protocol.

**Gender & Sexuality Resources** will work with students to ensure this policy is need-based and provides a supportive environment.

**Students** who identify as transgender, are questioning their gender identity, or do not subscribe to gender classifications and have housing needs that are not met by housing assigned on the basis of gender.

**Roommates** are allies selected by the student to share on-campus housing with.

### Applicable Policy Summary Statements:

**Gender Based Housing:** Housing Services will complete housing placement processes (first-year placement and upperclass room selection process, where applicable) based on a student's self-reported gender identity in BannerWeb, provided the gender identity is either man or woman (or some related binary identification). If no gender identity is self reported, Housing Services will default to sex reported in BannerWeb. Students with a non-binary gender identity may look into the Gender Inclusive or Transgender Accessible options as defined below, or another process such as the Affinity House Program. If no other option has been identified by the start of the Room Selection process, non-binary identifying students may be submitted into room selection based on sex reported in BannerWeb.

**Independent Living Area Designation:** Independent Living Areas are housing options available to upper-class students where several students live in environments that are comparable to an apartment or a group house, such as Bucknell West (MODs), the Gateways, South Campus Apartments, Roberts Hall suites and houses within the Affinity House Program. As renovations and new buildings are developed, they will be assessed for applicability as Independent Living Areas.

**Gender Inclusive Housing Options:** Gender Inclusive Housing allows sophomore through senior students, in mutual agreement, to share Independent Living Areas, regardless of sex or gender identity. This Gender Inclusive Housing Option allows upper class students to live with whom they are most comfortable and also provide an inclusive environment for students who may identify as transgender, are questioning their gender identity, or do not subscribe to gender classifications

**Transgender Accessible Housing:** For first-year and transfer students or upper-class students for whom other options may not meet their needs, Housing Services and Gender & Sexuality Resources collaborate on the Transgender Accessibility Housing process. The process includes an assessment of needs and a process to identify a space on campus that meets those specific needs. While committed to providing safe and accommodating housing for all students, the number of accessible spaces is limited by the physical design of our current residence halls, and therefore needs must be prioritized. Through this process, a room will be assigned prior to the primary room selection process and the student will be ineligible for room selection. The procedures below have been put in place, consistent with comparable accessible housing policies, to ensure a fair and equitable process.

## Class Year Eligibility and Timelines

### **Incoming First-Years & Transfers**

Incoming first-year students are ineligible to live in Gender Inclusive Independent Living Areas. First-year students and transfer students should note that we house students based on the Gender Identity information submitted to the University through the common application or updated through BannerWeb. If there has been a change to your gender identity, you identify as transgender or are gender non-conforming, or would have concerns being housing based on your stated gender identity, please contact the Director of Gender & Sexuality, LGBTQ Resources, (570.577.1609 or [lgbt@bucknell.edu](mailto:lgbt@bucknell.edu)) to discuss options. If your gender identity is non-binary, we also suggest contacting the Gender & Sexuality, LGBTQ Resources office to discuss housing options under the Transgender Accessible Housing Policy.

For incoming First-Year and Transfer students, they should contact the director of Gender & Sexuality Resources by June 1st each year to be eligible for the Transgender Accessibility process.

### **Rising Sophomores to Seniors**

**Gender Inclusive Housing** options within the Independent Living Areas are accessible to current rising Sophomores, Juniors, and Seniors, based on their availability at the time of selection. Students may choose an available independent living area based on eligibility within their class year as outlined in the annual Room Selection process information.

Affinity Housing may also be considered an independent living area and may be eligible if the community agrees for any number of rooms and restrooms to be gender inclusive. The limit within the Affinity Houses will be established based on the occupancy restrictions within each of the designated houses and the agreement of members in that community. Within the allotted capacity for each space, there is no expectation for any resident(s) to identify in a particular manner or for the space to have a quota based on gender or sex. Please note the appropriate, annual timelines to apply to live in an Affinity House.

**Transgender Accessible Housing** is also an alternative for Sophomore through Senior students who identify as transgender, are questioning their gender identity, or do not subscribe to gender classifications. Understanding that transgender-identified students have needs that may not be met in the spaces available under the Gender Inclusive Housing Option in the Independent Living Areas or through the Room Selection Process, Bucknell University and Housing Services is committed to providing a safe alternative to these processes. While committed to providing safe and accommodating housing for all students, the number of accessible spaces is limited by the physical design of our current residence halls, and therefore needs must be prioritized. The following procedures have been put in place, consistent with comparable accessible housing policies, to ensure a fair and equitable process.

## Timeline

On an annual basis, Housing Services will release a timeline for the housing process including dates for the Off-Campus Living Lottery, Affinity Housing, Housing Accommodation Requests, and the Room Selection process. *Students who wish to apply for the Transgender Accessible Housing option should follow all dates and deadlines related to the Housing Accommodation process.*

## Transgender Accessible Housing Application

The Transgender Accessible Housing application (pdf) will be made available when you contact the Director of Gender & Sexuality, LGBTQ Resources to schedule a meeting to discuss the application. Please be considerate of the annual application deadline when scheduling this meeting. The Director of Gender & Sexuality, LGBTQ Resources will need to sign the Transgender Accessible Housing Application. While these conversations should not be extensive, your current gender identity, your current connection to your residential community, and housing expectations beyond the coming year are likely

to be discussed. None of this information will be shared on the Transgender Accessible Housing Application. Only Housing Services and Gender and Sexuality Resources will have access to your Transgender Accessible Housing Application or be knowledgeable of your identity status and application into this process.

If you have other housing needs for accessible housing, you will need to follow the appropriate protocols and process outlined for those applications with the Office of Accessibility Resources (OAR). You will not need to disclose that you are applying for any other accommodation in either process, unless you choose to do so. Please ensure materials related to all accessible requests are submitted by the annual deadline for holistic review.

## **Housing Placement**

Due to the limited number of accessible rooms on campus that accommodate the specific needs of students who are transgender-identified, gender questioning, or do not subscribe to gender classifications, housing assignments will be based solely on the expressed need(s) to be in accessible housing. In other words, beyond the request for transgender accessible housing, the applicant cannot request a specific space on campus, area of campus, etc. It should also be noted that transgender accessible housing does not specifically mean a single occupancy room. If there is another current Bucknell University student with whom you have disclosed your identity and have a mutual interest in rooming together for the upcoming year, please include that in your conversation with the director of Gender & Sexuality, LGBTQ Resources. Your desired roommate, whether identifying as transgender or not, would need to follow this protocol as well. If a roommate were to leave the assigned location, Housing Services will be in contact about next steps which may include a specific timeline to find a new roommate or relocation to a designated single.

Once an assignment has been made, this removes the student(s) from the room selection process (i.e. no timeslot would be provided and can not be pulled into another assignment). If you have any questions about this process or the requirements, please contact Housing Services and/or the Office of Gender & Sexuality Resources.



## Glossary:

**Gender Identity:** one's internal sense of their own gender. Identities may include, man, woman, agender, gender queer, non-binary, gender-fluid, etc.

**Non-Binary:** An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary may also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid. (HRC)

**Sex:** for the purpose of this policy, sex here is defined as one's sex designated in Banner. This may be the sex assigned at birth, or, if updated, the sex marker on legal documentation.

**Independent Living Areas:** housing options where several students live in environments that are comparable to an apartment or a group house, such as Bucknell West (MODs), the Gateways, South Campus Apartments, Roberts Hall and the Affinity House Programs assigned to one of campus' Small Houses.

**Office of Accessibility Resources** - Supports students with disabilities to remove academic and physical barriers to ensure student success.

## FAQs:

### **What if I am seeking gender inclusive housing outside of the room selection timeline?**

please contact the Director of Gender & Sexuality, LGBTQ Resources, Bill McCoy (570.577.1609 or [lgbt@bucknell.edu](mailto:lgbt@bucknell.edu)).

### **Can I live with my romantic partner in Gender Inclusive Independent Living Areas?**

The design of the Gender Inclusive Housing Option is not intended for students in romantic relationships. Romantic partners are discouraged from living within a single Independent Living Area (i.e. Gateway apartment, Bucknell West, etc.) to ensure the consistency of a positive and inclusive community within that Independent Living Area.

### **How does it work if I am interested in a Residential College (or other academic associated housing program) and identify as transgender or non-binary?**

One's gender identity should not negatively impact participation in educational programs. Please reach out to the Director of LGBTQ Resources as described in the Transgender Accessibility process and we will work with Housing Services and program staff to ensure compliance.

