

DIN: 1031-1-01**Title of Policy Gender Identity and Expression Acceptance****Policy**

Northwest Technical College is committed to a policy which understands that individuals thrive in healthy environments, free from discrimination, where inclusion and respect for diversity is the norm.

Purpose

Northwest Technical College strives to create and sustain an inclusive, supportive, safe, and nondiscriminatory community for all individuals, including those whose gender identity and/or expression differs from the sex assigned to them at birth. Furthermore, Northwest Technical College will not exclude, separate, deny benefits to, or otherwise treat any individual differently on the basis of gender identity or expression in its educational programs or activities.

Responsibility

The table below describes responsibilities for this policy:

Group/Individual	Responsibility
College Employees; Designated Officer/Affirmative Action Officer	Northwest Technical College will provide a safe and nondiscriminatory environment for all students and employees, including those whose gender identity and/or expression differs from the sex assigned to them at birth. Harassment that targets an individual based on gender identity, gender expression, transgender status, or gender transition is harassment based on sex and is not tolerated. If sex-based harassment creates a hostile environment, NTC will take prompt and effective steps to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects.
College Employees and Offices	Northwest Technical College will treat individuals consistent with their gender identity even if their education records or identification documents indicate a different sex. NTC will use pronouns and names consistent with a transgender student's or employee's gender identity.
College Employees and Offices	Protecting students' and employees' privacy is critical to ensuring they are treated consistent with their gender identity. Northwest Technical College may maintain records with personally identifiable information (PII), such as student's or individual's birth name or sex assigned at birth, but such records will be kept confidential in compliance with the Family Educational Rights and Privacy Act (FERPA) and laws governing private information.

Supporting References

Listed below are college document(s) that support this policy:

1030-1-01 Nondiscrimination in Employment and Education Opportunities

1030-2-01 Non-Discrimination in Employment and Education Opportunity Report/Complaint of Discrimination/Harassment Investigation and Resolution Process

The most current documentation is electronic; therefore, please discard printed copy after 24 hours. This does not apply to completed forms which are records.			Print Date: 09/29/05 11:29 AM
Document Number:1001-4-01	Revised: 4.1.2018	Page 1 of 1	Level #1
Title: Policy Template			Next Review Date: 9.1.2021

Compliance References:

Listed below are references to compliance requirements (e.g. Minnesota State policy, federal regulations).

1030-1-01 Nondiscrimination in Employment and Education Opportunities

1030-2-01 Non-Discrimination in Employment and Education Opportunity Report/Complaint of Discrimination/Harassment Investigation and Resolution Process

<http://www.minnstate.edu/board/procedure/1b01p1.html>

The most current documentation is electronic; therefore, please discard printed copy after 24 hours. This does not apply to completed forms which are records.			Print Date: 09/29/05 11:29 AM
Document Number:1001-4-01	Revised: 4.1.2018	Page 1 of 1	Level #1
Title: Policy Template			Next Review Date: 9.1.2021