



## SENATE OF COLLEGE COUNCILS THE UNIVERSITY OF TEXAS AT AUSTIN

2201 Speedway A6210 · Austin, TX 78712-0810 · (512) 471-3166 · Fax: (512) 471-3408 · [www.utsenate.org](http://www.utsenate.org)

# S.R. 2212

## A Resolution in Support of Including and Emphasizing LGBTQIA+ Protections in Syllabi

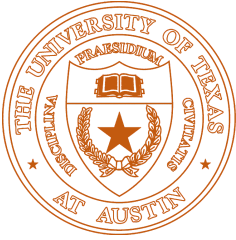
### Executive Summary

The Title IX office is well-known for its protections against sexism and domestic violence, but its protections against transphobia and homophobia under sex and sexuality are lesser known. Many LGBTQIA+ students at UT Austin feel vulnerable in the classroom and experience discrimination from fellow students and professors. This situation can make it difficult to speak up, especially when students are unaware of the resources available to them. Many students never hear about or visit the Gender and Sexuality Center (GSC) during their time at UT. This resolution aims to change that.

We propose adding syllabi across campus to emphasize the LGBTQIA+ protections that Title IX provides. If the professor or faculty member has completed the Allies in Action training the GSC offers, they will list that in their syllabus. GSC resources will be listed for students who experience homophobic and/or transphobic incidents, and more support will be available. We aim to make the GSC more accessible to students who may not have otherwise found it. All of this is in pursuit of making students aware of the Title IX protections available to protected classes.

### Frequently Asked Questions

- Q:** How does Title IX protect against discrimination based on sexual orientation & gender identity?
- A:** Title IX prohibits discrimination based on sexual orientation and gender identity. ([tinyurl.com/srut23](http://tinyurl.com/srut23)) The University of Texas at Austin is required to adhere to Title IX, and as such, they should not allow discrimination against individuals of the aforementioned protected classes in education programs or activities. ([tinyurl.com/srut231](http://tinyurl.com/srut231))
- Q:** How does DDCE at UT ensure Title IX compliance for sexual orientation and gender identity?
- A:** The Gender and Sexuality Center (GSC), which is part of the Division of Diversity and Community Engagement (DDCE) office, conducts workshops ([tinyurl.com/srut232](http://tinyurl.com/srut232)) for its Allies in Action Program. The Allies in Action Toolkits, Part 1 and 2, offer opportunities to learn from, affirm, and support LGBTQIA+ people at an interpersonal and organizational level.
- Q:** What is the overlap between Title IX, LGBTQIA+ protections, and class syllabi?
- A:** This resolution aims to highlight instructors who have completed the Allies in Action training by including their allyship in their syllabus with the Allies in Action certification ([tinyurl.com/srut233](http://tinyurl.com/srut233)) and to encourage instructors who have not completed the training to do so. Moreover, resources such as DDCE offices like the GSC, safe spaces outside of Title IX, and other applicable parties that promote allyship should be included in the syllabi. Protection against discrimination in Title IX-protected classes should be an ever-evolving process that accounts for how and if instructors are creating safe spaces.



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## S.R. 22XX

### A Resolution to Include and Emphasize LGBTQIA+ Protections in Syllabi

*Month Day, Year*

Introduced in The Senate of College Councils on \_\_\_\_\_ • Voted on in The Senate of College Councils on \_\_\_\_\_ • The Resolution \_\_\_\_\_ on a \_\_\_\_\_ vote.

- WHEREAS,** Title IX prohibits discrimination based on sexual orientation and gender identity.<sup>1</sup> As a compliant of Title IX, the University of Texas at Austin (UT Austin, UT) should not discriminate against individuals of the aforementioned protected classes in education programs or activities to not risk penalties<sup>2</sup>; and,
- WHEREAS,** University policy, *APPENDIX I: NONDISCRIMINATION POLICY*, prohibits discrimination on the basis of sexual orientation, gender identity, and gender expression<sup>3</sup>; and,
- WHEREAS,** HOP 3-3031<sup>4</sup> provides guidelines for submitting complaints regarding discrimination based on sex, which, as stated in Section VII.A., “adversely affects the terms or conditions of the individual's employment or substantially interferes with the individual's

<sup>1</sup>

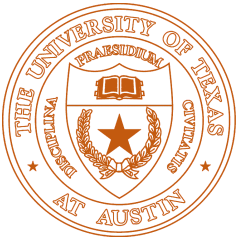
<https://www2.ed.gov/about/offices/list/ocr/lgbt.html#:~:text=This%20notice%20clarifies%20that%20Title,sexual%20orientation%20and%20gender%20identity>

<sup>2</sup>

<https://www.justice.gov/crt/title-ix#:~:text=Title%20IX%20prohibits%2C%20with%20certain,in%20education%20programs%20or%20activities.&text=The%20clearest%20example%20of%20federal,award%20or%20grant%20of%20money>

<sup>3</sup> <https://catalog.utexas.edu/general-information/appendices/appendix-i/>

<sup>4</sup> <https://secure2.compliancebridge.com/utexas/public/index.php?fuseaction=app.main&reset=1>



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access to education or educational benefits.<sup>5</sup>” The policy interchangeably uses the terms sex and gender; and,

**WHEREAS,** The Division of Diversity and Community Engagement (DDCE) office follows the *You Belong Here: Plan for an Equitable and Inclusive Campus Strategic Direction 2022–2025*. Section 3.5 of the plan states: "serving the interests of our campus community means incorporating inclusion, equity and belonging into our teaching practices as well as into life outside of the classroom."<sup>6</sup>; and,

**WHEREAS,** LGBTQIA+ students are a vulnerable population on campus in need of serious structural and systemic support<sup>7</sup>; and,

**WHEREAS,** “when asked of their comfort levels regarding sharing sexual orientation to faculty and staff, LGBTQIA+ students report an average comfort level of 5.54/10, LGBTQIA+ BIPOC students report an average comfort level of 5.38/10, transgender students report an average comfort level of 5.13/10, and disabled LGBTQIA+ students report an average comfort level of comfort of 5.13. This stands in contrast to cisgender-heterosexual students who reported an average of 8.42/10;”<sup>9</sup> and,

**WHEREAS,** when asked if they were comfortable expressing their gender identity to their professor, trans students expressed a comfort level of 4.46/10 compared to the non-trans students level 8.42/10<sup>10</sup>; and,

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<sup>5</sup> <https://secure2.compliancebridge.com/utexas/public/getdoc.php?file=3-3031>

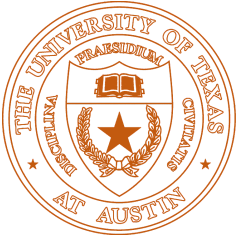
<sup>6</sup> <https://utexas.app.box.com/s/07gro61mcobe0gkpac0ip9gnfrlzwmzb>

<sup>7</sup> <https://www.glsen.org/research/2021-state-snapshots-national-school-climate-survey>

<sup>8</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEL-XSVgk/view>

<sup>9</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEL-XSVgk/view>

<sup>10</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEL-XSVgk/view>



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- WHEREAS,** “When asked how well students believe faculty and staff are properly trained and equipped to support and affirm students of varying sexual orientations at UT Austin, LGBTQIA+ students rated an average of 6.04/10, LGBTQIA+ BIPOC students rated an average 5.88/10, LGBTQIA+ disabled rated an average 5.71/10, and transgender students rated an average 5.69/10;”<sup>11</sup> and,
- WHEREAS,** LGBTQIA+ students experience difficulties in and out of the classroom on campus, and this causes increased mental health problems<sup>12</sup>; and,
- WHEREAS,** Understanding and supportive faculty can mitigate this numbers and better engage these students<sup>13</sup>; and,
- WHEREAS,** Only 142 of over 1,000 Allies in Action<sup>14</sup> at the university are either professors, assistant professors, associate professors, instructors, or lecturers; and,
- WHEREAS,** Having faculty include their Allies in Action status in their syllabi will not only show students who is safe, but encourage other professors to follow suit and get training from either the GSC or UT Learn; and,
- WHEREAS,** the Gender and Sexuality Center (GSC) offers workshops upon request for faculty, staff, student organizations, and classroom presentations via the following form:
- [https://docs.google.com/forms/d/e/1FAIpQLSdtMWqHiZEMQe-te9-v9mnVRW5OBhN\\_f86viMdndTbN7aketQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSdtMWqHiZEMQe-te9-v9mnVRW5OBhN_f86viMdndTbN7aketQ/viewform?usp=sf_link); and,

<sup>11</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEl-XSVgk/view>

<sup>12</sup> [Gallup Poll 2016](#)

<sup>13</sup> <https://www.gallup.com/education/286514/improve-student-outcomes-building-caring-faculty-relationships.aspx>

<sup>14</sup> <https://diversity.utexas.edu/genderandsexuality/allies-in-action/>



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- WHEREAS,** the GSC requires at least two weeks to a month's notice for workshop requests and will contact the requester in 3-5 business days to gather information about the group's intended learning goals and outcomes and confirm the request; and,
- WHEREAS,** the GSC workshop is presented by only one (1) facilitator to the entire campus, and the facilitator's schedule can fill up quickly during the academic year; and
- WHEREAS,** Having a support system is very important for marginalized communities.<sup>1516</sup> The GSC provides that support in a variety of ways through weekly programs, capable staff, and more; and,
- WHEREAS,** the GSC has had much fewer student walk-ins since the start of the pandemic and needs better exposure<sup>1718</sup>; and,
- WHEREAS,** Senate has the authority to pass resolutions on academic issues according to Article V, Section 2<sup>19</sup> of the Senate Constitution; therefore be it
- RESOLVED,** That there be an LGBTQIA+ protections specific part of the syllabus that will include the faculty's Allies in Action training if they have it, an emphasis on the gender identity and sexual orientation protections under Title IX to assure students that they are supported in academic spaces; therefore be it,
- RESOLVED,** GSC trainings including: Affirming LGBTQIA+ People: Individual Allyship Toolkit Part 1 & Organizational Allyship Toolkit Part 2, that create the Allies in Action membership

<sup>15</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEl-XSVgk/view>

<sup>16</sup> <https://www.usnews.com/news/health-news/articles/2022-09-20/how-colleges-are-improving-mental-health-on-campus>

<sup>17</sup> <https://drive.google.com/file/d/1OCx2EPg6XP8XyccuT0vGwp6OEl-XSVgk/view>

<sup>18</sup> [https://docs.google.com/document/d/1hnNNvtbnN4sMwK0YOHb0wiGaAjaRNd67L\\_79P76f2BQ/edit](https://docs.google.com/document/d/1hnNNvtbnN4sMwK0YOHb0wiGaAjaRNd67L_79P76f2BQ/edit)

<sup>19</sup> <http://codes.deanofstudents.utexas.edu/senate-of-college-councils/constitution/general-assembly-meetings/>



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qualification will all be included so that the GSC does not bear the sole brunt of these trainings; therefore be it,

**RESOLVED,** training opportunities from DDCE for the general UT staff/faculty be included; therefore be it,

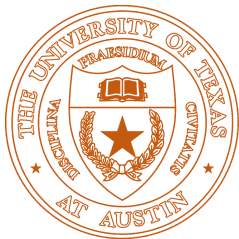
**RESOLVED,** that the various DEI modules and trainings available on UT Learn, including a 2-hour long self-training, *LGBTQLA+ 101: Definitions and Concepts*, that can fulfill the Diversity Certificate requirement by attending this workshop alone or proceed to Practicing Allyship (Ally Toolkit Part 2), which also gives you the choice to participate in the Allies in Action Program and obtain an Ally card; therefore be it,

**RESOLVED,** buildings hosting workshops typically offer both ADA accessible and gender-inclusive restrooms. ASL interpretation and captioning services can be arranged upon request. To request any accommodations, please contact the GSC at [gsc@austin.utexas.edu](mailto:gsc@austin.utexas.edu) at least three business days in advance; therefore, be it,

**RESOLVED,** that interested parties should complete the form provided by the GSC to request a workshop at least two weeks in advance.

**RESOLVED,** other Gender and Sexuality Center resources will be included to create a safer space for students and provide another avenue than Title IX for support; therefore, be it,

**RESOLVED,** that this resolution of the Senate of College Councils be sent to Dr. Jay Hartzell (President, UT Austin), Dr. Sharon Wood (Executive Vice President and Provost, UT Austin), Dr. Soncia Reagins-Lilly (Vice President for Student Affairs and Dean of Students, UT Austin), Dr. LaToya Smith (Vice President for Diversity and Community Engagement), Marquita Booker (Associate Vice President, Office for Inclusion and



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Equity), Dr. Darren Kelly (Associate Vice President, Academic Diversity Initiatives & Student Engagement), Liz Elsen (Director, Gender and Sexuality Center), Michelle Rodriguez (Education Coordinator, Gender and Sexuality Center), Lilli Hime (Program Coordinator, Gender and Sexuality Center), The President's Advisory Committee on LGBTQIA+ Initiatives, and the Daily Texan.

**AUTHORS,** Dadrien Whittington, Policy Coordinator, Liberal Arts Council (he/they)  
Leonardo Garcia, Student Affairs Committee, Liberal Arts Council (they/them)  
Myles Deol, Policy Committee, Liberal Arts Council (he/him)

**SPONSORS,** Liz Cortes, Co-Director, Queer Trans Student Alliance (they/them)  
Gabriela Valdez, Diversity Director, Liberal Arts Council (she/her)  
Harley Gutiérrez, DEI Co-Chair, Liberal Arts Council (they/them)  
Mariah Sanchez, DEI Co-Chair, Liberal Arts Council (she/her)  
Journey Sais, Equity and Inclusion Co-Chair, Internal Senate (she/they)



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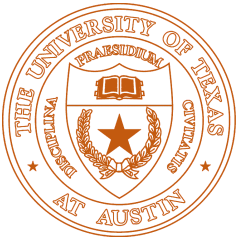
### **Appendix A: Guide to Allyship to the LGBTQ+ Community in a Course**

#### **Syllabi Section**

This guide aims to provide guidance on how to promote allyship to the LGBTQ+ community in the University of Texas at Austin syllabi, and thereby contribute to creating an inclusive and supportive learning environment.

1. Protections for LGBTQIA+ Students under Title IX: Discrimination is prohibited based on sexual orientation and gender identity under Title IX for any educational programs or activities that receive federal funding. Therefore, instructors must include a statement in their syllabi emphasizing the protections that Title IX provides for LGBTQIA+ students. This statement must also provide information on how to report any incidents of discrimination or harassment to the appropriate university office.
  - a. Example: "As an institution committed to creating a safe and inclusive learning environment, The University of Texas at Austin strictly prohibits discrimination, harassment, or marginalization based on sexual orientation or gender identity under Title IX. If you encounter any discrimination or harassment, please seek support from the Title IX office. Additionally, we encourage you to complete the Campus Climate Survey by following the link:  
<https://app.smartsheet.com/b/form/d70ce9db84a3403ab00394e4617f8f3b>."
2. Highlight Allies in Action Completion: The Gender and Sexuality Center (GSC) offers a two-part Allies in Action Program that provides training and resources to individuals who want to become allies with the LGBTQ+ community. Instructors who have completed this training can highlight





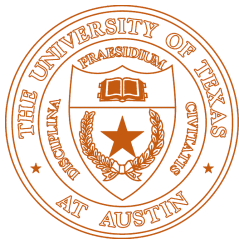
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their certification in their syllabi, indicating that they are committed to creating a safe and inclusive learning environment for all students. Moreover, to provide breathing room for the GSC, UT Learn can be tapped into for 2 hour self-training.

- a. Example: "I have completed the Allies in Action training offered by the Gender and Sexuality Center, and I am committed to creating a safe and inclusive learning environment for all students. Please visit the following link to view a database of completers of the Allies in Action training:  
  
<https://diversity.utexas.edu/genderandsexuality/allies-in-action/>"
- b. Example: "UT Learn, the university's employee training management system, provides a 2 hour self-training module titled *LGBTQIA+ 101: Definitions and Concepts*. I encourage university employees, from student employees to instructors, to self-administer these resources, as I have. You can find the module in the following link:  
  
<https://utexas.csod.com/ui/lms-learning-details/app/event/db125b13-78b7-4d00-93ec-d5de1ed65a47>."
3. Including Resources for LGBTQIA+ Students: Many LGBTQIA+ students may feel vulnerable or marginalized in the classroom, and it is essential to provide them with resources and support. Instructors can include a list of resources in their syllabi, such as the GSC, safe spaces outside of Title IX, and other applicable parties that promote allyship. This demonstrates that the instructor is aware of the unique challenges faced by LGBTQIA+ students and is committed to supporting them.
  - a. Example: "If you experience any form of discrimination or harassment, please contact the Title IX office for support. If you do not wish to contact the UT Title IX office, you may



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view confidential community resources at

<https://titleix.utexas.edu/community-resources-confidential>. The Gender and Sexuality

Center, found at <https://diversity.utexas.edu/genderandsexuality/>, offers resources and

support for LGBTQIA+ students, and I encourage you to visit their website for more

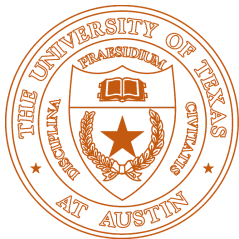
information or to contact the professional staff at

<https://diversity.utexas.edu/genderandsexuality/contact/>. Lastly, the GSC offers a handy

website to view GSC student group affiliates at

<https://diversity.utexas.edu/genderandsexuality/student-groups/>."

4. Commit to Creating Safe Spaces: Creating safe spaces for LGBTQIA+ students requires ongoing effort and commitment. Instructors can include a statement in their syllabi indicating their commitment to creating a safe and inclusive learning environment and outline specific actions to promote allyship and inclusion in the classroom. Instructors can opt to share their pronouns via the Canvas page and a website link guiding viewers to add their pronouns to their Canvas page.
5. Example: "I am committed to creating a safe and inclusive learning environment for all students. This includes fostering an environment of respect, openness, and understanding in the classroom and actively working to address any discrimination or harassment that may occur. If you wish to display your pronouns on your Canvas page, you can find a guide here: <https://utexas.instructure.com/courses/633028/pages/profile-pronouns>. Furthermore, you can include a "preferred name" by viewing the following link to class rosters, which come with the student's legal name (unless an addition of a preferred name is made): [https://utdirect.utexas.edu/apps/ais/chosen\\_name/](https://utdirect.utexas.edu/apps/ais/chosen_name/)." Also, here is a link to where all the gender



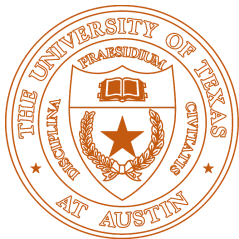
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neutral bathrooms are on UT campus,

<https://diversity.utexas.edu/genderandsexuality/gender-inclusive-restrooms/>



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**Appendix B: Spanish Version of “S.R. 22XX: A Resolution in Support of  
Including and Emphasizing LGBTQIA+ Protections in Syllabi”**

A version of this legislation can be found in Spanish [here](#). Note: the legislation was translated by A.I.  
Format and typos were fixed as best as possible.