



UNIVERSITY OF OREGON

October 11, 2006

**MEMORANDUM**

TO: UO Faculty and Staff

FROM: Linda Brady, Senior Vice President and Provost  
Mike Eyster, Interim Vice President for Student Affairs  
Linda L. King, Director of Human Resources  
Russell Tomlin, Vice Provost for Academic Affairs

*Linda Brady*  
*Mike Eyster*  
*Linda L. King*  
*Russell Tomlin*

SUBJECT: **TRANSGENDER AND TRANSEXUAL MEMBERS OF THE UNIVERSITY COMMUNITY**

We write to reaffirm the university's statement of philosophy and support for those undergoing gender transitions and to introduce the gender identity and gender expression additions to the Equal Opportunity Statement at the University of Oregon.

The following statement was developed in 2000 with the advice and consultation of the Standing Committee for Lesbian, Gay, Bisexual and Transgender Concerns.

"When a member of the University of Oregon community enters the real-life experience phase of a gender transition, the university will be sensitive to the individual's needs in adopting a new or evolving gender identity, and will take those needs into consideration in decision-making. The university will work to create an environment that supports individuals in this process through education of staff, students and faculty."

**Equal Opportunity Statement**

The University of Oregon affirms and actively promotes the right of all individuals to equal opportunity in education and employment at this institution without regard to race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, gender expression or any other consideration not directly and substantively related to effective performance. This policy implements all applicable federal, state, and local laws, regulations, and executive orders.

We encourage you to share this philosophy statement and Equal Opportunity statement within your department.

**OFFICE OF STUDENT LIFE**

5216 University of Oregon, Eugene OR 97403-5216 T (541) 346-3216 F (541) 346-5811

*An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act*

### Related Information

Our mission statement dedicates our campus to the principles of equality of opportunity and freedom from unfair discrimination for all members of the university community and an acceptance of true diversity as an affirmation of individual identity within a welcoming community.

This affirmation of identity is important for those who are in the act of adopting a new or evolving gender role for the events and processes of everyday life. Transgender persons can be individuals who feel that their own gender identity is not congruent with socially accepted gender roles for the sex they were assigned. Transsexual persons can be individuals who desire not only to express another gender but also to change their bodies through hormones and/or surgery to reflect that gender. Transitioning can be a difficult and often challenging process and members of our community need our support, understanding, and recognition.

Listed below are some resources on campus that can assist you or other members of our community with education, information, or support strategies.

Lesbian, Gay, Bisexual, & Transgender Education & Support Services Program	346-1134	<a href="http://lgbt.uoregon.edu">http://lgbt.uoregon.edu</a>
Office of Student Life	346-3216	<a href="http://studentlife.uoregon.edu">http://studentlife.uoregon.edu</a>
University Counseling and Testing Center	346-3227	<a href="http://counseling.uoregon.edu/">http://counseling.uoregon.edu/</a>
Standing Committee for Lesbian, Gay, Bisexual and Transgender Concerns		<a href="http://lgbt.uoregon.edu/sc.html">http://lgbt.uoregon.edu/sc.html</a>

If you have questions and/or concerns, please contact Chicora Martin, Director, Lesbian, Gay, Bisexual, and Transgender Education and Support Services, at 346-1134.