



Transgender Resource Guide

SUNY Oneonta

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**SUNY College at Oneonta
Transgender Resource Guide**

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Transgender Resource Guide Introduction

The SUNY College at Oneonta Transgender Guide (Transguide) is intended to provide information and resources for potential and current transgender students and those students questioning their gender identity. The document has been created under the auspices of the Gender and Sexuality Resource Center.

The Transguide will occupy its own page on the SUNY website and will also be available as a PDF file.

The Transgender Resource Guide began as a project of Patty Fox, intern in the College Counseling Center, in the spring semester 2007, under the direction of Melissa Fallon, Ph.D.

Rationale/Introduction

The Transgender Resource Guide provides informational support to all students about how the college at Oneonta is actively working towards making the campus a safe and comfortable space for transgender students, faculty, and staff. The guide will also give campus community members the opportunity to have information that can make transgender life much easier, including names of transgender friendly resources on and off campus. It will provide the necessary information about how an individual who is transgender may be able to access housing accommodations, name change policies, location of gender neutral restrooms, and safe spaces on campus where they are able to get mentoring or basic help with college day-to-day life. All in all, this guide will help improve the climate on campus for transgender students, faculty, and staff.

Diversity Statement:

The College at Oneonta is an academic community that values diversity. Diversity at the College is an inclusive value that encompasses race and ethnicity, nationality, religion, gender, sexual orientation, sexual identity and gender expression, age, ability, socio-economic status, and other aspects of identity.

As a campus community, we believe that every individual is important in a unique way and contributes to the overall quality of the institution. We are committed to recruiting and retaining diverse faculty, staff, and students, and to fostering a learning environment which draws strength from, celebrates, and honors diversity. We strive to eliminate prejudice and discrimination; to respect the dignity of all persons; and to learn from differences in people, ideas, experiences and opinions.

Approved by the President's Council on Diversity, 2004

Approved by the President's Cabinet, 2004

Revised Statement approved by the President's Council on Diversity, 2007

Revised Statement approved by the President's Cabinet, 2007

To learn more about the SUNY College at Oneonta Diversity record and initiatives, visit the *Diversity at Oneonta* page at <http://www.oneonta.edu/navigation/diversity.asp>.

Health Center

The staff at the Health Center wants you to be comfortable coming to the Health Center to address your health care needs. The nurses and providers at the Health Center are aware, educated, and non-judgmental about the special issues, concerns, and health risks in the LGBT community. Our health center staff can be considered to have basic cultural competence training including a brief overview of LGB and transgender issues. Many of the staff have also been through our Safe Space training program. They plan to conduct training with their providers specifically on gender identity issues in Fall 2009.

They do not currently collect a form at each visit or even at an initial visit that asks for gender. However, a form is sent home to new students which does ask for gender. This form is designed such that it asks “gender” and then has a blank.

In terms of direct medical services, the administration of hormone treatments for the purposes of transition may be possible on a case-by-case basis. More than likely a prescription from an endocrinologist would be necessary. The Health Center can provide referrals for other types of treatment.

The current health insurance policy offered to students does not cover services for the purposes of gender transition.

Counseling Center

The counseling center provides annual training to its counselors specifically on transgender issues and many of them have also been through the Safe Space program. They are competent to provide counseling and support on a wide variety of issues related to sexual orientation, gender identity, transition, etc. Due to demands on staff time and the in depth nature of formal evaluations, the Counseling Center does not provide formal psychological evaluations to students. The Counseling Center thus does not provide formal psychological services (letters, evaluations) for the purpose of transition. However, as mentioned above, they can provide counseling and support on these issues. Currently students would be referred to friendly service providers in Albany or Binghamton.

Residence Life

Residence Life invites the Gender and Sexuality Resource Center in regularly to train both its Residence Hall Directors and its Residence Assistants on LGBT issues. They have recently started a Safe Space Housing program where students can elect as part of the residence hall style selection question, to participate in Safe Space housing. Safe Space housing is clearly defined on the form as “being supportive of the lesbian, gay, bisexual, transgender, queer, questioning, and ally community (LGBTQQA).”

Also several double rooms with private baths have been opened up for general student use with the hope that these will provide more options for trans students who do not want to self-identify their gender identity to Residence Life staff.

At this point Residence Life does not offer gender blind housing, but it has been discussed amongst administration and may be an option to pursue in the future.

Residence Life reviews all special housing requests on a case-by-case basis and is willing to make accommodations for transgender students. There are some single rooms available on campus for an additional (moderate) fee.

They have also been in the process of remodeling several buildings. Remodeled residence halls will have gender neutral bathrooms in the lobby. Also, they are working to re-open some rooms that have private tubs and sinks. These may become available to transgender students in the future.

Athletic Facilities

For many of the past several years, the athletic department has held some form of diversity training. In Fall 09 they plan to invite the coordinator of the GSRC to provide LGBT training to staff.

Both the men's and women's locker rooms in Alumni Field House (not Chase Gym) offer some privacy through private showers, changing stall, and toilets.

With regard to participation in intramural athletics, gender identity issues are dealt with on a case-by-case basis and policies are currently being reviewed and revised.

Varsity sports is a more difficult matter. NCAA has yet to establish a good policy on transgender issues in intercollegiate sports participation and this makes it difficult for colleges to accommodate transgender students. The NCAA guidelines can be found below and students interested in competing in varsity sports in a gender other than that assigned at birth will be handled on a case-by-case basis.

NCAA Guidelines

The NCAA does not have a formal policy about transgender individuals. Effective 10/2006, a Transgender Policy Discussion Group was formed to "develop educational information for the membership and draft policies for review." Currently, the NCAA membership services staff "recommends that institutions use the gender classification of the student-athletes' state identification documents such as driver's licenses and voter registration." The NCAA allows transgender student-athletes to compete. However, if a student has not legally changed their gender from male to female and is allowed to join a women's team, that team would be considered a "mixed team" and it would thus be ineligible for women's championships.

Registrar

A majority of the staff members of the Registrar's Office have participated in various diversity trainings. They do have policies in place for requesting name and gender marker changes on transcripts and other official documents.

At this point in time, no official document includes gender markers or gender referents such as Ms. and Mr. However, students and alumni may request a gender marker change with evidence of a legal gender marker change (such as a court order). For name changes, the Registrar's Office will accept any government issued document such as a driver's license. Transcripts and other documents will be updated, however, any archived paperwork or documents from other institutions on file will not be altered.

At this point in time there is not a "preferred name" or "AKA" field available in our system. This is something that the Registrar's Office is willing to consider at a future time.

Gender Neutral Bathrooms/Facilities

There are currently five academic/administrative buildings and three residence halls on campus with gender neutral bathrooms. The academic/administrative buildings are Hunt Union, Netzer, Morris, Alumni Hall, and the Health Center. The residence halls are Tobey, Huntington, and Higgins.

As renovations are undertaken or new buildings designed, an effort will be made to increase the number of gender neutral bathrooms available on campus.

The locker rooms in Alumni Field House do offer a few private showers, changing stalls, and toilets. As athletic facilities are renovated, an effort will be made to increase the privacy options for all users.

Getting Connected and Supported on Campus

SUNY College at Oneonta has over 100 student clubs and organizations on campus; there is place for everyone to connect with others. Here is a list of clubs and organizations that transgender students will find to be particularly welcoming.

AALANA Mentor Program <http://www.oneonta.edu/development/multicultural/AALANA.asp>
Director of Multicultural Student Affairs, Bernadette Tiapo – tiapobs@oneonta.edu

Center for Multicultural Experiences (CME) <http://www.oneonta.edu/development/cme/>
Coordinator, Mary Bonderoff – bonderm@oneonta.edu
Director, Dale Capristo - caprisda@oneonta.edu

Gender and Sexuality Resource Center <http://www.oneonta.edu/development/gsrc/about.asp>
Coordinator, Robin Nussbaum, nussbar@oneonta.edu

Oneonta Peer Educators Network (OPEN)
<http://www.oneonta.edu/development/wellness/open.html>

Open Minded Unity (OMU) <http://www.oneonta.edu/development/sa/about/openminded.asp> or
<http://oneonta.collegiatelink.net/Community?action=getOrgHome&orgID=12453>

Safe Space Program <http://www.oneonta.edu//development/gsrc/safespace/>

For the complete listing of campus clubs and organizations, see
<http://www.oneonta.edu/development/sa/studorg2.asp>

Additional Sources of Support on Campus

Counseling Center <http://www.oneonta.edu/development/counseling/>

Health Center <http://www.oneonta.edu/development/health/>

Multicultural Student Affairs <http://www.oneonta.edu/development/multicultural/Default.asp>

Dealing With Discrimination & Harassment

Discrimination Policy – the College shall not discriminate against any employee or applicant for employment or admission to the College because of race, color, gender, religion, age, pregnancy, national origin (including ancestry), disability, being a disabled veteran or veteran of the Vietnam era, **sexual orientation, gender expression and gender identity**, marital status, or any other protected category.

To file a complaint, go to the Office of Equity and Inclusion, 133 Netzer Administration Building and complete the complaint form.

To view the complete *Discrimination Policy and Grievance Procedures for SUNY Employees and Students* go to <http://www.oneonta.edu/admin/oei/policies/DiscrimBroch.pdf>

Harassment and Sexual Harassment Policy – harassment creates a hostile environment and can be created by verbal, written, graphic, or physical conduct that is severe, persistent and/or pervasive and interferes or limits the ability(ies) of a person or persons to work or learn.

Sexual harassment is usually defined as repeated unwelcome and unwanted sexual advances, or sexual allusions, unwarranted references to sexuality or sexual activities, requests for sexual favors, and other speech or conduct of a sexual nature. Sexual harassment can occur among peers, supervisors and supervisees, faculty/staff and students.

Both types of harassment can be experienced or caused by anyone regardless of gender.

In the event of harassment and/or sexual harassment between students, speak confidentially with the Affirmative Action Officer to informally resolve the complaint. For more details see the Student Code of Conduct. The next step is to contact the Office of Judicial Affairs to file a formal complaint.

In the event of harassment and/or sexual harassment between students and College employees, use the College Discrimination procedure described above.

To view the complete *Harassment and Sexual Harassment Policy and Grievance Procedures for SUNY Employees and Students* go to <http://www.oneonta.edu/admin/oei/affirmativeaction/SexHarassmentBroch.pdf>

Judicial and Legal Issues

Judicial Issues

The Code of Conduct describes the College's expectations of students and provides a process for responding to allegations of student misconduct on and off campus. The Office of Judicial Affairs acts as an advocate for students. See the website for more information.

<http://www.oneonta.edu/development/judicial/>

The College prohibits bias incidents and hate crimes, and the University Police Department (UPD) has a procedure for reporting these. A complete description of the Bias Incidents Protocol can be found at

http://www.oneonta.edu/admin/police/pages/reporting_bias_incidents_and_hate_crimes.asp

Bias incidents are defined as acts of bigotry, harassment, or intimidation directed at a person or group based on national origin, ethnicity, race, age, religion, gender, sexual orientation, disability, veteran status, color, creed, or marital status. Examples include derogatory messages on walls or message boards, use of derogatory names, etc.

Hate crimes, also called bias crimes or bias-related crimes, are criminal activities that are motivated by the perpetrator's bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as race, religion, ethnicity, gender, sexual orientation, or disability. An example is assaulting an individual because of a perceived characteristic such as race.

Legal Issues

Consider surveying local attorneys and Bar Association about their knowledge/willingness to provide services to transgender students. Some relevant legal topics for transgender persons include changing state and federal identity documents to match gender identity; gender identity discrimination as a transgender employee or tenant; and, marriage and parenting issues.

Medical Resources in the Community

The following is a list of physicians who practice in the Oneonta area. Please note that these physicians have not been consulted about their experience with treating transgender individuals.

Family Practice

Carolyn Wolf-Gould, M.D.
Chris Wolf-Gould, M.D.
1 Fox Care Dr Ste 103
Oneonta, NY 13820
607-431-5757

Endocrinology

Amy E. Freeth, M.D.
Endocrinology
Bassett Healthcare
Cooperstown - For appointment, call (607) 547-3300

Joseph M. Hughes, M.D.
Endocrinology
Bassett Healthcare
Cooperstown - For appointment, call (607) 547-3300
Bassett Hospital of Schoharie County – call (518) 254-3456
Norwich – call (607) 336-6362

Jessica C. Rockwell, M.D.
Endocrinology
Bassett Healthcare
Cooperstown - For appointment, call (607) 547-3300
Herkimer – For appointment, call (315) 867-2700

Plastic and Reconstructive Surgery

T.W. Huntsman, M.D.
Plastic and Reconstructive Surgery
Bassett Healthcare
Cooperstown - For appointment, call (607)-547-3080
Bassett Hospital of Schoharie County – call (518) 254-3456
O'Connor Hospital – call (607) 746-0525
Oneonta Specialty Services – call (607) 433-6300

Eric K. Mooney, M.D.
Plastic and Reconstructive Surgery
Bassett Healthcare

Cooperstown - For appointment, call (607)-547-3400
Oneonta Specialty Services – call (607) 433-6300

Andrew C. Reis, M.D.
Plastic and Reconstructive Surgery
Bassett Healthcare
Cooperstown - For appointment, call (607)-547-3400
Herkimer – call (315) 867-2700

Additional Medical Resources

The World Professional Organization for Transgender Health, Inc. (WPATH) -
<http://www.wpath.org/>

WPATH Standards of Care - http://www.wpath.org/publications_standards.cfm

National Coalition for LGBT Health - An Overview of US Trans Health Priorities -
<http://nctequality.org/HealthPriorities.pdf>

Spiritual/Religious Resources

St. James Episcopal Church
305 Main Street
Oneonta, NY 13820
607- 432-1458

UU Society of Oneonta, Inc.*
12 Ford Avenue
Oneonta, NY 13820
607- 432-3491
Email: uuso@uuso.org
Website: www.uuso.org

*This congregation has taken part in the Unitarian Universalist Association's **Welcoming Congregation Program** to become more inclusive towards bisexual, gay, lesbian, and/or transgender people.

SUNY College at Oneonta Campus Ministry -
<http://www.oneonta.edu/development/campusministry/about.asp>

Out and About in Central New York

The city of Oneonta is located in Otsego County and is part of the Central Leatherstocking Region of New York. Other counties in this region include: Broome (Binghamton), Chenango, Madison, Montgomery, Oneida, and Schoharie. See <http://www.visitnewyorkstate.net/regions/leatherstocking.html> for visitor information. The city of Albany, in Albany County, is part of the Saratoga-Capital region of New York. See <http://visitnewyorkstate.net/albany/> for visitor information.

Here are some resources for the region:

Transgender Friendly Nightclubs & Bars

Armory Pub, 400 S Clinton St., Syracuse, NY (315) 471-9059

J D's Playhouse, 519 Central Ave # 1, Albany, NY (518) 446-1407

TREXX, 319 N Clinton St., Syracuse, NY (315) 474-6408

Note: SUNY College at Oneonta is a dry campus and does not condone the use of alcohol.

Other

Out in Albany <http://www.outinalbany.com>

Out in Syracuse <http://www.outinsyracuse.com>

Trans specific AA meetings? (I didn't have time to research this.)

Other Resources

Diversity Rules Magazine www.diversity-rules.com

Empire State Pride Agenda <http://www.prideagenda.org>

Gender Education & Advocacy <http://www.gender.org>

Legal Aid Society of Mid-New York <http://www.lasmny.org>

Lesbian, Gay, Bisexual & Transgender Law Association Fund <http://www.le-gal.org>

National Center for Transgender Equality - <http://nctequality.org>

National Transgender Advocacy Coalition <http://www.ntac.org>

New York Press – “New York’s Premier Alternative Newspaper” <http://www.nypress.com>

Out in Albany <http://www.outinalbany.com>

Out in Syracuse <http://www.outinsyracuse.com>

Pridenet <http://www.pridenet.com/ny.html>

Tgcrossroads.org: Connecting Communities One Person at a Time <http://www.tgcrossroads.org>

The New York Blade - gay owned and operated weekly newspaper, tackling “the compelling issues facing the gay and lesbian community” <http://www.nyblade.com>

The New York City Gay & Lesbian Antiviolence Project <http://www.avp.org>

Tips and Strategies for Addressing the Challenges That Face Transgender Youth
http://www.advocatesforyouth.org/publications/frtp/transgender_challenges.htm

Transgender Equality: A Handbook for Activists and Policymakers
<http://thetaskforce.org/downloads/reports/reports/TransgenderEquality.pdf>

Transgender Guide: Transgender Information, Links, & Resources <http://www.tgguide.com>

Transgender Law Center <http://www.transgenderlawcenter.org/>

Transgender Legal Defense & Education Fund <http://www.transgenderlegal.org>

Transsexual Road Map <http://www.tsroadmap.com>