

University of Missouri – Kansas City
Student Government Association Senate
RESOLUTION #12022013001

**A BILL ADDING GENDER IDENTITY/EXPRESSION TO THE NON DISCRIMINATION POLICY**

**WHEREAS,** gender non-conforming students often face a hostile and unwelcoming campus climate; and

**WHEREAS**, transgender and gender non-conforming students are often unsure as to whether or not their identities are affirmed by the University of Missouri - Kansas City institutionally; and

**WHEREAS**, UMKC is a welcoming community dedicated to ensuring the safety and well-being of all students; and
**WHEREAS**, the University of Missouri - Kansas City’s non-discrimination policy currently includes sexual orientation; and

**WHEREAS**, the language in the non-discrimination policy does not explicitly prohibit discrimination based on gender identity or gender expression; and

**WHEREAS,** gender identity is defined as the gender with which an individual person identifies, which may or may not be at odds with their sex-assigned-at-birth; and

**WHEREAS,** gender expression is defined as the outward presentation of one’s gender which may be perceived by others to be at odds with an individual’s sex-assigned-at-birth; and

**WHEREAS,** 623 United States colleges have non-discrimination policies covering “gender identity and expression” including Rockhurst University; and

**WHEREAS**, the University of Missouri - Kansas City has shown its commitment to the inclusion of the LGBT community by its creation and funding of an LGBTQIA Programs and Services Coordinator and as well as LGBTQIA Resources; and

**WHEREAS**, including the phrase “gender identity and expression” in the non-discrimination policy clarifies UMKC’s resolve to support all of its students; and
**NOW THEREFORE BE IT RESOLVED,** that all Student Organization Constitutions must include Gender Identity and Gender Expression in their non-discrimination clause; and

**BE IT FURTHER RESOLVED,** that we, the Student Government Association of the University of Missouri - Kansas City, urge Chancellor Morton as well as the Board of Curators to approve and update the University and University System’s non-discrimination policy to include the language “gender identity and expression”