

# Relevant Policies



UNC-Chapel Hill  
**SAFE ZONE**

## University Of North Carolina At Chapel Hill Policy Statement On Non-Discrimination

<https://unc.policystat.com/policy/4467906/latest/>.

The University is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of race, color, gender, national origin, age, religion, creed, genetic information, disability, veteran's status, sexual orientation, gender identity or gender expression. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

## Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking:

<https://unc.policystat.com/policy/4514917/latest/>

## Reporting Harassment or Discrimination

If a student is experiencing harassment or discrimination, they can seek assistance and file a report through the Report and Response Coordinators [contact info found at [safe.unc.edu](http://safe.unc.edu)] or the Equal Opportunity and Compliance Office [<http://eoc.unc.edu/>].

Anyone who receives notice of a student's complaint of alleged prohibited harassment, including sexual misconduct, or discrimination must contact the Equal Opportunity/ADA Office as soon as possible upon receipt of the complaint online or at 919-966-3576.

Faculty and staff who experience discrimination or harassment can file a complaint at [eoc.unc.edu](http://eoc.unc.edu) (look for the "file a report" link on that page).

Students, faculty, staff, and even visitors can use the website listed below to report possible unethical or improper conduct, and/or violations of University policies and procedures, regulations, or state and federal laws. [[secure.ethicspoint.com](http://secure.ethicspoint.com)]

## Policy Statement on Gender Inclusive Language

<https://unc.policystat.com/policy/4745272/latest/>

The University of North Carolina at Chapel Hill is committed to providing an inclusive and welcoming environment for all members of our community. Consistent with that commitment, gender inclusive terms (chair; first year student; upper-level student, etc.) should be used on University documents and websites. A handout (Gender-Sensitive Language) may be found on the UNC Writing Center website at: <http://writingcenter.unc.edu/tips-and-tools/gender-inclusive-language/>

## Benefits

Partners of all sexual orientations are eligible for coverage under GSHIP and Post-doctoral health insurance plans. Same sex spouses and domestic partners are eligible for family housing through Campus Housing. Any benefit that is predicated on marriage is available to same sex married couples with a valid government issued marriage license.

Domestic partner coverage is available on three programs provided directly by the University: Reliance Standard (AD&D insurance), United Concordia Dental and MetLife (group term life insurance).

## Emergency Housing

If a student no longer feels safe in their on campus housing, students should first talk with their Resident Advisor (RA). If they have done this and still feel unsafe, they should reach out to the Community Director (CD), the Housing Assignments Coordinator or the Office of the Dean of Students (919-966-4042). Campus Housing has "Safe Rooms" where students can stay in on a temporary basis. Students who reside off-campus may have the ability to move into a temporary on-campus "Safe Room"—contact the Office of the Dean of Students or the Housing Assignments Coordinator.

## Gender Non-Specific Bathrooms

There is a link to a list of gender non-specific bathrooms on the LGBTQ Center website at [lgbtq.unc.edu](http://lgbtq.unc.edu). Look under the Resources tab for a listing and a map.

## Office of Institutional Research

If you want more information on any of the research studies to which we referred in discussing the campus climate, you can visit <https://oira.unc.edu>. Look under "Institutional Effectiveness" at "Surveys and Other Assessment Data."

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## Name Changes and Gender Marker Changes

Students can identify their preferred name through the Connect Carolina system. Students can change their name on university records with legal documentation. Information on the specific steps is available at:

<https://registrar.unc.edu/files/2018/05/Name-SSN-Change-Form-approved.pdf>

Gender marker changes can be made with a state or federal document (e.g., amended or new birth certificate, passport, driver's license). Contact the Office of the Registrar, list their name as is currently in the system, their PID#, current gender marker and then identify the gender marker to which they want their record changed.

## Independent Student Status

<https://studentaid.unc.edu/faqs/general-faqs/#Q25>.

Under the law, a student who is under 24 years of age, not an orphan, not a veteran, not married, not a graduate student, and without dependents may not be treated as "independent unless there are unusual and extenuating circumstances. A student wishing to be considered for "independent status" who does not meet the qualifications in the FAFSA application should write a letter of appeal to the Office of Scholarships and Student Aid stating reasons for the appeal. Also required are two letters from third-person, objective care professionals (such as a high school guidance counselor). A financial aid officer in our office will review the appeal to determine whether the federal standard ought to be waived. You will be notified once a decision is reached, which is generally within two to three weeks of receiving all documentation."

Students can apply for this change in status at any point during the semester and approval can result in an immediate change in their financial aid status (they do not need to wait for a new school year.

## Federal Legislation

[eoc.unc.edu/our-policies/state-and-federal-laws/title-ix-and-vawa/](http://eoc.unc.edu/our-policies/state-and-federal-laws/title-ix-and-vawa/)

"Pursuant to Title IX of the Education Amendments of 1972 and other applicable law and policy, The University of North Carolina at Chapel Hill prohibits discrimination or harassment based on sex. Specifically, no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity of the University."

The federal EEOC has ruled that Title VII of the 1964 Civil Rights Act protections on the basis of "sex" include

protections from discrimination on the basis of sexual orientation, gender identity, and gender expression. The Supreme Court will hear 3 cases regarding this question during the next term which begins in October 2019.

## Financial Assistance

### Pine Tree Scholarship

<https://lgbtq.unc.edu/resources/scholarships-fellowships-grants-and-awards>

The Pine Tree Scholarship was created in 1995 through generous donations. It is a need-based scholarship that is awarded to individuals who "identify as being gay or lesbian or express an interest in gay and lesbian studies." While it doesn't specifically reference transgender, bisexual, or questioning individuals, people of all gender identities and sexual orientations are encouraged to apply if they meet the need-based and interest criteria. The amount of the scholarship varies, and award amounts depend on how much money is available on an annual basis, the number of recipients, and the level of financial need.

Contact: Associate Director of Merit-Based Scholarships (check the staff directory at <http://studentaid.unc.edu/>) or call 919-962-8396.

### Student Emergency Fund

[odos.unc.edu/student-support/student-emergency-fund](http://odos.unc.edu/student-support/student-emergency-fund)

The Student Emergency Fund (SEF) is a joint venture between the Division of Student Affairs and Scholarships and Student Aid. The SEF assists Carolina students by providing financial support when they need assistance with **unexpected emergency expenses** surrounding situations such as accidents, illness, death of a family member, fire damage or need for temporary housing. Students may apply for funds when they have exhausted all other resources.

### GPSF Emergency Fund

[gpsf.unc.edu/financial-allocations/the-emergency-fund/](http://gpsf.unc.edu/financial-allocations/the-emergency-fund/)

The GPSF Emergency Fund was created to assist graduate and professional students at UNC-CH affected by unforeseen financial circumstances that could hinder their ability to complete their graduate career.