

**Student Government Resolution 121.011**  
**A Resolution Encouraging Truman State University to Amend Its Nondiscrimination Policy to Include Gender Identity**

**Sponsored by: Kennedy Cooper, Diversity and Inclusion Committee Chair; Santino Bono, Purple Friday Committee Chair; Mike Owsley, External Affairs Committee Chair; Morgan Sprehe, Environmental Affairs Committee Chair; Esther Fox, Health, Wellness, and Safety Committee Chair; Alexis Cook, Secretary; Abigail Knabe and Trevor Carey, Incoming Senators; Krishna Chebolu, Sara Klamm and Blaine Smallwood, Voting Senators; Em Smith and Katrina Parks, Associate Senators**

WHEREAS,

- The Student Government is the official governing body of the Student Association and exists to represent the present and long-term best interests of the Student Association in the formulation of University policy and in the fulfillment of the University’s mission; and
- The University’s current nondiscrimination policy prohibits discrimination based on race, color, national origin, sex (including pregnancy), disability, religion, age, sexual orientation or veteran status<sup>1</sup>; and
- The nondiscrimination policy does not currently prohibit discrimination based on gender identity; and
- Historically, there has been student and faculty support for adding gender identity to the nondiscrimination policy; and
  - On February 23, 2014, The Student Government passed “A Resolution Encouraging the Truman State University Board of Governors to Amend Its Nondiscrimination Policy to Include Gender Identity and Expression”<sup>2</sup>; and
  - On March 27, 2014, The Faculty Senate passed “A Resolution Encouraging the Truman State University Board of Governors to Amend Its Nondiscrimination Policy to Include Gender Identity”<sup>3</sup>; and

<sup>1</sup> [Statement on Nondiscrimination - EOAA \(truman.edu\)](#)

<sup>2</sup> [https://stugov2021-2022.slack.com/files/U01VDDBLFPG/F032HE8GH9S/a\\_resolution\\_encouraging\\_the\\_truman\\_state\\_university\\_board\\_of\\_governors\\_to\\_amend\\_its\\_nondiscrimination\\_policy\\_to\\_include\\_gender\\_identity\\_and\\_expression.pdf](https://stugov2021-2022.slack.com/files/U01VDDBLFPG/F032HE8GH9S/a_resolution_encouraging_the_truman_state_university_board_of_governors_to_amend_its_nondiscrimination_policy_to_include_gender_identity_and_expression.pdf)

<sup>3</sup> [Student Government Resolution XXX \(truman.edu\)](#)

- 3.4% of Truman State University students that identify as transgender, genderqueer, or other;<sup>4</sup> and
- Adding gender identity to the nondiscrimination policy would benefit transgender, genderqueer, and nonbinary students, faculty, and staff and help to protect all students, faculty and staff from gender identity-based discrimination; and
- Specifying that gender identity is protected under Truman State’s nondiscrimination policy will help to address gender identity based discrimination issues, even if the interpretation of Title IX changes in the future; and
- Over 1,900 colleges and universities include gender identity in their nondiscrimination policies<sup>5</sup>; and
  - This includes several universities in Missouri, including Northwest Missouri State University<sup>6</sup>, Southeast Missouri State University<sup>7</sup>, Missouri State University<sup>8</sup>, and the University of Missouri<sup>9</sup>; and
  - Other comparable universities to Truman State also include gender identity in their nondiscrimination policies, including Bradley University<sup>10</sup>, Southern Illinois University - Edwardsville<sup>11</sup>; and
  - 22 out of 30 Council of Public Liberal Arts Colleges (COPLAC) schools include gender identity in their nondiscrimination policies<sup>12</sup>; and
- Such a change will help foster a greater environment of diversity and inclusion on Truman State University’s campus;

THEREFORE BE IT RESOLVED THAT THE STUDENT GOVERNMENT

- Supports adding gender identity into Truman State University’s nondiscrimination policy as a protected status; and
- Wishes to work with President Sue Thomas in amending the nondiscrimination policy to include gender identity; and
- Is willing to assist with the policy amendment process; and
- Encourages Faculty Senate to pass a similar resolution; and

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<sup>4</sup> [MACHB Gender Sexual Orientation Demographic Data.xlsx - Google Sheets](#)

<sup>5</sup> [Colleges and Universities with Nondiscrimination Policies that Include Gender Identity/Expression - Campus Pride](#)

<sup>6</sup> [Northwest Missouri State University - Northwest Missouri State University \(smartcatalogiq.com\)](#)

<sup>7</sup> [Nondiscrimination Policy | SEMO](#)

<sup>8</sup> [Equal Opportunity Publication Policy - Policy Library - Missouri State University](#)

<sup>9</sup> [Nondiscrimination Policy | University of Missouri](#)

<sup>10</sup> [Statements | Employment Opportunities | Human Resources | Offices | Bradley University](#)

<sup>11</sup> [Policies & Procedures - Miscellaneous - Non-Discrimination and Non-Harassment Complaint Procedures - 2C8 & 3C7 \(siue.edu\)](#)

<sup>12</sup>[https://docs.google.com/document/d/1tMBrG\\_-LBFEHLs1xK8C\\_kiVPVlgP4zAQLMm0ytBFoMw/edit?usp=sharing](https://docs.google.com/document/d/1tMBrG_-LBFEHLs1xK8C_kiVPVlgP4zAQLMm0ytBFoMw/edit?usp=sharing)

- Further recommends all university departments update their nondiscrimination policies to include gender identity;

THE STUDENT GOVERNMENT DIRECTS THAT:

Additional copies of this resolution be disseminated to: The Board of Governors; University President Sue Thomas; Janna Stoskopf, Dean of Student Life; Tyana Lange, Vice President for Enrollment Management and Marketing; Ryan Nely, Institutional Compliance Officer; Saint Rice, Center for Diversity and Inclusion Director; Faculty Senate; PRISM; TruTrans; Truman Media Network; the University Archives

Approved by Unanimous Consent, February 27th, 2022

A handwritten signature in black ink, reading "Shania Montúfar". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Shania Montúfar, President of the Student Association