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UCF

# LGBTQ+ Guide to Campus



# Quick Questions

Pg. 12-14

How can I change my preferred name?

Pg. 15, 22

What do I do if someone hurts me?

Pg. 17

Where can I find a gender-neutral bathroom?

Pg. 16

What do I do about housing?

Pg. 9, 40

Who can I ask if I have any questions?

Pg. 21

What do I do after college/ when I get a job?

Pg. 10, 19, 26-30

Where can I meet LGBTQ+-affirming people?

Pg. 6, 31-37

What do these words mean?

Pg. 27

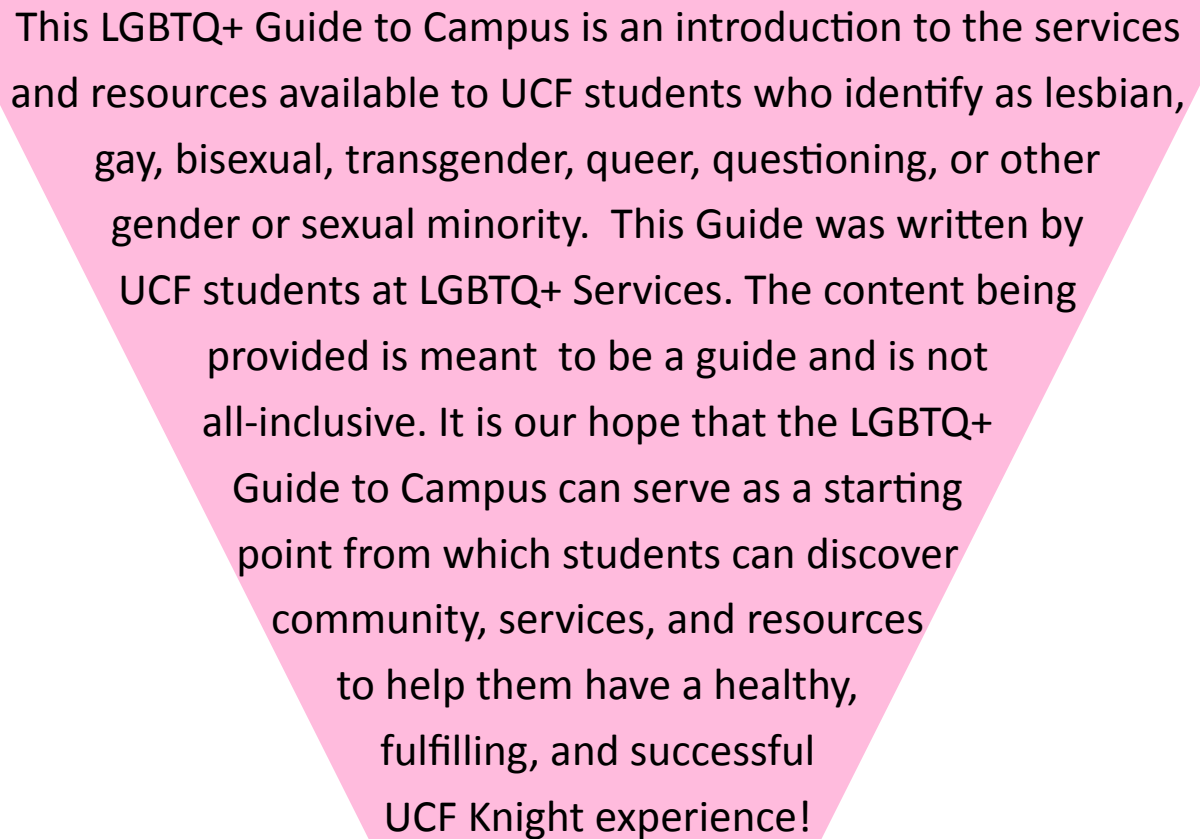
My sex-ed never covered this.

# Table of Contents

Page	
5	What is this guide for?
6	Quick definitions
What can UCF Offices do for you?	
8	Social Justice and Advocacy
9-10	LGBTQ+ Services
11	Safe Zone
12	Registrar's Office
13-14	Student Legal Services
15	Victim Services
16	Housing and Residence Life
17	Gender Neutral Restrooms
18	Student Health Services
19	Counseling and Psychological Services
20	Wellness and Health Promotion Services
21	Career Services
22	Student Care Services
23	UCF Police Department
24	Student Accessibility Services

# Table of Contents (Cont.)

Page	
What about Student Involvement?	
26	Delta Lambda Phi
27	Vox
28	Bagels+
29	Multicultural Student Center
30	PRIDE Faculty and Staff Association at UCF (PFSA)
Appendices, or “What are you even talking about?”	
31-32	How does gender work?
33	How do pronouns work?
34-37	How does orientation work?
38	Is it normal to...?
39	Non-discrimination laws
40	How to find more information
41	UCF Non-Discrimination Policy



This LGBTQ+ Guide to Campus is an introduction to the services and resources available to UCF students who identify as lesbian, gay, bisexual, transgender, queer, questioning, or other gender or sexual minority. This Guide was written by UCF students at LGBTQ+ Services. The content being provided is meant to be a guide and is not all-inclusive. It is our hope that the LGBTQ+ Guide to Campus can serve as a starting point from which students can discover community, services, and resources to help them have a healthy, fulfilling, and successful UCF Knight experience!

# An introduction to terminology

## Sexuality Terms



Lesbian: A woman who is romantically and sexually attracted to other women.

Gay: A person who is romantically and sexually attracted to other people of their own gender. “Gay” is usually used for men, but some women use it as well.



Bisexual: A person who is romantically and sexually attracted to two (or all) genders.



Pansexual: A person who is romantically and sexually attracted to all genders.



Asexual: A person who does not experience sexual attraction under most circumstances. An asexual person may or may not experience romantic attraction.

## Gender Terms



Transgender: Transgender people have a gender identity or expression different to the gender role they were assigned at birth or are expected to exhibit in adulthood.

Trans\*: an abbreviation of “transgender”. The asterisk is a “wildcard” that stands for the multitude of ways that transgender people identify.

Cisgender: someone who identifies as the gender that society assigns to them.

Gender identity: A person’s view of themselves as belonging to a gender category.

Gender role: a set of behaviors and expectations that society associates with a gender.

Gender expression: The visual, interpersonal, and behavioral methods that people use to express their gender identity.

## Other Terms

Ally: a person who is willing to advocate and act to minimize the societal oppression of LGBTQ+ people.

Queer: an umbrella term for people who are not heterosexual as well as people who are not cisgender. Some people experience “queer” as a slur, so use it with care. Some people who identify as queer use it as a non-heterosexual sexual orientation.

Questioning: being unsure of your gender identity, being unsure of your sexual orientation, or both. Many people go through a stage of questioning during their lives, sometimes several times. This can be because they learn new words that fit them better, or it can be that their actual feelings of gender or attraction change over time.

Note: not everyone identifies with the terms delineated here. Some people have different definitions for the terms we use in this guide. This list is not meant to be authoritative or comprehensive.

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UCF Offices

# SOCIAL JUSTICE AND ADVOCACY



Social Justice and Advocacy is dedicated to advocating for and celebrating all types of diversity at UCF. It compasses LGBTQ+ Services and the Multicultural Student Center.

## ***Mission Statement***

The mission of SJA is to promote an equitable campus environment where all are assured that diversity, in its many forms, is valued. We will support efforts to increase equal access to campus resources and opportunities, while cultivating inclusiveness to the least advantaged members of the campus community. SJA will advocate to decrease obstacles that prevent students from succeeding at the University of Central Florida.

## ***Goals***

1. Advocate for access and equity throughout the UCF campus community.
2. Promote civil conversations on issues impacting campus climate.
3. Advocate for the advancement of matters of social justice, equity, and inclusion.
4. Reduce barriers concerning prejudice and intergroup conflicts.



# LGBTQ+ Services



The mission of Lesbian Gay Bisexual Transgender Questioning/Queer (LGBTQ+) Services is to connect our diverse student population to opportunities, resources, and each other to achieve the vision of a stronger, healthier, and more equitable world for LGBTQ+ people and its allies.

LGBTQ+ strives to support the community by:

- Fostering greater opportunities for students to succeed at UCF.
- Organize programs geared toward educating the UCF community.
- Creating a forum where LGBTQ+ history and culture is acknowledged and celebrated.
- Creating a space where resources can be created and explored in the future.
- Advocating for LGBTQ+ students, faculty, and staff needs at UCF.

## ***Pride Commons***

Located in Ferrell Commons building 7E room 171, Pride Commons is a place for UCF students who are looking for resources, a place to hang out, or a quiet place to study. Pride Commons opened during in 2013 and is funded by the Student Government Association. It is maintained by Social Justice and Advocacy, MSC, and LGBTQ+ Services.

# LGBTQ+ Services (continued)



## “What can you do to help me?”

LGBTQ+ Services assists students, faculty, and staff in navigating the resources available to LGBTQ+ individuals and creates resources that are needed to enhance the UCF Campus Community in terms of LGBTQ+ inclusion.

Stop by and visit or call us at 407-823-0401.

## “What do you do?”

LGBTQ+ Services is a resource office for LGBTQ+ students, the general student body, and the campus community. The office promotes the visibility of LGBTQ+ and Ally students on campus. The office also addresses concerns and programs across campus. LGBTQ+ Services was formed in June 2011 with support from the Vice President of Student Development and Enrollment Services.

## “What programs can I expect from you?”

### Key Programs

Lavender Lunch, All Gender Love, Spirit Day, and Drag Divas: Gender Realness.

### Lavender Council

Consults and advises LGBTQ+ Services on programming and resources that impact the LGBTQ+ community.

### The Alliance Mentoring Program

Aims to match LGBTQ+ staff and faculty mentors with LGBTQ+ student mentees. Mentors will serve as a personal role model for the mentee(s) and will provide support and encouragement for mentees. The mentorship process will include goal-setting, organizational skills, and professional development.

# Safe Zone



Members of the LGBTQ+ community, allies, and people wanting to learn more about LGBTQ+ issues are encouraged to attend the UCF Safe Zone trainings. The goal of these trainings is to promote a safe and welcoming environment across the UCF campus for people who identify as LGBTQ+. It is also great for UCF students, staff and faculty members interested in showing visual support for gay, lesbian, bisexual, transgender or questioning persons at the university.

## **The Safe Zone Series includes four trainings:**

- LGBTQ+ 101
- Advocates
- Coming Out Workshop
- GOLD (Gender Orientation and Language Diversity)

\*Safe Zone: Quickchats are provided to continue dialogue and learning.

## **Instructions on how to register for the trainings online at:**

[Safezone.sdes.ucf.edu](http://Safezone.sdes.ucf.edu).

## **For any questions email:**

[sja@ucf.edu](mailto:sja@ucf.edu)



# Registrar's Office



## What does a “preferred name change” do?

A preferred name change will document your preferred name with the University of Central Florida. It will allow your preferred first name to be inputted into your student record and used on the class roster and on My UCF. It will automatically update your name on WebCourses.

## What does a “preferred name change” NOT do?

A preferred name change does not legally change your name. It does not conceal your legal name from University rosters or records. It does not guarantee that faculty will address you by your preferred name. It does not guarantee that your preferred name will be displayed on your student ID. It will not prevent people with access to your myUCF account and Knightsmail from viewing your legal name. It will not show your preferred name on your transcript or diploma.

## How do I get a “preferred name change”?

- Get a “change of name” form from the Registrar’s Office or from the UCF website.
- Complete the form noting your preferred first name (you do not have to fill out “new legal name” section).
- Submit it in person, by email, or by mail (not accepted by fax) and be sure to include a copy of your driver’s license.
- Once you submit the completed “CHANGE OF NAME” form, the Registrar’s Office will process the request and input it into the University’s PEOPLESOFT system. A “preferred name” field will now be attached to your student record.

\*[http://registrar.ucf.edu/docs/change\\_of\\_name.pdf](http://registrar.ucf.edu/docs/change_of_name.pdf)

\*If you have questions, contact the Registrar’s office at [roenrollment@ucf.edu](mailto:roenrollment@ucf.edu).

**Did You know?**

You can change your name at the Registrar’s Office!

# Student Legal Services



## What does a “legal name change” do?

Legally changing your name guarantees the varying rights afforded to a legal name, including how it is displayed on your student ID card, bank card, and government-issued IDs.

## What does a “legal name change” NOT do?

Legally changing your name does not change your legal gender distinction. An additional legal process is required to change one’s legal gender distinction. It also does not immediately change your University name information on file unless the “change of name” form with the Registrar’s office is completed as the last step of this process.

## How do I get a “legal name change”?

- Schedule a “name change” appointment with Student Legal Services to help you with the process. Student Legal Services will have you complete a questionnaire which you can pick up prior to your appointment or complete in-person.
- Complete a Background Check (Student Legal Services provides a list of approved vendors; price varies by vendor, but is approx. \$50).
- File a Name Change Petition with the Clerk of Court. (Fee varies by county, but is approx. \$400; this fee may be waived for some students – ask for details.)
- Once Petition is filed and background check is received by the clerk, a hearing can be set where the judge will sign the order legally granting you a name change.
- Notify relevant agencies and organizations of legal name change once the petition is granted and complete and submit a “change of name” form with UCF’s Registrar.

# Student Legal Services



## Is there a local, state or federal law that protects LGBTQ+ Knights from discrimination?

The laws that protect members of the LGBTQ+ community are complex, piecemeal, contradictory and don't always protect all members of the community equally. For a breakdown of local laws, see Appendix D.

## What should I do if I think I have been discriminated against due to being LGBTQ+?

Consult with Student Legal Services or another attorney IMMEDIATELY. Student Legal Services does not represent Knights in discrimination cases, but generally, Student Legal Services can assist with demand letters (depending on the circumstances) and/or point Knights in the right direction. You may also submit a student of concern form (see page 22).

## Do I need to act immediately if I think I am being discriminated against, or can I wait?

Discrimination laws, in general, have extremely short statutes of limitation (time in which you can file a complaint), ranging from 180 days to 2 years from the date of the incident. If you miss the deadline, you likely will be barred from bringing a law suit or taking other action against the entity that perpetrated the discrimination.

For more information, contact [stulegal@ucf.edu](mailto:stulegal@ucf.edu).

**Know your rights!**  
See a breakdown of  
non-discrimination laws in  
Appendix D.

# Victim Services



## What does Victim Services do?

Victim Advocates can help you put the pieces back together if you, or someone you know, has been impacted by crime, violence or abuse. Victim Services provides practical assistance, emotional support, civil and criminal justice system assistance, and personal advocacy for all members of the UCF community. Advocates will provide you with your options so you can make an educated decision based on what is best for you. Advocates are also familiar with resources and professionals throughout the community and can direct you to an agency or professional best equipped to provide the assistance you may need.

## Will the Advocates help me if I am LGBTQ+?

Yes. The Victim Services program is a SAFE PLACE. All Advocates have gone through the UCF Safe Zone training to be allies to the LGBTQ+ community. Victim Services provides services to all members of the UCF community without exception. Advocates do not discriminate on the basis of age, citizenship, ethnicity, gender, gender identity, gender expression, marital status, disability, race, religion, sexual orientation, or veteran status.

## Will they tell anyone?

The conversations you have are between you and your advocate. The Advocates records are securely maintained separately from other UCF records and transcripts. Your professors, family and friends will **not** be informed about what you discuss unless you sign a consent form to release information.

**Did You know?**  
Victim Services has a 24/7  
Confidential Hotline  
Just Call 407-823-1200

For more information, contact  
[askanadvocate@ucf.edu](mailto:askanadvocate@ucf.edu).

# Housing and Residence Life



## Is there a way to request an affirming roommate?

UCF works with a roommate-matching service that allows students to fill out a compatibility survey in order to be matched with a roommate. There are questions on the survey pertaining to sexual orientation, which can help students to find fellow LGBTQ students or allies.

## I'm Trans\*. Can I live on campus?

The Department of Housing and Residence Life makes arrangements for Trans\* students on a case-by-case basis. There is an introductory question on the Housing application asking if the applying student's legal sex corresponds with their identity; if one checks "no," the student will receive a personal email. Contact information for a specific person within Housing department will be provided so that further discussions can occur regarding housing options.

## Will everyone know my legal name?

While there is currently no option to place a preferred name on the application itself, you can request that the assigned RA makes all material (name tags, etc.) to show your preferred name.

## But can I live with people of my own gender?

Housing and Residence Life is not currently able to place students in the same room if they are of different legal sexes. However, Housing makes a strong effort to room Trans\* students with other Trans\* students if they prefer. Unfortunately, the relatively small number of Trans\* students requesting accommodations per semester means that this is not a guarantee.

### Did You know?

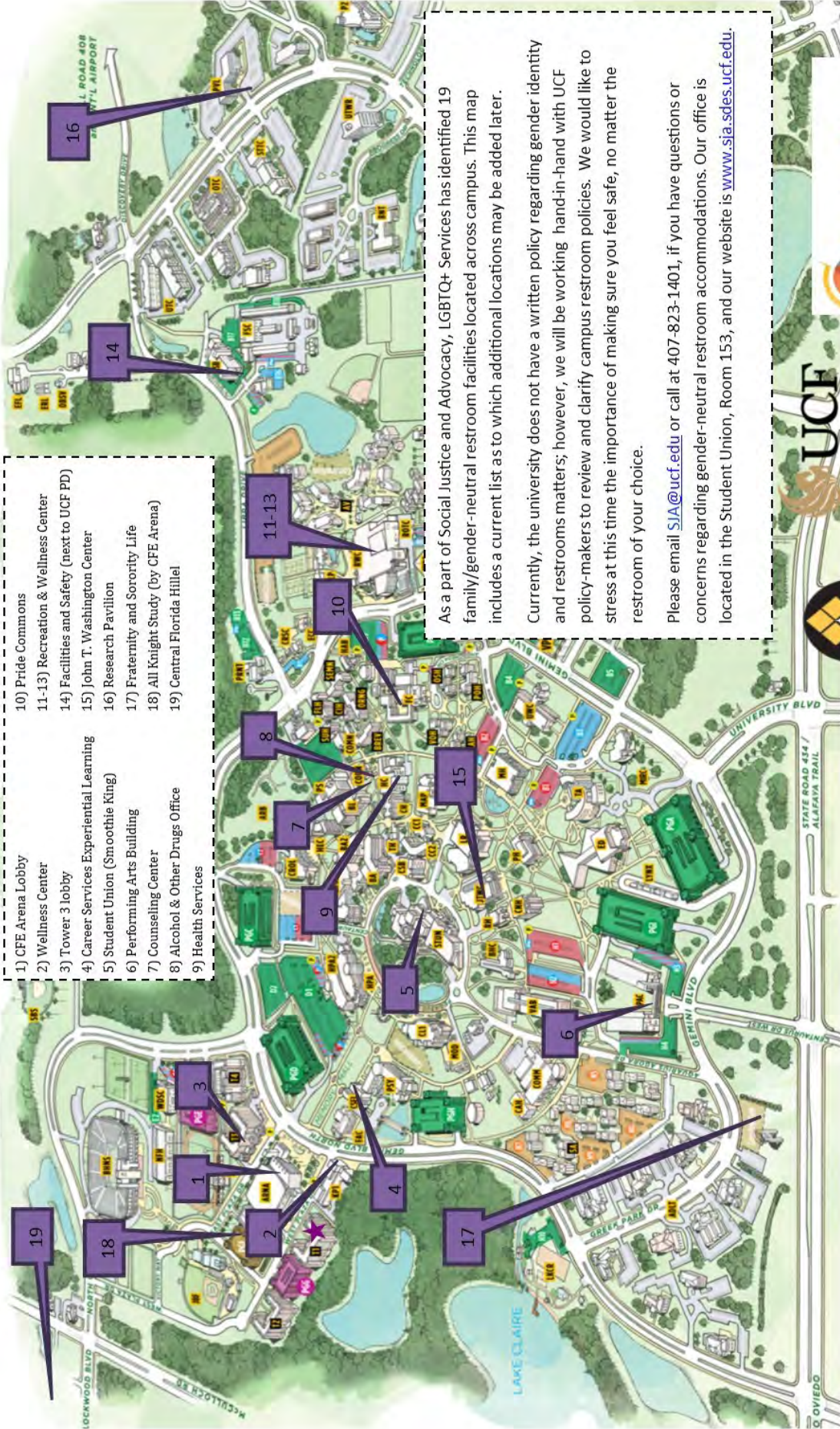
For more information on using a preferred name, see Registrar on page 9

For more information, contact Meredith Varner, the Associate Director of UCF Housing and Residence Life, at 407-823-0048; Meredith.Varner@ucf.edu.





# Gender-Neutral Restrooms



- 1) CFE Arena Lobby
- 2) Wellness Center
- 3) Tower 3 Lobby
- 4) Career Services Experiential Learning
- 5) Student Union (Smoothie King)
- 6) Performing Arts Building
- 7) Counseling Center
- 8) Alcohol & Other Drugs Office
- 9) Health Services
- 10) Pride Commons
- 11-13) Recreation & Wellness Center
- 14) Facilities and Safety (next to UCF PD)
- 15) John T. Washington Center
- 16) Research Pavilion
- 17) Fraternity and Sorority Life
- 18) All Knight Study (by CFE Arena)
- 19) Central Florida Hillel

As a part of Social Justice and Advocacy, LGBTQ+ Services has identified 19 family/gender-neutral restroom facilities located across campus. This map includes a current list as to which additional locations may be added later.

Currently, the university does not have a written policy regarding gender identity and restrooms matters; however, we will be working hand-in-hand with UCF policy-makers to review and clarify campus restroom policies. We would like to stress at this time the importance of making sure you feel safe, no matter the restroom of your choice.

Please email [SJA@ucf.edu](mailto:SJA@ucf.edu) or call at 407-823-1401, if you have questions or concerns regarding gender-neutral restroom accommodations. Our office is located in the Student Union, Room 153, and our website is [www.sja.sdes.ucf.edu](http://www.sja.sdes.ucf.edu).



# Student Health Services



## Will the Health Center employees be respectful of my sexual orientation and gender identity?

UCF Health Services is committed to maintaining an inclusive, respectful, and welcoming approach to the UCF LGBTQ+ community. The majority of the clinical providers have completed Safe Zone training, and the entire Student Health Services staff has participated in Diversity and Inclusion Training.

## Can the Health Center help me with medically transitioning?

Student Health Services has procedures in place regarding referrals of transgender students to appropriate specialists (Endocrinology or OB/Gyn). Certain providers can also assist students by co-managing the medical issues involved in the transition process.

## Do transgender men really have to use the Purple Pod?

No, you don't. When you schedule an appointment, you will be provided with the option of accessing gynecological services outside of the Purple Pod (which typically serves those who are female-bodied). Several clinicians at Student Health Services are all willing to provide routine gynecological care to patients who do not identify as women. Any concerns related to your gender identity or presentation can be expressed in the free response section labeled "Do you have any special needs?"

Email [hs@ucf.edu](mailto:hs@ucf.edu) for more information.



# Counseling and Psychological Services



## What can CAPS do for LGBTQ students?

CAPS offers free mental health counseling to all students and is available for consultation to the university community. CAPS is dedicated to providing these services in an atmosphere that is welcoming and comfortable for all, regardless of race, gender, ethnic background, age, sexual orientation, citizenship, or physical ability. In addition to providing individual counseling, CAPS also offers crisis services, therapy groups, workshops, and campus outreach programs.

### GROUPS (require a brief screening)

#### **Diversity Dialogues**

This is an empowering and supportive space for individuals who identify as a person of color and is open to all regardless of specific race or ethnicity. The group will discuss concerns and unique experiences on topics such as academics, identity, self-esteem, family, and interpersonal relationships.

#### **Questioning and Coming Out Group**

This confidential process group provides a safe space for individuals who are currently questioning their sexual orientation or gender identity or who are in the early stages of coming out. The group will focus of self-acceptance and the issues associated with disclosing your identity to others.

### WORKSHOPS

#### **Relax and Flow**

This workshop is an introductory class for beginners or those wanting to work on the basics of asana (poses), pranayama (breath work), & meditation.

#### **Be Well, Do Well**

Embrace your inner self by learning strategies for improving relationships, managing emotions, and enhancing your wellbeing.

### OUTREACH PROGRAMS

#### **QPR Suicide Prevention Training**

The goal of this one-hour training is to assist faculty, staff, students, parents, and community members in how to effectively recognize and refer persons in distress to campus and community resources.

\* In addition, CAPS also offers a number of other groups that LGBTQ+ students may find beneficial and are welcome to participate in. A few examples include: Creative Connections, Women's Group, Women's Empowerment Group, Finding Balance in Life, and Exploring Family Becoming Yourself. See <http://caps.sdes.ucf.edu/groups> for more information.

### Did You know?

Counseling and Psychological  
Services has a after-hours  
Crisis Hotline!  
Just Call 407-823-2811

**Call or drop by CAPS to schedule an initial assessment. It takes a lot of strength to ask for help.**

## WHPS does Free HIV testing for students!

### FREE RAPID HIV SCREENING (FINGER PRICK TEST)

Every month WHPS holds Rapid Testing days. On this day, you can be tested and get results in one sitting. The test involves pricking your finger to test a drop of blood. Unlike the oral swab test, the finger prick version is a screening tool. A negative (non-reactive) screening result provides a dependable indication of HIV status as long as you are not in the window period (3 months since last unprotected sex), but a positive result on this test does not absolutely mean the presence of HIV. A confirmatory test is needed to confirm your status if you initially test positive.

### ORAL SWAB TEST AND RISK REDUCTION COUNSELING

Contact Wellness and Health Promotion Services at 407-823-5841 OR 407-823-2924 to schedule an initial 30-35 minute appointment. During that time, they will rub a swab on the inside of your cheek. Before you leave, you will schedule a two week follow up appointment to receive and discuss your results. Don't forget to bring your green Appointment Card when you return!

### WILL PEOPLE KNOW MY STATUS?

**No.** The specific person who processed your test might know, but you don't have to give us your real name when you come in for HIV testing.

#### Did You know?

Call WHPS at 407-823-5841 for rapid testing dates and times, or check the calendar on their website.

## Can Career Services help me with employment concerns related to being LGBTQ+?

Absolutely! UCF Career Services Career Counselors have gone through training and programs to best work with and address the concerns LGBTQ+ students have related to future employment.

Career Services has also formed a committee dedicated to developing LGBTQ+ affirming career resources and programming. To date, they have held programs including workshops about being “Out in the Workplace,” which was a collaboration with Student Legal Services, as well as a LGBTQ+ Employer Panel.

## What resources I can access without outing myself?

UCF Career Services has an extensive amount of online resources specifically for LGBTQ+ students on topics such as: job searching, legal issues, national associations, LGBTQ+ employment resources in the Orlando area, and more!

You can access all of these online resources at: <http://career.ucf.edu/resources>

### 4 Tips for LGBTQ+ Internship and Job Seekers:

<http://www.careerrookie.com/articles/4+Tips+for+LGBTQ+Internship+26+Job+Seekers/AR5F7WR6MMH6RKK3406F>

For more information, contact Laura Crouch, Assistant Director for Career Development, at [Laura.Crouch2@ucf.edu](mailto:Laura.Crouch2@ucf.edu); 407-823-1365; [www.career.ucf.edu](http://www.career.ucf.edu).

# Student Care Services



## What is a “student of concern”?

The Student of Concern Form allows members of the UCF Community (students, staff, faculty, etc.) to report concerns that they have about UCF students. Some examples of concerns include:

- Academic struggles
- Changes in behavior
- Parental or relationship issues
- Homelessness
- Roommate issues
- Complaints from others

## What should I do about it?

- Confer directly with the student (if you feel comfortable doing so) and let them know that you are aware of their distress.
- Inform the student about available resources:
  - University Police Department                      407-823-5555
  - Student Health Center                                407-823-2701
  - Counseling and Psychological Services        407-823-2811
  - Victim Services Advocate Hotline                407-823-1200
  - Office of Student Conduct                            407-823-4638
- Call the Care Manager (407-823-5607) or submit a Student of Concern Report.

## How do I make a student of concern report?

You can make a student of concern report online at:

<http://concern.sdes.ucf.edu/form-concern>

If the matter is urgent and it is after regular business hours, you may consult with the [UCF Counseling Center Crisis Hot-line](#). If there is an imminent risk of harm or danger, please dial 911.

## How does UCF PD create a safe and welcoming environment for LGBTQ+ members of the campus community?

### UCF PD POLICY

No person shall be singled out or otherwise treated differently on account of his/her race, color, ethnicity, sex, sexual orientation, physical disability, religion, age, cultural group, economic status or other belief system.

### UCF PD officers are trained to:

- Understand LGBTQ+ culture
- Interact comfortably with LGBTQ+ population
- Empathize with concerns of LGBTQ+ individuals

### UCF PD Services:

#### SEPS, Safe Escort Patrol Service

Student escorts are trained by UCF PD officers to provide a safe escort to people on campus at night. The service is free and available seven days a week between 7 p.m. and 1 a.m.

After 1 a.m., contact the department at 407-823-5555. An officer will be dispatched to assist you if one is available.

#### Operation ID

Operation ID is a free service that engraves your items with your driver's license number so that if they are stolen, they can be traced back to you if they are recovered.

Call UCF Police Community relations at 407-823-3224 for more information. You can also register your property online at [policedept@ucf.edu](mailto:policedept@ucf.edu).

#### S.A.F.E., Self-defense Awareness & Familiarization Exchange

Self-defense courses taught by UCF PD officers are designed to provide attendees with information, tactics and options that may be useful for various types of crimes perpetrated against women.

Registration fee is \$5.00. You can register online at [policedept@ucf.edu](mailto:policedept@ucf.edu) or by calling 407-823-3224.

# Student Accessibility Services



**Student Accessibility Services (SAS)** views disability as an integral part of the rich diversity at the University of Central Florida. To that end, we work collaboratively with students, faculty, and staff to create an inclusive educational environment for students. SDS staff is available to discuss any course or campus barriers that may be preventing access to education and an equitable campus experience for students. SDS is a **safe, welcoming, and confidential** environment in which student identities are valued and respected. Collaboration with other student services offices is a top priority for SAS, and we strive to develop diversity programming and encourage staff trainings, including **Safe Zone**, on an ongoing basis.





Student

Involvement

# Delta Lambda Phi Fraternity



## Isn't a **GBTQ-affirming fraternity** an oxymoron?

Not at all! DLP feels that embracing **GBTQ** brothers is emblematic of the true spirit of brotherhood — one that embraces diversity and respects the value of all.

DLP is a not just a **GBTQ**-friendly fraternity; it is a fraternity made by and for **GBTQ** and progressive men.

## Can **Trans\*** people join DLP?

The current policy reads “males and people who identify as men” are eligible to join Delta Lambda Phi. The implication is that anyone who identifies as a man (there is no paperwork required; DLP will take your word for it) or anyone assigned-male-at-birth (AMAB) can join DLP. Cisgender women and assigned-female-at-birth (AFAB) people who do identify as neither men nor women are excluded by that policy.

### • **What principles does DLP embody?**

- **Excellence**
- **Integrity**
- **Diversity**
- **Justice**
- **Service**
- **Commitment**

For more information, contact the Vice  
President of Recruitment at  
[recruitment.dlpucf@gmail.com](mailto:recruitment.dlpucf@gmail.com)



VOX: VOICES FOR PLANNED PARENTHOOD is a student group on campus that is dedicated to raising awareness about reproductive rights and health. Vox at UCF often cosponsors programs with LGBTQ+ Services focused around sexual health and wellness.

## What kind of events does VOX do?

Vox participates in several annual events, such as Get Yourself Tested Week of Action, Sex Ed Week of Action, and Let's Talk About Sex, Baby. They also hold events for World AIDS day, National Black HIV & AIDS Awareness, and Women and Girls with HIV & AIDS. They are also often found outside the student Union tabling and giving out free condoms.

## What kind of events does VOX do for LGBTQ+ students?

Vox often co-sponsors events with LGBTQ+ Services, such as

### CONSENT WORKSHOPS

A LGBTQ-affirming interactive learning experience about what does (and does not) constitute sexual consent.

### QUEER SEX EDUCATION

A representative from Planned Parenthood presented a queer-oriented sexual education workshop.



BAGELS+ is UCF's group for Jewish gay, lesbian, bisexual, and transgender+ students. Bagles+ hosts meetings and special events in order to foster a strong LGBTQ+ Jewish community on campus, and to increase awareness of religion and sexuality and how they connect to each other.

If you have any questions or are interested in joining or being on the leadership committee, please email [bagelsplus@gohillel.org](mailto:bagelsplus@gohillel.org)



# The Multicultural Student Center



The Multicultural Student Center is an agency of Student Government whose main goal is to educate students about diversity and make all students feel welcome.

The MSC is responsible for LGBTQ+ related student programming.

## “What kinds of programs can I expect from the Multicultural Student Center?”



### Speakers

Past speakers have included celebrity Chaz Bono, actor Lea Delaria, and “conversion therapy” survivor Samuel Brinton.

### Film Showings

Throughout the year, LGBTQ+ Services partners with other campus organizations to screen LGBTQ+-themed movies and documentaries. In the past, we have shown *We Were Here*, *Shadows of the Past Reflections for the Future*, *Black as AIDS*, *Trembling Before G-d*, *A Jihad for Love*, *Brother Outsider: the life of Bayard Rustin*, *Thy Will be Done*, and *Break Through*.

### Lavender Celebration

The Lavender Celebration is a yearly graduation ceremony held at the end of the Spring semester that recognizes UCF LGBTQ+ and Ally students for their academic and personal accomplishments.

### Pride Chats

Pride Chats are bi-weekly discussion groups on topics relevant to the LGBTQ+ community and their allies. These groups meet in Pride Commons and are open to all members of the UCF campus community.

If you have any questions or are interested in getting involved, please contact [msc\\_sd@ucf.edu](mailto:msc_sd@ucf.edu)

## Who is the PRIDE Faculty & Staff Association at UCF?

The PRIDE Faculty & Staff Association (PFSA) is an organization representative of the University of Central Florida's goal to be more inclusive and diverse. PFSA's mission is to promote an environment which fosters cultural sensibility and enrichment by providing quality programming, networking opportunities, and guidance to UCF's LGBTQ+ students, faculty, and staff on all UCF campuses.

## What does PFSA do?

To achieve the mission of PFSA, a vision was adopted which includes being a resource to the UCF administration and divides our interests into three categories. They include education, advocacy, and outreach.

**Education:** Educating others about who we are as a community is a key component of the PFSA vision, and may include mentoring, symposiums, designing degree/certificate programs, research, books clubs, and similar activities.

**Advocacy:** Advocating for inclusion and equality on the UCF campus and working in other areas more political in nature.

**Outreach:** Outreach includes social, community constituencies, marketing/communication, and visibility on campus. This group will also work with benchmarking and will develop partnership with those campuses that already have successful PFSA groups.

## Who can join PFSA?

PFSA membership is open to all current and retired UCF faculty and staff regardless of age, race, gender, gender expression, creed, nationality, religion, or sexual orientation, who support the mission and goals of PFSA as outlined in the bylaws. A person may be considered a member after attending two regular meetings in an academic year or by paying dues to the organization. Dues are \$20 annually. Donations, in addition to dues, are greatly appreciated to support the mentoring and scholarship programs. Graduate students are welcome to be members of PFSA.

## What programs does PFSA sponsor?

Among a number of activities, PFSA is proud to sponsor the Pride Undergraduate Student Leadership Award and to co-sponsor the Alliance Mentoring Program. Additional information on each of these programs may be found on the PFSA website at [www.ucfpride.org](http://www.ucfpride.org).

Check out [ucfpride.org](http://ucfpride.org) for more information.



# Appendix A: How does gender work?

Gender is complicated! It's way too complicated to explain in one or two pages, but we'll try to make this an inclusive primer. On the definitions page at the front of the guide, we discussed how gender identity and gender expression are distinct from biological sex.

## Gender Identity

Your gender identity is your intuitive sense of who you are. It can incorporate how you want other people to see you, how you relate to others, and how you see yourself. Gender identity is probably the most complicated part of gender, because we don't fully understand how it works or why people have one. Nevertheless, gender identity is a very real and very personal part of many people's self-concepts. It is important to respect and acknowledge a person's gender identity, even if you do not fully understand it.

Here are some examples of words people use to describe their gender:

<i>Woman</i>	<i>Neutrois</i>
<i>Genderqueer</i>	<i>Man</i>
<i>Transgender</i>	<i>Genderescent</i>
<i>Bigender</i>	<i>Transmasculine</i>
<i>Agender</i>	<i>Non-binary</i>

### *Quick tip*

Always believe people when they tell you how they identify, because the world is a strange place and the person you are talking to probably knows themselves better than you know them.

There are many other words too. Be aware, there are some words like 'two-spirit', 'higra', and 'kathoeiy' that are specific to people of certain cultures. If your cultural background does not include these terms, it is offensive to appropriate them for your own use.

# Appendix A: How does gender work?

## Gender Expression

There are probably a billion of way to be a man, a billion ways to be a woman, and several billion ways to be something else entirely.

Your gender expression is a combination of how you act, speak, dress, and behave. It can be confusing to talk about gender expression in abstract terms, so we'll be using a lot of examples in this section.

*"You could paint the sky in a thousand different shades, but people will simply just call it blue and forget about its grays."*

-Veronica Brezina, UCF student

*"Your gender isn't anyone else's business. You can shout it from the rooftops and wear yourself down to the bone asking for people to use the right pronouns for you, but you don't have to. Your gender can be a quiet comforting whisper before you go to sleep at night."*

-Cecilia Chase, UCF student

**Fun fact:** Trans\* people are just as likely to be gender non-conforming as cisgender people. That means Trans\* women can be tomboys and Trans\* men can swish and non-binary people don't have to be androgynous.

*"I think of genders like genres of people; there are preconceived ideas about what a genre entails but there's a lot of variation in and overlap between them all. And just like in the arts, when the current list is too limiting a new genre is created."*

-An anonymous UCF Student



# Appendix B: How do pronouns work?

A pronoun is a part of speech. You use pronouns every day to refer to people without using their names.

The most common third person pronouns in the English language are laid out in the chart below.

	He	She	They	Ze and Hir	Ze and Zie	Ne	Spivak
Subject	<i>He</i> laughed	<i>She</i> laughed	<i>They</i> laughed	<i>Ze</i> laughed	<i>Ze</i> laughed	<i>Ne</i> laughed	<i>Ey</i> laughed
Object	I called <i>him</i>	I called <i>her</i>	I called <i>them</i>	I called <i>hir</i>	I called <i>zir</i>	I called <i>nem</i>	I called <i>em</i>
Possessive Determiner	<i>His</i> eyes gleam	<i>Her</i> eyes gleam	<i>Their</i> eyes gleam	<i>Hir</i> eyes gleam	<i>Zir</i> eyes gleam	<i>Nir</i> eyes gleam	<i>Eir</i> eyes gleam
Possessive Pronoun	That is <i>his</i>	That is <i>hers</i>	That is <i>theirs</i>	That is <i>hirs</i>	That is <i>zirs</i>	That is <i>nirs</i>	That is <i>eirs</i>
Reflexive	He likes <i>himself</i>	She likes <i>herself</i>	They like <i>themselves</i>	Ze likes <i>hirself</i>	Ze likes <i>zirself</i>	Ne likes <i>nemself</i>	Ey likes <i>emself</i>

If you aren't sure which pronouns a person uses, it's okay to ask them. Using the pronouns that a person prefers is a way to respect their gender identity. Although learning a new set of pronouns can be difficult, using the wrong set can be emotionally stressful for the person you are talking about.

Pronouns can be confusing, and it's okay to make occasional mistakes.

**Fun fact:** If someone tells you that “they” can't be singular or that ze/hir are not pronouns, **they're wrong.**

# Appendix C: How does orientation work?

## Sexual Orientation

A person's sexual orientation is the pattern their sexual attraction takes, based on gender. In other words, sexual orientation is about the gender of the people you tend to find sexually attractive.

Some people experience their sexual orientation as fluid. This means that their identities might shift over time. This is normal and okay. You are not a bad representative of the LGBTQ+ community for having fluid sexuality.

Many other people experience their sexual orientation as stable and enduring over time. This is also normal. Human sexuality is complicated, and there are more variations than there are shades in the rainbow!

*"As a gay man from a small town, UCF was a giant open door for me. Never have I felt more accepted by a community such as this. Being here has opened my eyes to the fact that I am not alone, and that there are fantastic people of all genders and sexualities. Finally, it was at this university is where I found my new home with the brothers of Delta Lambda Phi."*

-Clinton Grubb, UCF student

*"UCF's LGBTQ+ community has given me a space to become a leader while still having my identity and gender expression fully affirmed and validated. I would never have had this opportunity in the community I came from and I am so thankful that my faculty and fellow students have supported me."*

-Carson Summers, UCF student

# Appendix C: How does orientation work?

**Most people know what it means to be straight, gay, lesbian or bisexual. But what about other sexual orientations?**

**Pansexuality** is often confused with bisexuality. People who identify as pansexual define it in several ways. Some people identify as pansexual because they see "bisexual" as not including non-binary Trans\* people. Other pansexual people explain it as a sexual attraction to people irrespective of gender or sex.

**Queer** is a sexual orientation that is intentionally left vague. Many people identify as queer because they feel that no other sexuality term applies to them. People who identify as queer might also do so for political reasons: to specifically and publically reject society's prevailing view of sexuality.

**Asexuality** is experienced by around 1% of the population. People who are asexual do not experience sexual attraction. This means that they generally have no desire for partnered sex. Being asexual is not the same thing as being celibate. Celibacy is the lifestyle choice to not have sex, whereas asexuality is a sexual orientation.

**Gray-asexuality**: the space between asexuality and other sexual orientations; experiencing sexual attraction only very rarely.

**Demi-sexuality**: exists in the spectrum on gray-asexuality. It involves sexual attraction only to people one has developed a close emotional bond with. It is not to be confused with the

*lifestyle choice* to only have sex in the context of a romantic relationship.

**Fun fact:** You do not need to have had sex to identify with a sexual orientation. Just as celibate priests can identify as heterosexual, your sexual history does not determine your sexual orientation.

# Appendix C: How does orientation work?

## Non-binary sexuality

The sexuality terms discussed above do not take into account those people who do not identify as men or women.

What does “gay” mean to a genderqueer? What is the word for people who are attracted to non-binary gendered people? While “asexual” “demisexual” and “pansexual” still retain their meaning when used by non-binary people, “gay” and “straight” don’t seem to apply.

“Homosexual” “heterosexual” and “bisexual” all assume that the person who is identifying and the people they are attracted to are either men or women. Some non-binary people use words like androphilic (attracted to men) and gynephilic (attracted to women) to get around this issue, but a term for people who are attracted to non-binary people has not surfaced into mainstream vocabulary.

		Your gender		
		Man	Woman	Non-binary
Sexually Attracted to:	Men	Gay or homosexual	Straight or heterosexual	Androphilic
	Women	Straight or heterosexual	Gay, lesbian, or homosexual	Gynephilic
	Non-binary	?	?	?
	Multiple genders	Bisexual, queer, pansexual, or polysexual	Bisexual, queer, pansexual, or polysexual	Bisexual, queer, pansexual, or polysexual
	No one	Asexual	Asexual	Asexual

# Appendix C: How does orientation work?

## Romantic Orientation

A person's romantic orientation has to do with who they tend to form romantic bonds with, based on gender.

For many people, romantic and sexual orientations overlap considerably. For this reason, many people do not identify with a romantic orientation at all, preferring to use their sexual orientation as a shorthand for both sexual and romantic attractions.

But for some people, their sexual orientation and their romantic orientation are not equivalent. These people may use several words to describe their orientation instead of only one.

### Some words for romantic orientations include:

**Fun fact:** people who are asexual often identify with a romantic orientation. Not all asexual people are a-romantic, although some are. It's completely possible to have a fulfilling romantic relationship as an asexual person.

Bi-romantic: being romantically attracted to two genders (or all genders)

Homo-romantic: being romantically attracted to people of your own gender

Hetero-romantic: being romantically attracted to people of a gender other than your own

Pan-romantic: being romantically attracted to all genders

A-romantic: not experiencing romantic attraction

Being a-romantic does not mean you are sick, crazy, or evil. It does not mean you are destined to be alone. People who don't experience romantic attraction can still form meaningful and intimate personal relationships with friends and family members.

# Appendix D: Is it normal to...?

## Yes!

*For all blank spaces, fill in a word or phrase that describes you.*

If I identify as \_\_\_\_\_, I am just as \_\_\_\_\_ as cisgender \_\_\_\_\_ people. I am \_\_\_\_\_, even if I did not always know I was. I am \_\_\_\_\_ even when I do not act in the ways people expect \_\_\_\_\_ individuals to act. I am \_\_\_\_\_ no matter how I dress. I am \_\_\_\_\_ no matter what my body looks like. I am \_\_\_\_\_ no matter how I want my body to look. I am no more or less \_\_\_\_\_ than anyone else because of my particular history, expression, or body configuration. The only person who can determine my gender or sexual identity is me.

As a \_\_\_\_\_ person, I have the right to change my body if I need to, or even if I want to. I have the right to love my body. I have the right to hate it, too. I have the right to say that, since I am \_\_\_\_\_, then my body is by definition a \_\_\_\_\_ body. I have the right to say that I am uncomfortable with my body's current configuration. I have a right to change my body to be more congruent with my mental image of myself.

I have a right to be "out". My identity is not "too weird". No matter how "strange" it is, I deserve respect and compassion, especially from my friends and family. My preferred pronouns are not "too complicated". I have a right to stand up for myself. I have a right to not tolerate being misgendered (or assumed to be a gender I am not).

I have the right to not be "out". I have the right to protect myself with silence. I have a right to not want to educate other people. I have a right to privacy. I have a right to "go stealth". I have a right to not identify as Trans\*.

It is okay to not be sure how you identify. It is okay to not be able to find a word you like that defines how you feel. It is also okay to make up your own.

# Appendix E: Non-Discrimination laws

	Federal Law	Florida Law	Orange County law
Employment	<p>Title VII protects persons from employment discrimination on the basis of sex. The Supreme Court has held that <u>includes sex stereotypes</u>, so a man who is discriminated against because he is “too feminine” would be protected. However, <b>transgender</b> individuals are not covered by Title VII, per case law. However, the EEOC recently has announced that it will accept complaints against employers for transgender discrimination as discrimination</p>	<p>No Florida law protects individuals from discrimination on the basis of sexual orientation. However, the Florida Commission on Human Relations has held that the Florida Civil Rights Act’s ban on “sex” discrimination protects <b>transgender</b> individuals from discrimination. Shepley v. Lazy Days RV Center, FCHR Order No. 06-016.</p>	<p>Orange Co. Ordinance 22-28 <u>forbids sexual orientation and gender identity employment discrimination</u>. City of Orlando Ordinance 57.14 prevents sexual orientation employment discrimination.</p>
Housing	<p>The Fair Housing Act, administered by the US Dept. of Housing and Urban Development (HUD), <u>does not explicitly incorporate sexual orientation or gender identity</u>. However, HUD has recently begun accepting complaints regarding <b>transgender</b> discrimination as a form of sex discrimination. HUD has also <u>prohibited sexual orientation and gender identity discrimination in federally funded housing</u> or federally</p>	<p>No Florida law protects individuals from discrimination on the basis of sexual orientation.</p>	<p>Orange Co. Ordinance 22-52 to 22-54 <u>forbids sexual orientation and gender identity housing discrimination</u>. City of Orlando Ordinance 57.48 prevents sexual orientation housing discrimination.</p>
Public accommodations (such as stores, hotels, restaurants, etc)	<p>No federal protection from sexual orientation or gender identity in public accommodations.</p>	<p>No Florida law protects individuals from discrimination on the basis of sexual orientation.</p>	<p>Orange Co. Ordinance 22-42 <u>forbids sexual orientation and gender identity discrimination in public accommodations</u>. City of Orlando Ordinance 57.08 prevents sexual orientation discrimination in public accommodations.</p>

(Chart and information courtesy of Student Legal Services)

# How to find more information

## UCF Library

The UCF library has a vast network of online resources you can find at [guides.ucf.edu/glbtc](https://guides.ucf.edu/glbtc). They also have a wide range of print resources, including books on queer theory, the history of the LGBTQ+ rights movement, anthologies of first-hand narratives, and guides to coming out.

## LGBTQ+ Services/Social Justice and Advocacy

If you have questions that are not covered in this Guide, or questions concerning this Guide itself, head to the LGBTQ+ Services office in the Student Union or you can go to our location in Ferrell Commons room 171.

## Online

The internet is the primary vehicle for many communities to interact. You've probably heard of gay iPhone apps and queer dating sites, but there are also forums for asexual people and a thriving transgender blogging community!

As always, use your best judgment about the quality and accuracy of any information found online—but you didn't need me to tell you that.



“The University shall not discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, gender expression, and veteran status.”

-UCF non discrimination policy

