

LGBTQ+

LGBTQ+ GUIDE TO CAMPUS



UCF

LGBTQ+ Services | Social Justice and Advocacy
Division of Student Development and Enrollment Services | University of Central Florida

Table of Contents

LGBTQ+ Guide to Campus	3
UCF and SDES Resources	4-21
Social Justice and Advocacy	4
LGBTQ+ Services	5
We Have The Answers	6-7
Safe Zone Series	7
We Are Here To Assist You	8-21
Registrar's Office	8
Student Legal Services	9-10
UCF Victim Services	11
Housing and Residential Life	12
All-Gender Restrooms	13
Student Health Services	14
Counseling & Psychological Services	14-15
Wellness and Health Promotion Services	16
Career Services	17
Student Rights and Responsibilities Student Cares	18
UCF Police Department	19
Student Accessibility Services	20
Student Government Association	20
PRIDE Faculty & Staff Association	21
An Introduction to Terminology	22-23
Orlando-Bases Resources.....	23
For More Information	24

LGBTQ+ Guide to Campus

This LGBTQ+ Guide to Campus is an introduction to the services and options available to UCF students who identify as lesbian, gay, bisexual, transgender, queer, questioning, or other genders or sexual minorities.

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 time while here at UCF.



UCF and SDES Resources

Social Justice and Advocacy

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

Mission Statement

The mission of Social Justice and Advocacy (SJA) is to promote an equitable campus environment where all are assured that diversity, in its many forms, is valued.

Goals

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

Multicultural Student Center

The MSC is an agency of Student Government Association whose main goal is to educate students about diversity and make all students feel welcome. The MSC is made up of 10 committee members, one of these members is the Pride Director. This director creates educational programming for the entire campus about gender and sexuality, focusing on those topics related to LGBTQ+ communities.

Contact Us!

sja@ucf.edu

407.823.0401

Visit: sja.sdes.ucf.edu



LGBTQ+ Services

Mission Statement

The mission of Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (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.
- » **Helping** to organize programs and experiences 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.

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. It is open to all students of all genders and sexual orientations.



Visit: sja.sdes.ucf.edu/lgbtq



We Have The Answers.

LGBTQ+ Services

What can you do to help me?

If this resource guide is confusing, overwhelming, or just not your style, you can stop by the LGBTQ+ Services office in the Student Union Room 207 to ask any questions you may have and to find out more information about our events and resources. 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?

» LGBTQ+ History Month

Every October is LGBTQ+ History Month. LGBTQ+ Services chairs an annual planning committee of UCF staff, students, and community members who prepare a calendar of events and programs in recognition of the people who came before us.

» Alliance Mentorship Program

The 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 in areas such as personal, educational, academic and professional.

What kinds of programs can I expect from LGBTQ+ Services and the Multicultural Student Center?

» Speakers

Past speakers have included Jennifer Bendery, White House and Congressional Correspondent for the Huffington Post, RAJA, and others!

» Drag Divas

LGBTQ+ Services works with Orlando Partners to bring in local Drag Performers. The show will feature Orlando community drag performers on stage and following that will be a panel discussion focusing on different topics. Any tips provided to the performers will be donated to Zebra Coalition.



» **Lavender Graduation**

The 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**

The 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.



Safe Zone Series

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 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 LGBTQ+ 101 training provides introductory information about LGBTQ+ identities, history, and discussion about bias and prejudice. Safe Zone Advocates is an additional three-hour training that focuses more intensely on how to be an advocate and an ally via a social justice framework. In order to attend the Safe Zone Advocates training, one must first complete LGBTQ+ 101. Two other trainings (Safe Zone: GOLD and Safe Zone: Coming Out) are also available after completing LGBTQ+101.

Register for the trainings online at: [Safezone.sdes.ucf.edu](https://safezone.sdes.ucf.edu).

Email: LGBTQ@ucf.edu for any questions.



We Are Here To Assist You.

Registrar's Office

What does a “change of name” form 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.

What does a “change of name” form 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 automatically update your name on Webcourses (online class components). 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, from LGBTQ+ Services or from the UCF website.*
- » **Complete** 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 drivers 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.

Did You know?

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

*registrar.ucf.edu/docs/change_of_name.pdf

*If you have questions, contact the Registrar's Office at: roenrollment@ucf.edu.

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

There is no automatic change in many official records. The student must still notify others of the change: vital statistics, the DMV, lenders, etc.

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 a 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. SLS will have you complete a questionnaire which you can pick up prior to your appointment or complete when you come in.
- » **Complete** a Background Check (SLS provides a list of approved vendors; price varies by vendor but is approximately \$50).
- » **File** a Name Change Petition with the Clerk of Court. (Fee varies by county but is approximately \$400; this fee may be waived for some students – ask SLS for details.)
- » **Once the 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’s Office.



Student Legal Services

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, SLS 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 18)

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 two years from the date of the incident. If you miss the deadline, you likely will be barred from bringing a lawsuit or taking other action against the entity that perpetrated the discrimination.

For more information, contact stulegal@ucf.edu.



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, 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.



Housing and Residence Life

Is there a way to request an accepting 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?

Housing and Residence Life makes arrangement for trans/nonbinary 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 application is flagged, and 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?

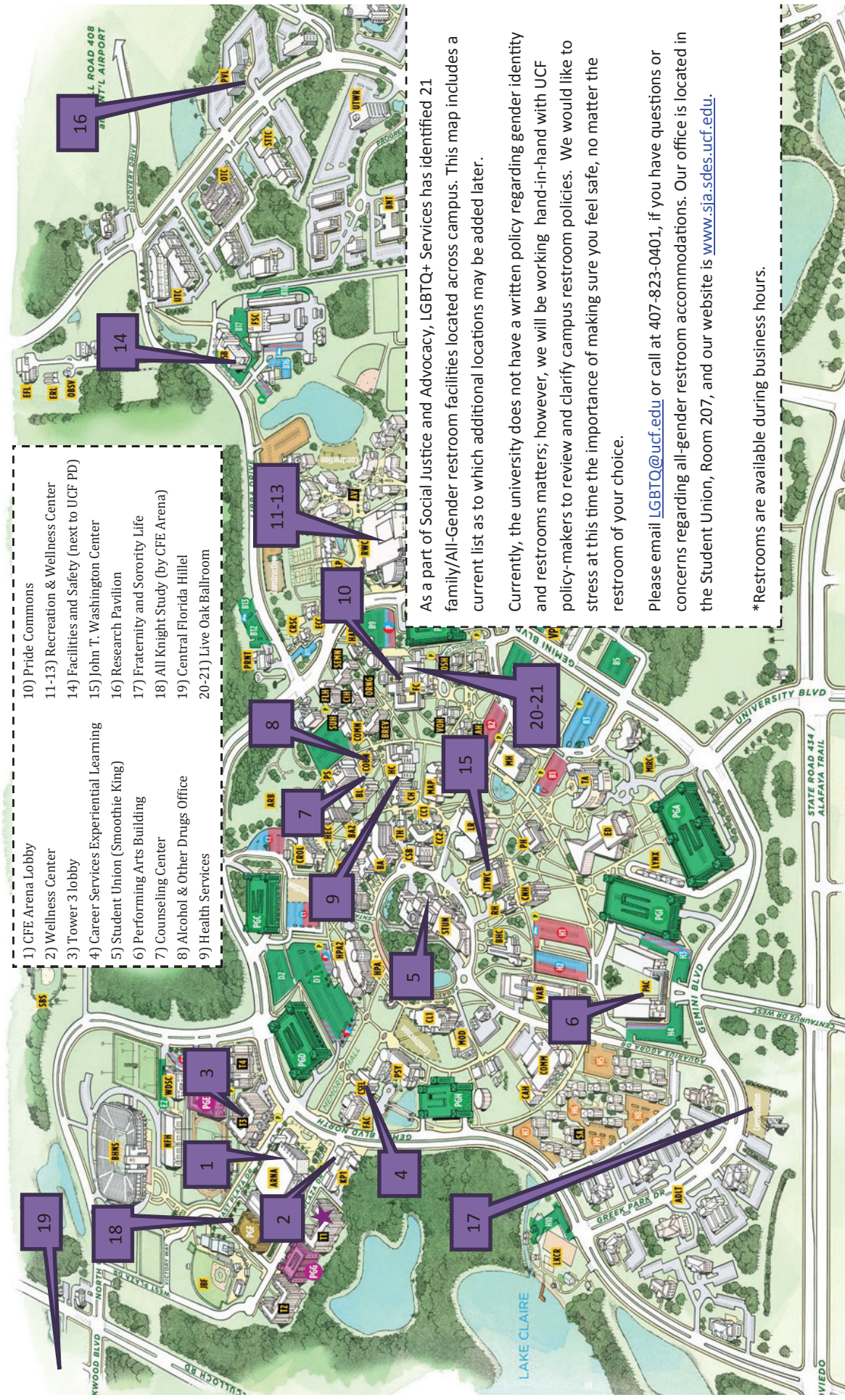
Housing and Residence Life is not currently able to place students in the same room if they are of different legal sexes. However, Housing makes a strong effort to room trans* students with other trans students if they prefer. Unfortunately, the relatively small number of trans students requesting accommodations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

Did You Know?

For more information on using a preferred name, see Registrar's Office on page 8.

For more information, contact Meredith Varner, associate director of UCF Housing and Residence Life, at: 407.823.0048; Meredith.Varner@ucf.edu.

All-Gender 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
- 20-21) Live Oak Ballroom

As a part of Social Justice and Advocacy, LGBTQ+ Services has identified 21 family/All-Gender 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 LGBTQ@ucf.edu or call at 407-823-0401, if you have questions or concerns regarding all-gender restroom accommodations. Our office is located in the Student Union, Room 207, and our website is www.sja.sdes.ucf.edu.

*Restrooms are available during business hours.





Student Health Services

Will Student Health Services' employees be respectful of my sexual orientation and gender identity?

UCF Student 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 the Safe Zone Series, and the entire staff has participated in Diversity and Inclusion training.

Can Student Health Services help me with medically transitioning?

Student Health Services has procedures in place regarding referrals of transgender students to specialists for appropriate needs (Endocrinology or OB/Gyn). Certain providers can assist students by co-managing the medical issues involved in the transitioning process along with these specialists. SHS providers will assist with referrals to Central Florida community specialists who have expertise in initiating transgender endocrine therapy (hormones and other medications).

Do transgender men really have to use the Women's Clinic?

No, you don't. When you schedule an appointment, you will be provided with the option of accessing gynecological services outside of the Women's Clinic. 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 for more information.

Counseling & 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.

» LGBTQ (Lesbian, Gay, Bisexual, and Queer/Questioning) and TGNC (Transgender, Gender Non-conforming)

Each of these groups provides a confidential, communal space for LGBTQ+ students to come together and discuss identity-related issues they experience with a trained counselor.

Workshops

» Relax and Flow

The 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.

Visit: caps.sdes.ucf.edu/groups for more information.

Call 407.823.2811 or drop by CAPS to schedule an initial assessment. It takes a lot of strength to ask for help.

Did You Know?

Counseling & Psychological Services has an after-hours Crisis Hotline! Just call 407.823.2811.



Wellness & Health Promotion Services

Wellness and Health Promotion Services 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: whps.sdes.ucf.edu.

For more information about Violence Prevention, HIV Testing and STI Risk Reduction, email: wellness@ucf.edu.



Career Services

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 a workshop about being “Out in the Workplace,” which was a collaboration with UCF 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!

In addition, the Career Center is an “Out for Work: Silver Certified School.” Out for Work is a professional organization which provides a career resource library for everything LGBTQ+ career related: job searching, resumes, interviews, coming out at work, etc. The library houses books, magazines, links, and video clips all at your fingertips.

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

4 Tips for LGBTQ+ Internship and Job Seekers:

- http://faculty.cbc.cmd.edu/~hzlotow1/4_Tips.pdf

Did You Know?

Victim Services has a 24/7
Confidential Hotline
Just call 407.823.1200.

Visit: career.ucf.edu.



Student Rights and Responsibilities | Student Cares

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 Services | 407.823.2701
- » Counseling & Psychological Services | 407.823.2811
- » Victim Services Advocate Hotline | 407.823.1200
- » Office of Student Conduct | 407.823.4638

Call the Care Manager at: 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:

https://cm.maxient.com/reportingform.php?UnivofCentralFlorida&layout_id=10.

If the matter is urgent and it is after regular business hours, you may consult with the Counseling and Psychological Services **Crisis Hot-line** at: **407.823.2811**. If there is an imminent risk of harm or danger, please dial 911.



UCF Police Department

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

UCF PD POLICY: The UCF Police Department protects the rights of the campus community regardless of sex, race, color, ethnicity, sexual orientation, physical handicap, religion, or other faith/non-faith system.

UCF PD officers are trained to:

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

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.

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 or by calling **407.823.3224**.



Student Accessibility Services

Student Accessibility Services

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.

SAS staff is available to discuss any course or campus barriers that may be preventing access to education and an equitable campus experience for students. SAS 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 Government Association

Did You Know?

As president of the University of Central Florida, I have made it one of this university's five goals to become more inclusive and diverse. In furtherance of this goal, I recently signed the university's 2-004 Prohibition of Discrimination, Harassment and Related Interpersonal Violence Policy (Nondiscrimination Policy):

policies.ucf.edu/documents/2-004ProhibitionOfDiscriminationHarassmentAndRelatedInterpersonalViolence.pdf.

As set forth in this important policy, UCF is committed to maintaining a safe and non-discriminatory learning, living, and working environment for all students, employees, registered student organizations, direct support organizations, and third-parties.

-President John C. Hitt

PRIDE Faculty & Staff



What is the PRIDE Faculty & Staff Association (PFSA) at UCF?

The PRIDE Faculty & Staff Association 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: 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, faith/non-faith system, 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.

To be added to the PFSA mailing list, contact PFSA@ucf.edu. Check out ucfpride.org for more information.



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.

- » **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.
- » **Non-binary:** An umbrella term for people who do not identify as strictly male or female. It is important to note that non-binary identities are very individualized, and experiences depend on each person.



Other terms

- » **Ally:** A person who is willingw 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-heterosexualsexual 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.



Orlando-Based Resources

Zebra Coalition:

- » **A network** of organizations which provide services to lesbian, gay, bisexual, transgender and all youth (LGBT+) ages 13-24.
- » **The Coalition** assists young people facing homelessness, bullying, isolation from their families, and physical, sexual and drug abuse with individualized programs to guide them to recovery and stability.

OneOrlando Alliance:

- » The One Orlando Alliance unifies and empowers LGBTQ+ organizations in Central Florida
- » Central Florida serves as the model of nonprofits, businesses, philanthropies and government institutions working together to create a safe, welcoming and inclusive community for all LGBTQ+ people.
- » Email: info@oneorlandoalliance.org

Additional Resources

Human Rights Campaign:

- » The Human Rights Campaign represents a force of more than 3 million members and supporters nationwide. As the largest national lesbian, gay, bisexual, transgender and queer civil rights organization, HRC envisions a world where LGBTQ people are ensured of their basic equal rights, and can be open, honest and safe at home, at work and in the community.

1640 Rhode Island Ave. N.W. Washington, DC 20036-3278

HRC Front Desk: 202.628.4160 | TTY: 202.216.1572 | Toll-Free: 800.777.4723

Equality Florida:

- » Equality Florida is the largest civil rights organization dedicated to securing full equality for Florida’s lesbian, gay, bisexual and transgender community. Equality Florida is an equal opportunity employer, and we make a particular effort to recruit people of color, transgender, gender non-conforming and LGBTQ people to apply for open positions.

P.O. Box 13184 St Petersburg, FL 33733 | 813.870.3736



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