# 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
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 orientations.

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.
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 conservations 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!**
MSCPride@ucf.edu
407.823.0401

Visit: jja.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 their 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.

Lavender Council
A student advisory board striving to unify UCF’s LGBTQ+ community as well focus on the intersectionality of our student population. Acting as a liason between student and faculty.

Contact Us!
LGBTQ@ucf.edu
Main Office: 407.823.0401
Pride Commons: 407.823.3082

Visit: sja.sdes.ucf.edu/lgbtq
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.

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 included 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.
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.

LGBTQ+ 101: A basic overview of LGBTQ+ community.

Advocates: A demonstrates on various methods advocacy and the challenges of being an advocate for the LGBTQ+ community.

Coming Out: A more detailed look on the process of coming out and provides methods on how to support those who are coming out.

GOLD: Gender & Orientation Language Diversity, a more in depth look at the spectrum of gender identities and sexual/romantic orientations. Provides opportunity for students to get involved in leadership roles.

Register for the trainings online at: Safezone.sdes.ucf.edu. Email: LGBTQ@ucf.edu for any questions.
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 and WebCourses.

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 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 change my name with UCF?
» You can do change your preferred name at home under myUCF.
» 1) Log in to myUCF from any device.
» 2) Go to “Student Center”.
» 3) Scroll down to the “Personal Information” section of the page.
» 4) Select “Preferred name”.
» 5) Enter your preferred first name and select “Save”.

Changing your UCF ID Card?
Students may now receive a UCF ID card with their preferred name listed on it instead of their legal first name. To receive a new card with their preferred name, students must first change their preferred name in MyUCF (it can be found in the Student Center under Personal Information.) Then, the student must go to Card Services in the John T. Washington Center and pay $15 for a new ID.

Changing your Knights E-Mail Display Name
You have the ability to change your Knights E-Mail address to reflect your chosen name. We have provided a step-by-step guide below.
1. Log in to Office 365 using a desktop browser.
2. Make sure “Try the New Outlook” at the top right is turned off.
3. Click the Settings wheel at the top right.
4. Click “General”, then “My Account”.
5. There you can edit the Display Name, which will change how people view your contact in UCF’s Office365 system.
6. Click the save button when you are done.
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 $75. The vendor fee cannot be waived.).
» 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 to the correct office.
» Undergraduate Students must submit this form to the Registrar’s Office
» Graduate Students must submit this form to the office of Graduate Studies
» UCF Employees must submit this form through UCF’s Human Resources department
» For further assistance with the legal name change process, please visit: https://www.floridanamechange.org
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.

How do I change my Gender Marker?

In order to change the gender marker on a State ID/Driver’s License, a signed original statement on office letterhead from the attending physician stating that the applicant is undergoing appropriate clinical treatment for gender transition is required. Surgery/Proof of Gender Affirmation Surgery is not required.

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
or text 407.823.6868

For more information, contact askanadvocate@ucf.edu.
Is there a way to request an accepting roommate?
Housing and Residence Life has an internal roommate matching function for students who have confirmed housing applications. Roommate profiles are presented under a username so personal information is not revealed. While there are no sexual orientation or gender identity questions, students are able to write a short description of themselves for potential matches to see. Additionally, there is a message function on the Housing Portal so you may screen potential matches before selecting them. UCF Housing is not able to screen potential matches on behalf of students, however, if you already know people with whom you would like to be placed, you may request them specifically.

I’m trans. Can I live on campus?
Yes! 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 be able to provide additional information about their housing preferences. They may contact a staff member at any time to assist in identifying the most affirming arrangement for them.

Will everyone know my legal name?
While there is currently no option to place a preferred name on the application itself, if you establish a preferred name with the Registrar’s Office, that name will be used instead of a legal name. (The preferred name on myUCF takes precedence.)

But can I live with people of my own gender?
Yes. You have the option to choose to be placed with students of your same gender identity, irrespective of your legal gender marker. We do offer to match self-disclosing trans students on gender identity (placing trans women with other trans women or non-binary people with other non-binary people), unfortunately relatively small number of trans students requesting accommodations per semester means that this is not a guarantee. Some students elect to be place with other self-disclosing trans students, irrespective of gender identity as a matter of safety 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.

If you are a trans student and you have already had your legal gender marker changed to match your gender identity, please email Housing and Residence Life if you would like to room with other transgender or nonbinary people.

Did You Know?
For more information on using a preferred name, see Registrar’s Office on page 8.

For more information, contact Dr. April Hicks-Konvalinka, the Director of UCF Housing and Residence Life, at: 407.823.0048; Meredith.Varner@ucf.edu.
ALL GENDER RESTROOMS
ON-CAMPUS LOCATIONS

1. ALL KNIGHT STUDY
   A) FERRELL COMMONS
      As you enter, take a right
   B) KNIGHTS PLAZA
      Back of the area towards the “restroom sign”

2. ADDITION FINANCIAL ARENA
   1st FLOOR
   Directly forward and behind the staircase (towards the right staircase)
   2nd FLOOR
   By section 208 and 103 (to the right past the staircase)

3. GRINGOS LOCOS TACOS
   2 RESTROOMS
   Towards the back

4. HEALTH SERVICES
   4 RESTROOMS
   First floor. Past the appointment windows on the right hand side

5. HERCULES COMMUNITY CENTER
   Entrance is locked to non-residents

6. JOHN T. WASHINGTON CENTER
   Behind the Addition Financial Bank

7. LIVE OAK BALLROOM
   2 RESTROOMS
   Walk into Live Oak, follow middle hallway

8. NEPTUNE COMMUNITY CENTER
   Entrance is locked to non-residents

9. NORTHVIEW COMMUNITY OFFICE
   Located on the second floor

10. OFFICE OF FRATERNITY & SORORITY LIFE
    End of the hall in the main building

11. PERFORMING ARTS BUILDING

12. PRIDE COMMONS

13. RECREATION & WELLNESS CENTER
    3 RESTROOMS
    2nd floor, across the multipurpose room

14. RESEARCH PAVILION
    1st floor — Family Restroom

15. STUDENT UNION
    2 RESTROOMS
    Across Pegasus Ballroom Smoothie King - When you enter on the left

16. TOWERS 1 – 4
    ONE RESTROOM IN EACH LOBBY
    Entrance is locked to non-residents

17. TREvor COLBOURN HALL
    ONE RESTROOM ON EACH FLOOR
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. The pharmacy on the first floor of the health center can fill prescriptions, related to transitioning and other medications necessary. They cannot, however, prescribe hormones for hormone replacement therapy. 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 services.

Call 407.823.2701 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.

» **Examples being:**

» **LGBQ (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.

» **Transgender and Gender Diverse Support Group**
» **GLB Support Group**
» **Groups vary by semester and can be found at:** https://caps.sdes.ucf.edu/groups/

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 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. These walk-in days fill up fast, so be prepared!

» 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.
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.ccbcmd.edu/~hzlotow1/4_Tips.pdf

Did You Know?
Call Career Services at 407.823.2361 for assistance during any part of your job search.

Visit: career.ucf.edu. | Career@ucf.edu
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 Textline/Hotline  |  407.823.6868
» 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.
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

Knight Ride
» Knights that need a safe nighttime transportation option can head to a designated Knight Ride location and wait for the marked van to arrive. The Knight Ride van will follow a similar route as the daytime Pegasus Express, with additional stops near Alafaya Trail and McCulloch Road. The van will make a full loop around campus every 30 to 45 minutes, allowing riders to hop on or off along the way. The service is free and available seven days a week between 7 p.m. and 1 a.m.
» A map of the Knight Ride Stops is available at http://bit.ly/KnightRideLoop

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.
» Only students who identify as women are eligible to participate.
» Registration is FREE, you may register online at https://police.ucf.edu/womens-self-defense

Filing a Complaint
» If you think you were stopped by an officer based on race, color, ethnicity, sex, sexual orientation, physical handicap, religion or other belief system, please visit http://police.ucf.edu/complaint-resolution
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.

-UCF’s 4th President, John C. Hitt
PRIDE Faculty & Staff Association

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 $25 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](mailto:PFSA@ucf.edu). Check out [ucfpride.org](http://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 that is 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.
- Transfeminine: A term for a non-binary transgender person who identifies more with the feminine side of the gender spectrum.
- Transmasculine: A term for a non-binary transgender person who identifies more with the feminine side of the gender spectrum.
- Genderfluid: A term for a person whose gender identity varies on the spectrum over time. For a genderfluid person, their gender identity at any given time is not set in stone.
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

The Center:
» Serves as a sanctuary/Safe Space for all LGBTQ people in Central Florida
» Provides programs and services that empower, educate, and entertain the LGBTQ community, and to strengthen the intellectual, physical, social, emotional, and spiritual well-being of LGBTQ people.
» Phone: 407.228.8272 | Email: info@theCenterOrlando.org

Two Spirit Health Services:
» The mission of Two Spirit Health Services is to provide a “one-stop shop” health center, where LGBTQ individuals and the community at large can obtain primary care, behavioral health, aesthetic services, transgender-specific healthcare, adoptions services, and other wellness programs in an environment that is culturally competent, and delivered by providers comprised of LGBTQ professionals and Allies.
» https://twospirithealth.org/contact
» Phone: 321.800.2922

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.
Further 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.
» https://www.hrc.org/

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.

Gay, Lesbian, & Straight Education Network (GLSEN):
» GLSEN’s mission is to create safe and affirming schools for all, regardless of sexual orientation, gender identity, or gender expression.
» orlando@chapters.glsen.org

Parents and Friends of Lesbians and Gays (PFLAG):
» Uniting people who are lesbian, gay, bisexual, transgender, and queer (LGBTQ) with families, friends, and allies, PFLAG is committed to advancing equality through its mission of support, education, and advocacy. PFLAG has 400 chapters and 200,000 supporters crossing multiple generations of American families in major urban centers, small cities, and rural areas in all 50 states, the District of Columbia and Puerto Rico
» Phone: 321.286.5350 | Email: info@pflagorlando.org

Gay & Lesbian Alliance Against Defamation (GLAAD):
» GLAAD works through entertainment, news, and digital media to share stories from the LGBTQ community that accelerate acceptance.
» https://www.glaad.org/form/contact-glaad.

American Civil Liberties Union (ACLU):
» The American Civil Liberties Union was founded in 1920 and is our nation’s guardian of liberty. The ACLU works in the courts, legislatures and communities to defend and preserve the individual rights and liberties guaranteed to all people in this country by the Constitution and laws of the United States.
» https://www.aclu.org/general-feedback
» Phone: 212.549.2500
Further Resources

The Trevor Project:
» Founded in 1998 by the creators of the Academy Award®-winning short film TREVOR, The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning (LGBTQ) young people under 25.
» https://www.thetrevorproject.org/get-help-now/ | Text START to 678678

World Professional Association for Transgender Health (WPATH):
» The World Professional Association for Transgender Health (WPATH), formerly known as the (Harry Benjamin International Gender Dysphoria Association (HBIGDA), is a 501(c)(3) non-profit, interdisciplinary professional and educational organization devoted to transgender health.
» https://www.wpath.org/

T Network:
» The Transgender Professional Networking Group provides an opportunity for social engagement, education, and professional networking for our transgender community and allies. Free and open to all who share the program’s mission, T-Network enables and empowers by connecting, sharing best practices, building awareness, and educating the whole community.
» https://www.mbaorlando.org/program/t-network/

Mental Health Association of Central Florida
» MHACF’s mission is to provide mental health services, support and information to the members of our Central Florida community.
» Phone: 407.898.0110 | https://www.mhacf.org/
The University of Central Florida ("UCF") does not endorse or recommend any of the service providers listed in this guide. They are merely listed as a resource for informational purposes. UCF makes no representations or guarantees whatsoever with respect to these service providers and/or any other non-UCF entities listed in this guide. UCF is not responsible for the services provided by any of these service providers and/or other non-UCF entities. It is the responsibility of the individuals or students to perform due diligence in researching the respective service providers listed in this guide, prior to utilizing any such service providers. By using the resources listed in this guide, the respective individual or student hereby expressly releases UCF and the UCF Board of Trustees from ANY AND ALL LIABILITIES, RESPONSIBILITIES, CLAIMS, DEMANDS, CAUSES OF ACTION OR INJURY, INCLUDING DEATH, that may be sustained by said individual or student related in any way to the use of such service providers or other non-UCF entities, whether caused by UCF's negligence or otherwise.

FOR MORE INFORMATION:

SJA.SDES.UCF.EDU
SJA@UCF.EDU
407.823.0401

UNIVERSITY OF CENTRAL FLORIDA
DIVISION OF STUDENT DEVELOPMENT
AND ENROLLMENT SERVICES
SOCIAL JUSTICE AND ADVOCACY
LGBTQ+ SERVICES
STUDENT UNION 207
P.O. BOX 163230
ORLANDO, FLORIDA 32816-3230
UPDATED MARCH 2019