

Cornell University  
Employee Assembly

E.A. Resolution # 2

**LGBTQ+ Inclusion for Workday & Campus Records**

Sponsored by: David Sun (RNSP)

On Behalf of: Ulysses Smith (DIWD) and Brian Patchcoski (LGBT Resource Center)

**WHEREAS**, The University’s Equal Education and Employment Statement declares that no person shall be discriminated against based on “sex, sexual orientation, gender identity or expression”;

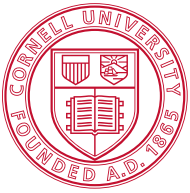
**WHEREAS**, The 2011 Employee Survey showed that 8.2% of staff identified as gay, lesbian, bisexual, questioning, or not specified;

**WHEREAS**, On July 1, 2014, President Obama signed Executive Order 13672, On LGBT Workplace Discrimination, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015.

**WHEREAS**, On April 1, 2015, the EEOC ruled in *Lusardi v. McHugh* that the Department of the Army violated Title VII, stating that: “Persistent failure to use the employee’s correct name and pronoun [constitutes] unlawful, sex-based harassment...”;

**WHEREAS**, Employees are currently unable to change their gender via a self-service option in various internal university systems, and there is no option for indicating a preferred gender identity;

**THEREFORE, BE IT SO RESOLVED**, The University allow staff to change the gender marker and to select a preferred gender identity on their campus records and in Workday as a self-service option, without a letter or other burdensome items from a therapist or doctor;



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33 **THEREFORE, BE IT SO RESOLVED**, Where not prevented by state  
34 law, the University allow staff to use a name other than their legal name on  
35 internal records, including directory listings and Cornell ID cards;

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37 **THEREFORE, BE IT SO RESOLVED**, The software changes to  
38 Workday and other campus records include additional pronouns such as  
39 she, he, ze, and they;

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41 **THEREFORE, BE IT SO RESOLVED**, The University create an easily  
42 accessible webpage that details the policies and procedures related to  
43 changing names, gender markers, and gender identity on campus records;

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45 **THEREFORE BE IT FINALLY RESOLVED**, The University, led by the  
46 Division of Human Resources and Safety Services, devise mechanisms to  
47 provide institutional support of individuals who wish to seek transition-  
48 related services, including initiating legal processes for name or gender  
49 identity changes.

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51 **Respectfully submitted,**

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53 David Sun  
54 *Residential & New Student Programs*

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56 Ulysses Smith  
57 *Department of Inclusion & Workforce Diversity*

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59 Brian Patchcoski  
60 *Lesbian, Gay, Bisexual, and Transgender Resource Center*

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