



## Ensuring Gender, Gender Identity, and Gender Expression Inclusivity

*The Department of Social Work is passionately committed to full inclusion of students in academic, professional, and community contexts across genders, gender identities, gender expressions, and sexual orientations.*

“Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person, group, or class on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability.” (National Association of Social Workers. *Code of Ethics, Section 6.04d*).

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We will revise all relevant forms (e.g., program and field applications) to ask “What is your preferred name?” and “What pronoun would you like us to use to refer to you?”

At the beginning of the instructional relationship, Department faculty and staff as well as field supervisors will ask students their preferred names and gender pronouns and use these at all times.

We will actively support and promote HSU’s process of changing forms/identifications for compliance with Title IX of the Education Amendments of 1972.

When we learn of other organizations that are seeking assistance in how to become more Trans positive, we will share our ideas and our support for their efforts.

The following language will be added to all campus learning site agreements: “Accept students assigned to the Agency without regard to race, ethnic origin, sex, sexual orientation, gender, gender identity, gender expression, age, religion, disability, handicap, or political belief; but the Agency retains the right to reject individual students who, in the Agency's judgment, are not participating satisfactorily in the Agency's program.”

Information ensuring inclusive field internships will be included in the Field Orientations and Field Instructor Training.

The following language is added to the Field Education Handbook:

Perceived discrimination may occur in situations where a student feels a component of their identity is the subject of judgment or questioning. A placement site may claim that they didn’t have the room or time for an intern, or that they had a change of heart. In such a scenario the student’s concerns should be addressed. This may include an investigation or group discussion with the site supervisor, student and Department of Social Work personnel. The placement site will be noted and remembered for any questionable actions, and these actions will be considered during future placements.

If an incident of discrimination occurs at a placement site, the Department of Social Work will consider ending the partnership with the site. This will be done with little or no question if:

- The discriminatory act breaks federal, state law, or educational code.
- The placement site refuses to educate itself about prejudice, bias and discrimination and demonstrate that it is a safe and open place for interns.
- There are multiple incidents of perceived or suspected discrimination.