

Reaffirm and Commit Support for a Positive Work Environment for the Transgender, Intersex, Non-Binary Community

Boulder Campus Staff Council stands together in support of transgender, intersex and non-binary staff, employees, professional research assistants and research associates, families, communities and allies; and requests that the University of Colorado Boulder create, support and maintain a transgender, intersex and non-binary positive culture and work environment.

A RESOLUTION to request the University of Colorado Boulder reaffirm its commitment to creating, supporting and maintaining a transgender-, intersex- and non-binary- positive work environment.

Authors: Kathy Stutzman, Boulder Campus Staff Council Area 5 Rep, (CU Boulder, EPO Biology '83)
Rose Smith, Boulder Campus Staff Council At-Large, Elected (CU Boulder, Astronomy '16)

Staff Council Round Table: April 2, 2025

Send to Boulder Campus Staff Council for review: April 9, 2025

Date for presentation to Boulder Campus Staff Council: April 16, 2025

Adopted by Boulder Campus Staff Council: April 16, 2025

Whereas:

- The [mission](#) of Boulder Campus Staff Council is to represent, inform and educate employees by serving as a liaison between employees and Boulder campus, University system and State administration. We also recommend proposals to the administration that are designed to improve morale and advocate for the rights of staff employees. We are committed to promoting diversity, inclusion, cultural competency, and respect in conducting organizational business and initiatives. (In 2024 Boulder Staff Council expanded representation for professional research assistants and research associates and those classifications are included in this resolution as employees.)
- The University of Colorado Boulder values the contributions of transgender, intersex and non-binary employees ([Chancellor Schwartz's letter February 18, 2025](#)).
- [Regent Policy 10](#) states that The University of Colorado Board of Regents affirms its absolute commitment to the promotion of diversity in the university community and insists that no individual or group shall be marginalized, discriminated against or systemically excluded.
- [Regent Law Article 8](#) states that the University of Colorado does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, marital status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities.
- The University of Colorado Boulder has thoughtfully and intentionally embarked on strategies to increase employee retention and recruitment ([Campus Culture Survey](#)).
- Recognizing and supporting employees builds a positive work environment and leads to employee retention and recruitment ([Frontiers in Public Health March 2022](#)).
- The University of Colorado Boulder has as a strategic priority diversity, equity and inclusion ([CU Strategic Priorities](#)).
- The University of Colorado Boulder has invested in the transgender, intersex and non-binary communities through its support and funding of conferences, infrastructure, and policies.

- The University of Colorado Boulder has demonstrated a commitment to transgender, intersex and non-binary **students** through the Center for Inclusion and Social Change.
- The [Pride Office](#), located within the Center for Inclusion and Social Change has as its mission: “The Pride Office builds belonging and community for students, **staff and faculty** at CU Boulder with an emphasis on the LGBTQ+ experience.”
- The Pride Office, housed within the Center for Inclusion and Social Change, a division of Student Affairs, is student facing and [does not serve transgender faculty and staff employees](#): “Content in the guide focuses on student and campus-related issues”.
- There is a focused national effort to erase, eradicate, and outlaw transgender, intersex, and non-binary human beings, putting employees and their families at risk ([Risk map](#)).
- Building a transgender-, intersex- and non-binary- positive culture and work environment at the University of Colorado Boulder will have far-reaching positive implications for other vulnerable populations:
 - Employees report spending 20 – 50 hours over months to change a name or gender marker across the complex and siloed systems at the University of Colorado to gain access to conduct their work.
 - Employees are unable to remove/change previous and irrelevant (birth or dead) names causing harm daily.
 - Employees report no gender-neutral accessible restrooms in their workplace, forcing them to leave their building to use the restroom.
- Transgender, intersex and non-binary people across campus have unique needs to improve their work-related experience and require dedicated personnel to support their individual situations (examples):
 - In health care:
 - Transgender women who have prostate cancer.
 - Employees’ transgender teenaged son who requires birth control.
 - Requiring multiple costly tests and doctors’ reports to acquire CU sponsored health insurance.
 - Delays of 6 months or more to join CU sponsored health insurance.
 - International professional development or conferences requiring a passport that puts employees at risk.
 - Misgendering.
 - Surveys, apps, paid ads on CU websites and forms that mine personal data and put transgender, intersex and non-binary employees at risk.
 - Mandatory employee trainings and trainers who do not include gender inclusive language.
 - Transgender employees outed by email blasts from HR when welcoming using a legal/dead/previous name.

The transgender, intersex and non-binary staff, employees, professional research assistants and research associates and their families are facing actions nationally that further threaten their well-being and safety and compromise the University of Colorado Boulder’s commitment to diversity.

The Boulder Campus Staff Council requests the University of Colorado Boulder reaffirm its commitment to creating, supporting and maintaining a transgender-, intersex- and non-binary-positive work environment. We are committed to promoting diversity, inclusion, cultural competency, and respect in conducting organizational business and initiatives.

Boulder Campus Staff Council recommends the following proposals to the administration which are designed to improve morale, safety and advocate for the rights of staff, employees, professional research assistants and research associates:

Be it RESOLVED:

1. Boulder Campus Staff Council requests that University of Colorado Boulder create, fund, and staff a stand-alone, employee-facing Pride Office to fulfill the stated mission and provide dedicated, focused and resourced support for LGBTQIA+ employees with an emphasis on the unique needs of transgender, intersex and non-binary employees and their families.
2. Boulder Campus Staff Council requests that the University of Colorado Boulder create, fund and staff an employee-facing Pride Office to include coordinating, supporting and disseminating relevant and available information to transgender, intersex and non-binary employees and coordinating the efforts in this resolution.
3. Boulder Campus Staff Council requests that the University of Colorado Boulder create a task force to urgently identify the multitude of obstacles that transgender, intersex, non-binary individuals and anyone else face when attempting to update/change their name or gender marker across all units of the University; and once identified, work rapidly to address those obstacles to increase productivity and reduce harm.
4. Boulder Campus Staff Council requests that the University of Colorado works with CU sponsored health insurance companies to request an insurance representative be trained and dedicated to supporting transgender, intersex and non-binary employees and their families in enrollment and claims processing.
5. Boulder Campus Staff Council requests that the University of Colorado Boulder identify and train a **dedicated** professional CU health care liaison specializing in options related to transgender, intersex and non-binary employees and their dependents to provide safe and private guidance that does not compromise the unique needs of transgender, intersex and non-binary employees, their families and dependents potentially putting their lives at risk.
6. Boulder Campus Staff Council requests that an audit be conducted to identify and properly label workplace proximity for gender-neutral accessible restrooms, and a plan be created to update as needed.
7. Boulder Campus Staff Council requests that there be an audit and disclosure of information that is being collected by third party advertisers' data mining on CU sponsored apps (Buffs Mobile, DUO).
8. Boulder Campus Staff Council requests that all mandated trainings and trainers of those trainings review and update gendered language.
9. The University of Colorado Boulder will provide a budget to the employee-facing Pride Office to support, host and fund conferences, workshops and trainings that are employee facing and transgender, intersex and non-binary positive. (ex, TRANSforming Gender Conference, Safe Zone training, bystander workshops, etc.).
10. The forthcoming employee-facing Pride Office will coordinate the resolutions and report to Boulder Campus Staff Council with updates and any support or resources needed.
11. The Boulder Campus Staff Council will support the implementation of these resolutions by creating an ad hoc workgroup to review and report on implementation and progress of these resolutions in FY 26 and make recommendations as necessary.

12. The University of Colorado Boulder will recognize and reaffirm anti-discrimination statements related to gender identity in communications from the administration by citing [Regent Law Article 8](#).
13. The University of Colorado Boulder will not tolerate any acts of discrimination of transgender, intersex and non-binary employees.
14. The Boulder Campus Staff Council requests the University of Colorado Boulder reaffirm its commitment to creating, supporting and maintaining a transgender-, intersex- and non-binary- positive work environment.

Co-Authors

Name	Position/Title	Unit of University	Email address