



CAMPUS PRIDE INDEX

National LGBTQ-Friendly Benchmarks & Standards for Inclusion in Higher Education

POLICY INCLUSION

1. Does your campus prohibit discrimination based on sexual orientation by including the words “sexual orientation” in its nondiscrimination statement for students, faculty and staff?
 - a. If yes, does your campus require outside entities with whom they do business (such as vendors, contracted food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to sexual orientation?
2. Does your campus prohibit discrimination based on gender identity or gender expression by including the words “gender identity” and/ or “gender identity or expression” in its nondiscrimination statement for students, faculty and staff?
 - a. If yes, does your campus require outside entities with whom they do business (such as vendors, contracted food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to gender identity?
3. Does your state recognize civil unions or marriage for same-sex couples?
 - a. If yes, does your institution recognize these relationships?
4. Does your campus offer health insurance coverage to employees’ same-sex partners?
 - a. If yes, does your campus “gross up” wages for employees who enroll for same-sex partner health benefits to cover the added tax burden from the imputed value of the benefit that appears as income for the employee?
 - b. If yes, is there a cap for these wages -- is it unlimited or true for all salaries?

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5. What other benefits does your campus offer equally to both different-sex partners of employees as well as same-sex partners of employees? Please research your responses thoroughly.
 - a. Dental
 - b. Vision
 - c. Spouse/partner's dependent medical coverage
 - d. Sick or bereavement leave
 - e. Supplemental life insurance for the spouse/partner
 - f. Relocation/Travel assistance
 - g. Tuition remission for spouse/partner/dependents
 - h. Survivor benefits for the spouse/partner in the event of employee's death
 - i. Retirement health care benefits
 - j. Employee discounts
 - k. Use of campus facilities/privileges for spouse/partner/family
 - l. Child-care services for spouse/partner family
 - m. Dental
 - n. Vision
 - o. Spouse/partner's dependent medical coverage
 - p. Sick or bereavement leave
 - q. Supplemental life insurance for the spouse/partner
 - r. Relocation/Travel assistance
 - s. Tuition remission for spouse/partner/dependents
 - t. Survivor benefits for the spouse/partner in the event of employee's death
 - u. Retirement health care benefits
 - v. Employee discounts
 - w. Use of campus facilities/privileges for spouse/partner/family
 - x. Child-care services for spouse/partner family

6. Does your campus include LGB issues, concerns, and/or representations of LGB people in the following:
 - a. Grievance procedures
 - b. Housing guidelines
 - c. Admission application materials
 - d. Health center forms
 - e. Alumni materials/publications

7. Does your campus include Transgender issues, concerns, and/or representations of Transgender people in the following:
 - a. Grievance procedures
 - b. Housing guidelines
 - c. Admission application materials
 - d. Health center forms
 - e. Alumni materials/publications

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8. Does your campus offer LGB students the option to self-identify their sexual orientation, if they choose, in a standardized process on forms for the following:
 - a. Application for admission
 - b. Post-enrollment forms
 - c. Application for housing
 - d. Student health intake form
 - e. Alumni enrollment/participation

9. Does your campus offer Transgender students the option to self-identify their gender identity/gender expression, if they choose, in a standardized process on forms for the following:
 - a. Application for admission
 - b. Post-enrollment forms
 - c. Application for housing
 - d. Student health intake form
 - e. Alumni enrollment/participation

10. Does your campus offer Transgender students who have not legally changed their names the ability to have the name they go by on the following records:
 - a. Identification cards
 - b. Class and grade rosters
 - c. Electronic and print directory listings
 - d. Email name

11. Does your campus offer Transgender employees who have not legally changed their names the ability to have the name they go by on the following records:
 - a. Identification cards
 - b. Electronic and print directory listings
 - c. Email name

12. Does your campus offer Transgender students the ability to change the gender designation on their campus records and documents with only a request to do so from the student, regardless of if they have had gender confirmation/reassignment surgeries?
 - a. If no, does your campus offer this option with a request from the student accompanied by a letter from a healthcare provider?

13. Does your campus offer students the ability to have the pronouns they use indicated on the following records:
 - a. Class rosters
 - b. Advisee lists
 - c. Health center records
 - d. Counseling center records

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SUPPORT AND INSTITUTIONAL COMMITMENT

1. Does your campus have a full-time professional staff member who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or more of the individual's job description?
 - a. If no, does your campus have at least one graduate staff person who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or more of the individual's job description?
 - i. If no, is your enrollment under 2500 students and does your campus have a full-time professional staff member who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or less of the individual's job description?
2. Does your campus have an LGBTQ concerns office or an LGBTQ student resource center (i.e., an institutionally funded space specifically for LGBTQ, gender and sexuality education and/or support services)?
 - a. If no, does your campus have another office or resource center that actively addresses LGBTQ issues and concerns, including a visible representation of LGBTQ resources in the office space (e.g., Women's Center, Multicultural Center, etc.)?
3. Does your campus have an ongoing Safe Zone, Safe Space and/or Ally training program that are offered at a minimum annually to educate students, faculty and/or staff on LGBTQ issues and concerns?
4. Does your campus have an ongoing, visible network of people on campus who identify openly as allies/advocates for LGBTQ people and concerns?
5. Does your campus actively seek to employ a diversity of staff/faculty/administrators, including visible, out LGBTQ individuals?
6. Does your campus request LGBTQ- specific questions (including LGBTQ demographic questions) on institutional research (e.g., climate assessments) in which it participates in order to be inclusive of LGBTQ issues and experiences?
7. Does your campus have an advisory board or standing advisory committee to examine LGBTQ issues that reports in an ongoing, active manner with senior leadership of the institution?
8. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) attend campus LGBTQ events/activities in a visible, ongoing manner?

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9. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) explicitly include the terms "sexual orientation," "gender identity/expression" and "lesbian, gay, bisexual and transgender" when publicly discussing multicultural and/or diversity issues on campus?
10. Does your campus have an active, visible LGBTQ alumni group that is supported by the institution's alumni office?

ACADEMIC LIFE

1. Does your campus have an LGBTQ academic offering (e.g., Gender and Sexuality Studies, Queer Studies, etc.) that offers one or a combination of the following:
 - a. Courses
 - b. Certificate/Concentration
 - c. Minor
 - d. Major
2. Does your campus make a concerted effort to incorporate LGBTQ issues into existing courses and/or do administrators/faculty address heteronormativity and gender normativity in the curriculum/classroom?
3. Does your campus have a significant number of books/periodicals in the campus library/libraries that speak to the experiences of:
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people
 - d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
4. Does your campus subscribe annually to academic journals and databases that primarily focus on LGBTQ issues/concerns and make these resources readily available for academic/research purposes?
5. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around sexual orientation?

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6. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around gender identity/expression?
7. Does your campus support faculty who are engaged in LGBTQ-focused research and academic study in the promotion and tenure process?
8. Does your campus actively recruit faculty for their LGBTQ-related academic scholarship?
9. Does your campus have any specific academically focused LGBTQ student organizations (e.g., LGBTQ Medical Association, oSTEM, Out Lawyers Association)?
10. Does your campus have a LGBTQ faculty/staff organization which meets at least twice an academic year?

STUDENT LIFE

1. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of:
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people
 - d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
2. Does your campus regularly hold social events specifically for LGBTQ students? (e.g., queer prom, movie nights, open mic nights, etc.)
3. Does your campus have visible, active LGBTQ representation and/or leadership roles in the following areas/organizations:
 - a. Student of Color Student Groups/Organizations
 - b. Faith & Spiritual Student Groups/Organizations
 - c. Men's Fraternities
 - d. Women's Sororities
 - e. International Student Groups/Organizations
 - f. Intramurals/Recreation Sports
 - g. Intercollegiate Athletics
 - h. Campus Activities Board
 - i. Student Government
 - j. Housing & Residence Life Governing Board/Organization

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4. Does your campus have visible, active LGBTQ representation and/or leadership roles in following office/departments through volunteer and/or paid student positions:
 - a. Multicultural Life
 - b. Religious and Spiritual Life
 - c. Fraternity and Sorority Life
 - d. International Student Programs
 - e. Intramurals/Recreational Sports
 - f. Intercollegiate Athletics
 - g. Career Services
 - h. Disability Services
 - i. Leadership Programs
 - j. Health & Wellness Programs
 - k. Office of Admissions
 - l. Orientation Programs
 - m. Housing & Residence Life

5. Does your campus offer annual funding that is ongoing and committed specifically to student leaders for attending statewide, regional and/or national events for LGBTQ awareness, personal development, enrichment and leadership (such as conferences, trainings, camps, etc)?

6. Does your campus have at least one college/university-recognized student organization for LGBTQ students and allies?

7. Does your campus have any college/university-recognized student organizations for Transgender students and/or which primarily serve the needs of Transgender students?

8. Does your campus have any college/university-recognized student organizations for LGBTQ graduate students?

9. Does your campus have college/university-recognized student organizations that primarily serve the needs of LGBTQ people in the following social and/or recreational areas:
 - a. Social Fraternity/Sorority
 - b. Intramural/Recreational Sports

10. Does your campus have college/university-recognized student organization(s) or ongoing groups that primarily serve the needs of LGBTQ people across the following intersections of identity:
 - a. LGBTQ people of color
 - b. LGBTQ people of faith
 - c. LGBTQ people with disabilities
 - d. LGBTQ international students

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11. Does your campus regularly offer activities and events about the intersectionality of identities of LGBTQ people, including the following intersections:
 - a. LGBTQ people of color
 - b. LGBTQ people of faith
 - c. LGBTQ people with disabilities
 - d. LGBTQ international students

12. Does your campus regularly offer LGBTQ awareness trainings for professional and student staff (which may or may not include Safe Zone, Safe Space and/or Ally training) in the following areas/departments/offices:
 - a. Multicultural Life
 - b. Religious and Spiritual Life
 - c. Fraternity and Sorority Life
 - d. International Student Office
 - e. Intramurals/Recreation Sports
 - f. Intercollegiate Athletics
 - g. Student Conduct
 - h. Career Services
 - i. Disability Services
 - j. Leadership Programs
 - k. Health & Wellness
 - l. Volunteer/Service Learning
 - m. Study Abroad/Global Learning
 - n. Campus Police/Safety Enforcement

13. Does your campus regularly plan and/or cosponsor activities and events related to LGBTQ people, experiences and issues/concerns (which does not include Safe Zone, Safe Space and/or Ally training) within the following areas/departments/offices:
 - a. Multicultural Life
 - b. Religious and Spiritual Life
 - c. Fraternity and Sorority Life
 - d. International Student Programs
 - e. Intramurals/Recreational Sports
 - f. Intercollegiate Athletics
 - g. Student Conduct
 - h. Career Services
 - i. Disability Services
 - j. Leadership Programs
 - k. Health & Wellness Issues
 - l. Volunteer/Service Learning
 - m. Study Abroad/Global Learning
 - n. Campus Police/Safety Enforcement

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14. Does your campus provide resources for identifying LGBTQ-friendly employment and workplace information for internships, career services and job opportunities?

HOUSING & RESIDENCE LIFE

1. Does your campus offer LGBTQ students a way to be matched with an LGBTQ-friendly roommate on the application for campus housing?
2. Does your campus provide an LGBTQ-focused living space, LGBTQ theme floor and/or LGBTQ/Ally living-learning community program?
3. Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces--including double and multiple occupancy bedrooms--and welcoming to students who identify outside of the gender binary) as a standard option available through the on-campus room selection process for incoming students?
 - a. If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?
4. Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces and welcoming to students who identify outside of the gender binary) as a standard option available through the on-campus room selection process for returning students?
 - a. If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?
5. Does your campus provide the following options in at least half of housing and residence life living areas:
 - a. Restrooms that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy
 - b. Shower facilities that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy
6. Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing comparable to married, different-sex couples?
 - a. If yes, is this option offered at the same price as it is for married, different-sex couples who live in family housing?

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7. Does your campus allow housing and residence life staff with non-student same-sex partners to live together in residence hall apartments comparable to married, different-sex couples?
 - a. If yes, is this option offered in a comparable way as it is for married, different-sex couples who live in apartments?
8. Does your campus provide annual trainings for housing and residence life professional and student staff that speak to the experiences and concerns of:
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people
 - d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
9. Does your campus provide a visible reporting mechanism for LGBTQ students to share roommate conflicts or housing issues/concerns in order to provide a roommate change, an immediate intervention and/or a quick administrative response as a result of student safety concerns?
10. Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on sexual orientation issues and LGB experiences and concerns?
11. Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on gender identity/expression issues and Transgender experiences and concerns?

CAMPUS SAFETY

1. Does your campus have an easily accessible, visible and known procedure for reporting LGBTQ-related bias incidents and hate crimes that is distinct from generic reporting procedures?
2. Does your campus have a bias incident and/or hate crime reporting system for LGBTQ concerns that includes the following: (select all that apply)
 - a. Bias Incident Response Team
 - b. Methods for supporting the victim
 - c. Outreach for prevention of future incidents
 - d. Protocol for reporting hate crimes and bias incidents (including an anonymous reporting option)

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3. Does your campus provide regular, ongoing trainings for public safety officers, as well as for students, faculty and staff, on identifying hate crimes, hate crime prevention and how to report and respond to bias incidents and hate crimes?
4. Does your campus police/public safety office do annual outreach to LGBTQ people and/or meet with LGBTQ student leaders/organizations each year?
5. Within the last two years, has your campus provided training for public safety officers on LGB experiences and concerns and/or anti-LGB violence?
6. Within the last two years, has your campus provided training for public safety officers on Transgender experiences and concerns, which includes specific awareness about anti-Transgender violence and the ability of Transgender students to use gender-specific facilities that are in keeping with their gender identity?
7. Does your campus actively seek to employ a diversity of police/public safety officers, including visible, out LGBTQ individuals?
8. Does your campus provide support for victims of same-gender/same-sex sexual violence and intimate partner violence?

COUNSELING & HEALTH

1. Does your campus offer a support group(s) that assists individuals in the process of acknowledging and disclosing the following identities and their related concerns?
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people
 - d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
2. Does your campus offer LGBTQ-supportive counseling services, with a staff that is knowledgeable of the needs and experiences of the following identities and their related concerns?
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people

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- d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
3. Does your campus regularly offer a specific training for students and staff to identify at-risk students inclusive of LGBTQ individuals for depression, suicide and mental health issues?
 4. Does your campus actively distribute condoms, dental dams, and LGBTQ-inclusive information on HIV/STI services and resources?
 5. Does your campus offer free, anonymous, and easily accessible HIV/STI testing on a regular basis?
 6. Does your campus offer specific awareness and educational programs for LGBTQ students on the following:
 - a. HIV/STI Prevention
 - b. Safer Sex Practices
 - c. Depression & Mental Health
 - d. Healthy Same-Sex Relationships
 - e. Substance Abuse Prevention & Education
 - f. Intimate Partner Violence and Sexual Assault
 7. Does your campus provide annual trainings for health center staff to increase their awareness of and sensitivity to the health care needs of:
 - a. Lesbians, women loving women, and women who are same-gender loving
 - b. Gay men, men loving men, and men who are same-gender loving
 - c. Bisexual, pansexual and sexually fluid people
 - d. Transgender people
 - e. Genderqueer people and people with non-binary gender identities
 - f. Asexual people
 8. Does your campus offer a student health insurance policy which covers ongoing counseling services for Transgender students who need such counseling, as consistent with the World Professional Association for Transgender Health's Standards of Care?
 9. Does your campus offer at least one employee health insurance or HMO plan which covers ongoing counseling services, as consistent with the World Professional Association for Transgender Health's Standards of Care to:
 - a. Transgender employees?
 - b. Transgender partners of employees?
 - c. Transgender children of employees?

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10. Does your campus offer a student health insurance policy which covers the initiation and maintenance of hormone replacement therapy for Transgender students who need such therapy, as consistent with the World Professional Association for Transgender Health's Standards of Care?
11. Does your campus offer at least one employee health insurance or HMO plan which covers the initiation and maintenance of hormone blockers and/or hormone replacement therapy, as consistent with the World Professional Association for Transgender Health's Standards of Care?
 - a. Transgender employees
 - b. Transgender partners of employees
 - c. Transgender children of employees
12. Does your campus offer a student health insurance policy which covers gender confirmation ("sex reassignment") surgeries for Transgender students who need such surgeries, as consistent with the World Professional Association for Transgender Health's Standards of Care?
 - a. Top surgery (mastectomy, chest reconstruction and breast augmentation)
 - b. Complete hysterectomy
 - c. Genital reconstruction and related procedures
13. Does your campus offer at least one employee health insurance or HMO plan which covers gender confirmation ("sex reassignment") surgeries for Transgender employees, Transgender partners of employees and dependent Transgender children of employees (18 and over) who need such surgeries, as consistent with the World Professional Association for Transgender Health's Standards of Care?
 - a. Top surgery (mastectomy, chest reconstruction and breast augmentation)
 - b. Complete hysterectomy
 - c. Genital reconstruction and related procedures

RECRUITMENT AND RETENTION

1. Does your campus actively seek to recruit LGBTQ students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?
2. Does your campus actively seek to retain LGBTQ students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?

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3. Does your campus provide any annual scholarships specifically for LGBTQ students?
4. Does your campus offer programs that incorporate topics around sexual orientation in new student orientation programs every year?
5. Does your campus offer programs that incorporate topics around gender identity/expression in new student orientation programs every year?
6. Does your campus have an annual Lavender or Rainbow Graduation (i.e., a special graduation ceremony for LGBTQ students and allies)?
 - a. If yes, do senior administrators participate in the Lavender or Rainbow Graduation ceremony or event?
 - b. If yes, does the campus view the ceremony or event as part of and integrated into institutional commencement activities?
7. Does your campus have an LGBTQ mentoring program to welcome and assist LGBTQ students in transitioning to academic and college life?
8. Does your campus participate annually in at least one admission fair targeted toward LGBTQ prospective college students?
9. Does your campus have a specific college admissions brochure/website that highlights LGBTQ programs and services?
10. Within the last two years, has your campus trained admissions counselors on the experiences and concerns of LGBTQ students?
 - a. If yes, do these counselors have an active awareness and knowledge about campus LGBTQ events, programs and services in order to share this information with prospective students when participating in recruitment functions?
11. Does your campus offer any emergency funds or resources to help LGBTQ students who are “outed” or come out to their parents/families and then lose financial support to be able to stay enrolled for the semester/year?
12. Does your campus offer direct, readily-accessible FAFSA assistance specifically for LGBTQ students who need a “dependency override” (due to abusive, neglectful or absent parents) to assist the student with the FAFSA process?

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