

### 1.3 POLICY ON TRANSGENDER/NON-BINARY INCLUSION

This document presents **Delta Phi Epsilon International Sorority's** Policy on trans women and gender nonbinary individuals.

This policy reflects **Delta Phi Epsilon International Sorority's** commitment to antidiscrimination practices in relation to all trans women and nonbinary individuals [potential new members, sisters (active and alumnae), volunteers, and staff] and ensures their rights to express themselves and live authentically are respected and protected.

The purpose of this policy is to establish an environment that is safe, welcoming, and free from stigma and discrimination for all potential new members, sisters, volunteer, and staff, regardless of sex, sexual orientation, gender identity, or gender expression.

Delta Phi Epsilon International Sorority is welcoming and inclusive of trans women and nonbinary individuals. Any conduct which fosters a hostile environment for trans women and nonbinary individuals will not be tolerated. Delta Phi Epsilon International Sorority will include trans women and nonbinary individuals as members in all areas of the organization as long as they are willing to accept and share in the collective experiences of the sisterhood.

While recognizing this is **Delta Phi Epsilon International Sorority's** Policy on trans women and gender nonbinary individuals, we trust and empower each one of our Chapters to make decisions that is the best for their Chapters and the Sorority in their recruitment activities.

#### **Definitions**

**CISGENDER:** Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.

**GENDER EXPRESSION:** The manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.

**GENDER IDENTITY:** A person's deeply held sense or psychological knowledge of their own gender, which can include being female, male, another gender, or no gender. Gender identity is an innate and largely inflexible part of a person's identity. One's gender identity can be the same or different than the gender assigned at birth. The responsibility for determining an individual's gender identity rests with the individual.

**GENDER NONCONFORMING:** A term for people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous. This includes people who identify outside traditional gender

categories or identify as multiple genders. Other terms that can have similar meanings include gender diverse or gender expansive.

**NONBINARY/GENDERQUEER:** Terms used by those who identify with neither, both, or a combination of genders.

**SEXUAL ORIENTATION:** A person's romantic and/or physical attraction to people of the same or opposite gender or both or other genders. Transgender and gender nonconforming people may have any sexual orientation.

**TRANSGENDER:** An adjective describing a person whose gender identity or expression is different from that traditionally associated with an assigned gender at birth.

**TRANSITION:** The process in which a person goes from living and identifying as one gender to living and identifying as another. Transition is a process that is different for everyone, and it may or may not involve social, legal, or physical changes. There is no one step or set of steps that an individual must undergo in order to have their gender identity affirmed and respected.

### **Names and Pronouns**

Every individual has the right to be addressed by a name and pronouns that correspond to the individual's gender identity. Regardless of whether a transgender or gender nonconforming individual has legally changed their name or gender, Delta Phi Epsilon will allow individuals to use a chosen name and gender pronouns that reflect their identity. It is recommended that transgender or gender nonconforming individuals are asked how they want to be addressed.

### **Recruitment**

Women will always be considered, regardless of other identities the (potential) member holds. This is inclusive of cisgender women and transgender women.

Identities that may be considered for membership include nonbinary, gender nonconforming individuals who are committed to the advancement of womanhood.

Identities that will not be considered regardless of belief in womanhood are cisgender men, what we define as a person designated male at birth and identify as a man.

No member is required to provide documentation regarding their gender. We welcome all women as they self-identify. Additionally, all gender expressions of students extended membership are welcome in Delta Phi Epsilon.

## **2.5 HUMAN DIGNITY POLICY**

Members are encouraged to carefully analyze fraternal activities in light of Human Dignity considerations and endeavor to accomplish any changes needed to ensure the activities' compatibility with fraternal values and the highest standards of human dignity. College women should have a positive influence in the direction and achievements of the university community and that activities should promote self-worth, human dignity, and a positive Greek image.

Delta Phi Epsilon stands for the principles of building a healthy society, whereby the individual's self-worth is important and shall not be compromised. Any attempts toward destruction of human dignity and activities that promote harassment are contrary to the tenets of interpersonal relationships and the philosophy of Delta Phi Epsilon.