Charge: The Transgender Advisory Committee advises the University regarding issues, policies and procedures influencing the experiences of transgender members of the Princeton community. The committee works to coordinate the implementation of policies, procedures and programs affecting the well-being of transgender students, faculty, and staff members. The committee is sponsored by the Office of the Provost. It coordinates, as appropriate, with the Institutional Equity Planning Group, the Council of Masters, Human Resources, the Office of the Dean of Undergraduate Students, the Graduate School, and other committees and units to support the experiences of transgender individuals on campus.

Progress: During 2015-16 and through the fall of 2016, the committee focused its efforts on four initiatives: the student health plan, gender-inclusive facilities, gender-inclusive student housing, and access to legal name and gender in campus databases. This report summarizes the progress and current status of these initiatives.

I. Student Heath Plan

The Princeton University Student Health Plan offers medical insurance coverage for gender affirmation surgeries. The Student Health Plan Advisory Council met in December and agreed to remove the $50,000 annual cap on these procedures. As a result, the student plan mirrors the plans available to faculty and staff.

II. Hormones for Medical Transition

University Health Services is now offering management and initiation of masculinizing and feminizing hormones for medical transition. Policies and protocols were approved by the Executive Director of UHS and the Office of the General Counsel over the summer and this expanded service was initiated in August 2016. In addition, a multi-disciplinary Transgender Health Care Team has been formed within UHS and includes members from Medical Services, CPS, SHP and Administration. This team meets monthly to discuss how UHS can continue to provide inclusive, comprehensive care for students and dependents.

III. Gender-inclusive Facilities

a. Restrooms

The University is conducting a campus-wide project to convert single occupant, lockable restrooms to gender-inclusive/unisex restrooms. All multi-
stall bathrooms will continue to be labeled as male or female. An inventory was completed to identify all restrooms that are candidates for conversion. As of June 30, 2016, 41 restrooms have been converted on campus. Since July 2016, there are 77 conversions in progress. A regularly updated map of gender-inclusive bathrooms around campus is available online.

b. Locker rooms in Dillon Gym

Renovations to the shower and changing areas in Dillon Gym are underway. Two gender-inclusive facilities were completed and opened during 2015. The A-level renovation, including four additional gender-inclusive facilities were completed and are scheduled to be opened in December 2016.

IV. Gender-inclusive Housing

The LGBT Center, the Transgender Advisory Committee and the Housing Office are working in partnership to clarify and communicate the process of applying for gender-inclusive housing and to engage other campus stakeholders to discuss future gender-inclusive housing policy changes. A guide was developed in order to clarify the existing process. In the spring and summer of 2016, the LGBT Center, the Housing Office and other campus partners began working on a more expansive gender-inclusive housing policy, which was voted on and passed by the University Student Life Committee in November 2016.

V. Legal Name/Legal Sex System and Database changes

The Office of the Registrar in partnership with many other University offices is working to improve systems and databases. Currently, all University enterprise systems that can accept preferred name are receiving it from PeopleSoft Campus Community. Improvements are underway in the remaining systems to allow them to accept preferred name in their interfaces and use preferred names within their applications. During 2016-17, gender identity customizations will be developed to capture and store student gender identity in PeopleSoft. Technology will be enhanced to share gender identity with appropriate offices, while limiting unnecessary access to legal name and legal sex.