



Ollscoil Chathair
Bhaile Átha Cliath
Dublin City University

Student Gender Identity and Gender Expression Policy



Table of Contents

Introduction	3
Purpose	3
Scope	3
Policy Statement	3
Roles & Responsibilities	4
University Management	4
Responsibilities of the University Community	4
Rights of the University Community	5
Students wishing to avail of university support	5
Definitions	5
Related Documentation	5
Contact	5
Policy Review	6
Version Control	6

Introduction

Dublin City University (DCU) herein called ‘the University’ respects the human rights and dignity of all members of the DCU Community. DCU believes that a diverse community is among a university’s greatest strengths. An inclusive university environment enhances the living, learning, and working experience for all members of the University community. The University values all members of the community, irrespective of gender identity, and respects and recognises diverse gender identities and gender expressions. Gender identity and expression is a positive, core part, of being human and experiencing wellbeing and fulfilment.

Purpose

The purpose of this policy is to ensure that members of our student community who wish to have their preferred gender identity recognised, are facilitated to do so in a manner that respects their human rights and dignity. Under the enactment of the [Gender Recognition Act 2015](#), any person over the age of eighteen can now self-declare their gender of preference and be treated legally as that preferred gender. Those between the ages of 16 and 18 may also apply for a Gender Recognition Certificate, however they will need consent from parent(s) or guardian(s). As such, people can apply for replacement birth certificates, driving licenses, passports and other legal documentation that reflects this change.

Scope


This policy applies to all students and, where applicable, alumni of the University.

Policy Statement

The University respects the human rights and dignity of all members of the University community. The University is committed to ensuring that all staff and students can participate freely and fully in the life of the University regardless of their gender identity or gender expression and a place where all members of the community are welcomed and valued equally.

Consequently, the University will:

- support an inclusive environment of dignity and respect whereby everyone can develop to their full potential free of discrimination. DCU does not tolerate harassment, bullying or discrimination against any member of the University



community because of gender identity and expression. Any such incidents will be dealt with under the procedures outlined in our [Dignity and Respect at Work and Study policy](#).

- support an environment in which all individuals who choose to be open about their gender identity feel respected, safe, welcome and included in our university community.
- support and is committed to providing reasonable accommodation for any University community member that is undergoing social or medical transition.
- facilitate all University community members and alumni that seek to update their personal records to match their gender identity and expression by providing clear and easily accessible procedures for all related processes, while ensuring confidentiality throughout.
- encourage and facilitate staff and student awareness training to ensure the University has a supportive and acceptable environment that will foster a culture of respect and free of discrimination.

Roles & Responsibilities

The roles and responsibilities of staff and students engaging with this policy are as follows.

University Management

- Oversee an inclusive environment free from discrimination and where there is respect for all members of the community.
- Enable members of our university community to have support in relation to gender identity and gender expression.
- Promote and raise awareness around gender identity and gender expression within our university community.

Responsibilities of the University Community

- Respect the individual's right to confidentiality and privacy.
- Support the implementation of the *Gender Identity and Gender Expression Policy*.
- Respect the dignity of all members of the University community including visitors.

- As much as possible help prevent acts of harassment, discrimination, exclusion, unfair treatment, bullying and demeaning behaviours.
- Comply with relevant legislation.

Rights of the University Community

- Be treated with fairness, dignity and respect and to be able to express their gender identity freely.
- Privacy and confidentiality.
- Equal access to employment, education, training and promotional opportunities, services, activities and facilities in the University.
- Reasonable and appropriate arrangements and accommodations.
- Access to facilities appropriate to their gender identity.

Students wishing to avail of university support

- Inform Student Support & Development of any support needed as soon as possible to allow appropriate arrangements to be put in place in a timely manner.
- Work within the existing deferral or postponement of examinations and assessments, and submit relevant documentation, if time off is required for medical needs.
- If records are to be changed, request this as early as possible in the process and understand that this change in the Student System will potentially inform changes elsewhere. See Student Gender Identity and Expression Guidelines - Changing a Student Record, p.g.4.
- Ensure that appropriate documentation is submitted as required.
- To respect confidentiality, be clear as to who is to be informed around a preferred gender identity, gender expression or name change.
- Adhere to the procedures set out in this policy.

Definitions

For detailed definitions and relevant terms related to this policy please refer to the 'DCU LGBTQ+ Terminology' in the Student Gender Identity and Expression Guidelines.

Related Documentation

This policy should be read in conjunction with the following policies / procedures / guidelines.

- Student Gender Identity and Gender Expression Guidelines
- [Dignity and Respect at Work and Study Policy](#)
- [Gender Recognition Act 2015](#)

Contact

Any queries regarding this policy should be directed to Deirdre Moloney, Student Policy Officer, Student Support & Development. Email deirdre.moloney@dcu.ie

Key University Contacts

Designated staff members to assist students with procedures related to this policy:

Contact Persons for Students and Coordination of Transition Plan:

- Student Advice and Support Centre - Senior Student Support Advisers can meet a student and go through the policy and guidelines.
Contact student.support@dcu.ie to make an appointment.
- Mr. Ruan Kennedy – Senior Counsellor & Psychotherapist
(ruan.kennedy@dcu.ie)
- Ms. Caroline Bowe - Senior Student Advice Officer (caroline.bowe@dcu.ie)


Contact Person for Student Record / Official Documentation Changes:

Mary McKiernan, Registry, Students Records Officer (mary.mckiernan@dcu.ie)

Policy Review

This policy will be reviewed as and when changes are required. If no reviews are requested, the policy will be reviewed in 2030.

Version Control

Policy Name	Student Gender Identity and Gender Expression Policy		 Ollscoil Chathair Bhaile Átha Cliath Dublin City University
Unit Owner	Student Support and Development		
Version Reference	Original Version – 1.0	Reviewed Version – 1.1	
Approved by	Executive	Dean of Students	
Effective Date	19 th March 2019	21/10/2025	

End.