

Student Affairs
LGBTQ Best Practice Recommendations

General Considerations	Student Programs	Residence Life	Counseling & Health Services	Career Services
<p>1. Promote institutional understanding for the concerns of LGBT students, faculty, staff</p> <p>2. Educate other campus programs & services to be responsive to the unique concerns of LGBT students.</p> <p>3. Recognition & resources for LGBT groups networks, & orgs.</p> <p>4. Provide orientation & training at all levels, re: LGBT concerns, hetero-sexism Campus Security Health Center Residence Life Counseling Career Services New Students Dean of Students Financial Aid Athletic Dept.</p>	<p>1. Formally recognized, financially supported LGBT student/ally group.</p> <p>2. Leadership experiences for LGBT students.</p> <p>3. Inclusive social activities & LGBT specific social activities.</p> <p>4. LGBT Resource Ctr w/ paid staff & campus space.</p>	<p>1. Designated hall/floor for LGBT students & allies.</p> <p>2. Openly identified LGBT staff and student workers.</p> <p>3. Nondiscrimination policy including LGBT status</p> <p>4. Policy allowing same-sex couples same access to housing & exemptions as married couples.</p> <p>5. Inclusion of LGBT within diversity programming.</p> <p>6. Promotion of inclusiveness & awareness of homophobia & heterosexism among students and staff.</p> <p>7. Gender-neutral & single-use bathrooms for transgender students.</p> <p>8. Participation in LGBT student & employee initiatives.</p>	<p>1. Client forms w/ inclusive language for LGBT identity & relationship status.</p> <p>2. Support for student coming out process.</p> <p>3. Services for victims & perpetrators of homophobia.</p> <p>4. Services for victims of hate crimes.</p> <p>5. Openly identified LGBT staff & identified allies.</p> <p>6. Services to address same-sex dating, family or domestic violence issues</p> <p>7. Regular staff discussions of LGBT clinical & social issues</p> <p>8. Referrals on & off campus to LGBT support network/services.</p> <p>9. Connection to state & national LGBT orgs.</p> <p>10. Inclusive & LGBT specific information.</p>	<p>1. Resume development</p> <p>2. Info on LGBT friendly employers</p> <p>3. Internships opportunities w/ LGBT supportive businesses, community svc & activists orgs.</p> <p>4. Employer mentoring programs for LGBT students</p> <p>5. Info on LGBT workplace issues (DP benefits, nondiscrimination language, etc).</p> <p>6. Regular discussion & consultation re: issues affecting LGBT clients.</p>

CAS Standards & Guidelines for LGBT Programs & Services
(http://www.lgbtcampus.org/cas_standards.html)

Making Colleges & Universities Safe for GLBT Students & Staff (http://lgbtcampus.org/resources/making_colleges_safe.html)

Sanlo, R., Ed. (1998). Working with LGBT college students: A handbook for faculty & administrators. Westport, CT: Greenwood Press.

Sanlo, R., Rankin S., Schoenberg, R., Eds. (2002). Our place on campus: LGBT services & programs in higher education. Westport, CT: Greenwood Press.

Yeskel, F., (1995). University of Massachusetts Questionnaire. In Shepard, C., Yeskel, F., Outcalt, C. (Eds.) LGBT campus organizing: A comprehensive manual. National Gay & Lesbian Task Force, Campus Project: New York.