

Policy Title: Student Pronoun Policy

Policy Summary: Any student may select their pronouns for use within the university community

Policy Category: Academic

Policy Owner: Office of the Provost

Policy Summary

Any student may select their pronouns for use within the university community, consistent with the student's gender and/or gender identity.

Purpose

The goal of the pronoun policy is to create an environment in which we do not assume how people want to be referred to in the third person, thus actively ensuring people the opportunity to self-identify and to avoid instances of misgendering (i.e., incorrectly referring to a person's gender by assuming their gender identity).

As part of our commitment to cultivating equity and inclusion at Drake University, we affirm the importance of respecting others' pronouns. Doing so recognizes each individual's sense of self and affirms the humanity of all members of our community, including transgender, gender non-conforming, non-binary, gender questioning, and other gender diverse members of our community. We also affirm our understanding that, for some individuals, gender identity is fluid, and self-understanding may shift over time. To that end, we are committed to ensuring that members of the Drake community can indicate a change in their pronouns when needful and appropriate.

Scope

Pronouns will be used across university systems where available.

Policy

In addition to preferred first name, as outlined by the [Student Preferred Name policy](#), Drake University students may self-select a pronoun from the list provided. If a pronoun is selected, it will be viewable by members of the University community in systems where pronouns are available, such as Blackboard and Starfish. Faculty, staff, and students are expected to respect and facilitate the use of pronouns that have been communicated verbally or through university systems.

Pronouns can be updated in Self Service at any time. The list of possible pronouns will be subject to periodic review. Contact the Office of Equity and Inclusion to inquire about the review process.

Last Review Date: n/a

Effective Date: August 2022