

Policy name: Identity Policy

Date Presented: 30/11/2022

Lapse date: May 2024

*Student Council notes:*

- *The University's records are not entirely reflective of the identities of all its students, including preferred names and pronouns. The university, for the majority of students receives its name data from feeder schools that may reflect a legal name but not a preferred name or identity of a student.*
- *The current mechanism in place for a student to change their name in the university system without going through a legal process such as an amendment via deed poll, is through the "Requesting a Change of Name" form online. (See here: <https://app.geckoform.com/public/#/modern/21FO00kuqi72nw002lbhjq9d12> ) While UUSU recognises this as a beneficial service for students, integrating a preferred pronoun request at the beginning of a student's journey would be equally as useful.*

*Student Council believes:*

- *That every student at Ulster University is entitled to have their identity recognized by the University, whether that be a preferred spelling of their name, or a name other than their legal given name, with which they identify.*
- *That the same is true for pronouns, The University has a duty to acknowledge the pronouns that a student identifies with regardless of that student's legal records. This ensures that equality, as envisioned in our Equality legislation is maximised fully and demanded by the Good Friday Agreement at all levels of the University is ensured.*
- *This will reduce the chances of a student or member of staff from being misgendered by their peers. Which will be beneficial to all involved as it reduces the anxiety and distressed caused by an accidental misgendering/misnaming/deadnaming.*
- *Students throughout their time here at UU will likely have mail/media sent to their home/residence, said students may not be "out" to their family/friends with regards to their names or pronouns. Including an option for all physical materials, letters etc. sent home to be registered with their legal name will reduce anxiety for students greatly as they know how to handle their home situation best and this will allow them to go at their own pace.*

*Student Council resolves:*

- *That Ulster University should consider the current registration system in order that, a student can put forward their legal name, their preferred name, and their pronouns. A student's preferred name can be used on their student card and on the university system as to ensure that they are not misnamed or misgendered accidentally by a member of staff or by their peers. This will save both the student from any distress and prevents the other party from being accidentally offensive. This preferred name system while retaining a legal name when of preference to the student will be of benefit to the University to ensure maximum acceptance of students while retaining legal requirements for the purposes of external accreditations and certifications.*

*Name of Proposer: Student Executive (VP Coleraine)*

*Name of Seconder: Damien McCabe*