

## **Valparaiso University Personal Pronoun Policy**

Valparaiso University is committed to fostering an environment of inclusiveness and supporting students' preferred form of self-identification.

Students or employees must address another by either their self-identified personal pronoun, their preferred name, or an identifier that does not undermine either. Students and employees may not show disrespect or hostility against someone because of their self-identified personal pronoun nor can they intentionally refer to another by a personal pronoun not consistent with their self-identified one. To do so may violate the University's Harassment and Sexual Misconduct Policy.

Valparaiso University students and employees may choose to disclose their personal pronouns on their emails and when interacting with others. There is also an option to disclose personal pronouns through the University's Self Service platform. No student or employee is required to submit a self-identified personal pronoun into the Self Service platform or otherwise display it publicly.

Nothing in this policy is intended to limit academic freedom, the free exchange of ideas and beliefs, or infringe upon anyone's closely held religious beliefs.

Approved by President's Cabinet: February 14, 2022