

Faculty and Staff Frequently Asked Questions

Inclusivity in the classroom or office spaces:

How can I let students know that I am LGBTQ+ or LGBTQ+ affirming?

- There are several ways that you can let students know you are inclusive in the classroom or your office space:
 - o Ask a student what their pronouns are when speaking with them one on one.
 - o E-mail your class ahead of the first class and ask everyone preferred name and pronouns to avoid outing students on the first day of class. This allows them to decide when to share their name and pronouns.
 - o Attend a Safe Space Training and display the safe space sticker, letting students know you have been trained and are able to assist them.
 - o Attend events that are held by both the QRC and EROS.
 - o Use gender inclusive language when speaking to students and when giving examples in class.
 - o Confront/Challenge homophobic and/or transphobic remarks or comments in class.

Where should I refer students who may have LGBTQ+ specific questions/concerns?

- Carrie Robinson, Director of LGBTQ+ Life, carrie.robinson@trincoll.edu/ the QRC located at 114 Crescent St. is open Monday-Friday, 9am-5pm.

Resources for Faculty/Staff that Identifies as LGBTQ+:

Who should I contact if I believe that I am experiencing mistreatment or hostility as an LGBTQ+ Staff Member?

- Human Resources is available for those staff members who feel as though they are experiencing mistreatment based on sexual orientation, gender identity, and/or gender expression. There is also a staff ombudsperson that is available for staff in order to mediate conflicts that arise.

Does Trinity's non-discrimination policies ensure protections for all LGBTQ+ employees?

- Yes, you can find Trinity's policy [here](#)

Are there resources on campus for LGBTQ+ staff?

- The Director of LGBTQ+ Life also serves as a resource for faculty and staff at Trinity as is available for 1:1 meetings.