

## **LGBTQ Resources** <sup>[1]</sup>

We know everyone's situations and needs are different. Whether you're looking for a gender neutral restroom or want information on campus resources, CU's Collaborative HR partners work to ensure you're comfortable and have what you need to be successful.

We'll strive to meet your needs and provide resources.

### **What should I do if I am a CU faculty or staff member who would like general information about LGBTQ support at CU?**

All campuses have access to the Colorado State Employee Assistance Program (C-SEAP) <sup>[2]</sup>, which is a free, short-term, confidential counseling service.

- **CU Boulder and CU System**

The **Center for Inclusion and Social Change (CISC)** provides LGBTQ trainings and education offerings for students, staff and faculty as well as student-to-student trainings. We offer one-on-one consulting regarding issues around LGBTQ identity in the workplace or other related concerns as well as cultural and social programming. We work closely with the Chancellor's Committee on Gender and Sexuality and in advocacy roles for LGBTQ communities at CU Boulder. CISC staff specialize in assisting multiple underrepresented student, staff and faculty groups and works with multiple support offices across campus and system to address inequities.

Further resources can be found at the CISC website <sup>[3]</sup>.

- **The Faculty and Staff Assistance Program (FSAP)** is a free, confidential counseling/consulting/referral service designed to provide assistance to faculty and staff for personal or work-related concerns that may interfere with job performance.
- **The Faculty Council LGBTQ+ Committee** considers concerns of LGBTQ+ faculty includings:
  - Assessing the cultural climate of the university as it pertains to opportunities of LGBTQ+ faculty for academic advancement, productivity and appropriate compensation;
  - Making recommendations for creating an academic environment that fosters the academic success of LGBTQ+ faculty;
  - Working to assure fairness in the recruitment and retention of LGBTQ+ faculty;
  - Developing support networks and recommending policy to address the needs of LGBTQ+ faculty.

Visit the website for Faculty Council LGBTQ+ Committee. <sup>[4]</sup>

- **CU Denver**

Visit the website for the [Gay, Lesbian, Bisexual, Transgender and Intersex Committee](#) [5].

- **CU Anschutz Medical Campus**

Visit the website for [PRISM](#), the gathering point for the Denver and Anschutz campuses' LGBTQI community [6].

- **UCCS**

***The LGBT Resource Center at the Multicultural Office for Student Access, Inclusiveness and Community (MOSAIC)*** exists as part of UCCS' ongoing commitment to fostering a positive and inclusive atmosphere for everyone on campus. As part of the MOSAIC, the LGBT Resource Center is designed to provide resources and information to LGBT students, advocate for LGBT interests throughout campus, conduct outreach and education, and to ensure LGBT voices are represented among the campus at large.

***Pride*** is a committee of the UCCS faculty assembly dedicated to the advancement of and advocacy for issues related to the lesbian, gay, bisexual, transgender, questioning, intersex, and ally (LGBTQIA) community.

## **What should I do if I have been discriminated against or harassed?**

If you feel you have been discriminated against or harassed because of your sex, gender identity, gender expression or transgender status, you can contact any of these offices:

- CU-Boulder and CU System: Office of Discrimination and Harassment (ODH): 303-492-2127
- CU Denver and CU Anschutz Medical Campus: Human Resources: 303-315-2700
- UCCS: The Office of Discrimination and Harassment: 715-255-4324

## **What should I do if I am a new CU faculty or staff member, and I have questions about health benefits?**

For information regarding health benefits, contact Employee Services. You can speak with a benefits professional by calling 303-860-4200, option 3, or toll-free at 1-855-216-7740. You can find information about benefits plans on the [benefits section of the Employee Services website](#) [7].

## **What should I do if I am a current CU faculty or staff member who is questioning my gender identity?**

All campuses have access to the [Colorado State Employee Assistance Program \(C-SEAP\)](#) [2], which is a free, short-term, confidential counseling service.

- **CU-Boulder and CU System**

***The Faculty and Staff Assistance Program (FSAP)*** is a free confidential counseling/consulting/referral service designed to provide assistance to faculty and staff for personal or work-related concerns that may interfere with job performance. FSAP provides the following services, which could be helpful to you as you consider this

important question: short-term counseling, group counseling, referral services, crisis intervention services, general consultation, supervisor consultation, work-life services, workshops, and trainings.

- **CU Denver, CU Anschutz Medical Campus and UCCS**

***The Colorado State Employee Assistance Program (C-SEAP)*** is available to all faculty and staff. C-SEAP provides free, short-term confidential counseling services and referrals.

## **What are CU's policies regarding hiring or working with current faculty and staff who identify as transgender?**

Regent Law, Article 10 states,

*The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. The university takes action to increase ethnic, cultural, and gender diversity, to employ qualified disabled individuals, and to provide equal opportunity to all students and employees.*

### **See each campus' non-discrimination policies:**

- [CU-Boulder and CU System](#) [8]
- [CU Denver and CU Anschutz Medical Campus](#) [9]
- [UCCS](#) [10]

## **How do I change my name at CU?**

Your name must be changed in Human Capital Management (HCM), CU's human resources system. To do this, you must fill out the official Name Change Procedure and Form, and provide to your department's HCM Community member (aka, department HR liaison) a copy of the form and your Social Security card. Once your name is changed in HCM, it may take a few days for the system to register this new information.

## **How do I change my campus ID cards to reflect my new name?**

- **CU-Boulder and CU System**

You must bring your card to the Buff OneCard office in the Center for Community (C4C), N 180. Staff members will reprint your Buff OneCard with your new name for \$5. You must show a driver's license with your new name or, if your name has already been changed in Human Capital Management (see above), that is sufficient. For questions, contact the Buff OneCard office at 303-492-0355.

- **CU Denver**

Visit the [Commuter Resource Center website](#) [11].

- **CU Anschutz Medical Campus**

See the [Badging and Security Services Office website](#). <sup>[12]</sup>

- **UCCS**

Once your name has been changed in Human Capital Management (HCM), CU's human resources system, you may bring your old Lion One Card to the Information Desk in University Center and staff will issue you a new card. For additional information, call University Center at 719-255-3450.

## **How do I change my gender marker at CU?**

CU currently provides certain health care coverage benefits for CU transgender employees and/or their transgender dependents, or dependents with gender dysphoria.

Because changing the gender marker in the CU system can impact these benefits, it's important that an employee's gender marker **ONLY** be changed by an Employee Services benefits professional. Currently, there is no official form to fill out to change your gender marker. However, you must provide a revised birth certificate for eligibility purposes.

## **How do CU Health Plans cover gender reassignment?**

All CU Health Plans **except** Exclusive cover gender reassignment.

Gender confirmation patients are each unique. Care is directed by a patient's physician in accordance with their confirmation plan; no one set of benefits is routinely provided to all patients. Due to the complexity of each patient's care, patients and members should contact the appropriate CU Health Plan health care provider (Anthem or Kaiser). Members' gender reassignment benefits will be administered in conjunction with their physician's recommendations, WPATH guidelines, medical necessity and insurance requirements.

Contact Anthem member services at 1-800-735-6072 or Kaiser at 1-866-213-3062. You can look up details on your health plan by logging in to the employee portal ([my.cu.edu](#) <sup>[13]</sup>), by clicking the dropdown menu at the top of the screen, selecting the **Benefits and Wellness** item then clicking the **Benefits Summary** tile.

## **How do I change my email address/caller ID/directory information?**

### **Email Address**

Once your name has been officially changed in Human Capital Management (HCM), CU's human resources system, you can contact your campus IT office to change your email address.

- CU-Boulder: Office of Information Technology (OIT) at 303-735-HELP
- CU System: University Information Systems (UIS) at 303-860-HELP
- [CU Denver and CU Anschutz Medical Campus](#) <sup>[14]</sup>
- UCCS: Office of Information Technology at 719-255-3536

### **Caller ID**

- CU-Boulder: To change your name as it appears when you dial out from your office telephone, contact your IT/Telecom liaison for your department. The IT/Telecom liaison can make this change for you online.
- CU System: Contact University Information Systems (UIS) at 303-860-HELP.
- CU Denver and CU Anschutz Medical Campus: Contact your department administrator.
- UCCS: To change your name as it appears when you dial out from your campus telephone, contact the IT Telecommunications Office at 719-255-3216.

### Directory Information

The CU People Search Directory will automatically update your new name a few days after your name changes in Human Capital Management (HCM).

### Where can I find out which buildings have gender neutral restrooms?

- CU-Boulder: The GLBTQ Resource Center has [a list of accessible unisex and gender-neutral restrooms on its home page](#) <sup>[15]</sup>.
- CU System: Individual restrooms are located on the first floor at the System Administration office.
- CU Denver: Download this list of gender neutral restrooms. <sup>[16]</sup>
- UCCS: MOSAIC provides a link to a list of gender neutral restrooms.

### Where are there other campus resources?

There are several offices that can assist you, your supervisor(s), and your co-workers regarding your transition. Each situation is unique, and employees should feel comfortable working with the resource of their preference.

- CU-Boulder and CU System  
[The Office of Labor Relations](#) <sup>[17]</sup>, 303-492-0956  
[The Faculty and Staff Assistance Program](#) <sup>[17]</sup>, 303-492-3020  
[The Office of Faculty Affairs](#) <sup>[18]</sup>, 303-492-5491  
[The](#) <sup>[15]</sup>[GLBTQ](#) <sup>[15]</sup> [Resource Center](#) <sup>[15]</sup>, 303-492-1377
- CU Denver and CU Anschutz Medical Campus  
[Human Resources](#) <sup>[19]</sup>, 303-315-2700  
[Office of Diversity and Inclusion](#) <sup>[20]</sup>
- UCCS  
[The UCCS Ombuds Office](#) <sup>[21]</sup>, 719-255-3304  
 Colorado State Employee Assistance Program, C-SEAP, 800-821-8154

### Groups audience:

Employee Services

### Right Sidebar:

ES: HR - Contact

ES:HR - Campus HR Contact Information

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**Source URL:**<https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/employee-resources/lgbtq-resources>

## Links

- [1] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/employee-resources/lgbtq-resources>
- [2] <https://www.colorado.gov/c-seap>
- [3] <https://www.colorado.edu/cisc/>
- [4] <https://www.cu.edu/faculty-council/committees/lesbian-gay-bisexual-transgender-lgbtq-committee>
- [5] [http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/downtown/committees/Pages/GLBTI-Committee.aspx](http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/committees/Pages/GLBTI-Committee.aspx)
- [6] <https://ucdprism.wordpress.com/>
- [7] <https://www.cu.edu/employee-services/benefits-wellness>
- [8] <https://www.colorado.edu/policies/discrimination-and-harassment-policy-and-procedures>
- [9] <https://www.cu.edu/docs/cu-denveranschutz-non-discrimination-policy>
- [10] <https://www.uccs.edu/lgbtresourcecenter/resources/uccs-and-colorado-lgbt-policies.html>
- [11] <https://www.ahec.edu/student-services/commuter-resource-center>
- [12] <http://www.ucdenver.edu/anschutz/about/location/Police/ElectronicSecurity/SecurityBadgingOffice/Pages/SecurityBadgingOffice.aspx>
- [13] <https://my.cu.edu>
- [14] <https://www1.ucdenver.edu/offices/office-of-information-technology/software/how-do-i-use/email-and-webmail/>
- [15] <https://www.colorado.edu/gsc/>
- [16] <https://equity.ucdenver.edu/gender-inclusion-resources/>
- [17] <https://www.colorado.edu/hr/>
- [18] <https://www.colorado.edu/facultyaffairs/>
- [19] <http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>
- [20] <http://www.ucdenver.edu/about/WhoWeAre/Chancellor/ViceChancellors/Provost/executiveteam/DiversityInclusion/Pages/default.aspx>
- [21] <http://www.uccs.edu/~ombuds/>