



Approved By: Cabinet  
Effective Date: May 8, 2018

Category: Diversity & Equity  
Contact: Chief Diversity Officer  
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## Affirmative Action – Gender-Inclusive Language Policy

### I. SCOPE

This policy advances SUNY Geneseo’s institutional commitment to inclusion by minimizing gender biased language and explicitly affirming that people of all genders are welcome. It is important to note that the College conceptualizes gender on a spectrum which extends beyond a man/woman binary. As such, gender-inclusive and gender-neutral language allows greater intentionality and accuracy.

### II. POLICY

Gender-inclusive language should be used in official publications, announcements, forms, catalogues, websites, correspondence, and documents publicizing or delivering information about the State University of New York, College at Geneseo..

### III. DEFINITIONS

A. **Gender Binary** – The idea that there are only two genders – man/woman – and believing that a person's gender is only possible as one or the other (and must be strictly either/or).

For guidance on navigating gendered language, visit the inclusive language utilization guidelines page in the College style-guide at [go.geneseo.edu/genderneutrallanguage](http://go.geneseo.edu/genderneutrallanguage)

For additional support, contact the Office of Diversity and Equity (ODE@geneseo.edu).

  
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Signature  
robbie routenberg  
Chief Diversity Officer

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