

Transgender and Non-Binary Policy

Mount Mary University (“MMU” or “the University”), sponsored by the School Sisters of Notre Dame, is a Catholic university that believes and acts in accordance to the tradition of caring, respect, and educational access. As such, MMU strives to create an environment that is inclusive of all gender identities and intersectionality. At the undergraduate level, all individuals who identify as women (including cisgender and transgender women), intersex individuals who do not identify as male, and non-binary individuals are eligible for admission to MMU. For graduate level programs, all individuals, regardless of gender, gender identification, or gender expression, are eligible for admission.

Once admitted, the University will continue to support students regardless of changes in their gender identity and/or gender expression.

The University shall use students’ preferred names and pronouns in accordance with a student’s gender identity while attending MMU and may change University records and diplomas if documentation of a legal name change is provided.

In accordance with Title IX of the Education Amendments of 1972 and the University’s ***Sexual Harassment, Violence, and Other Related Misconduct*** policies, the University has a responsibility to provide a safe and non-discriminatory environment for all students, including transgender and non-binary students. MMU has an obligation to provide students equal access to educational programs and activities, even in circumstances in which other students, parents, and community members raise objections or concerns.

As a NCAA Division III University, MMU adheres to current NCAA policies, including NCAA policies on transgender student athlete participation. In this context, different definitions of gender beyond the University’s control may apply.

The University intends for this policy to be interpreted broadly, to the greatest extent possible. In the event there is a conflict between this policy and applicable law or regulation, the applicable law or regulation shall apply.