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The Commission for Lesbian, Gay Bisexual and Transgender People at the University of Tennessee, Knoxville

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A Website Analysis of the University of Tennessee's Peer Institutions to Assess their Support of Lesbian, Gay, Bisexual, and Transgender People

Submitted by the Research Committee, Commission for Lesbian, Gay, Bisexual, and Transgender (LGBT) People, University of Tennessee, May 2007. (Compiled by Bharat Mehra and Donna Braquet).

Research Committee Members: Bharat Mehra (bmehra@utk.edu), Chair; Donna Braquet (dbraquet@utk.edu); Ed White (rew@utk.edu); Roger Weaver (jweaver2@utk.edu); Chris Hodge (chodge5@utk.edu).

INTRODUCTION

This report is based upon activities of the Research Committee, UTK's Commission for Lesbian, Gay, Bisexual, and Transgender (LGBT) People, conducted during spring 2007. The objectives of the report include:

- To assess the support provided to LGBT people at the University of Tennessee's (UT) peer institutions (based on website analysis).
- To develop a methodology to quantitatively and qualitatively analyze the support provided to LGBT people at UT's peer institutions.
- To create a checklist that provides a quantitative comparison of the support provided to LGBT people at UT's peer institutions.
- To provide a detailed qualitative analysis of the support provided to LGBT people at UT's peer institutions.
- To generate an initial assessment of the UT's support of LGBT people as compared to its peer institutions.

Future applications as follow-up to this report will include a detailed assessment of UT's performance in terms of its support of LGBT people based on comparison to its peer institutions (e.g., the Research Committee plans to develop and conduct a quantitative survey assessing and evaluating the UT's campus climate for LGBT people). Findings in this report are based solely on information found on the websites of UT's peer institutions. Follow-up research will involve establishing contacts with students, faculty, and staff at UT's peer institutions to verify the accuracy, currency, and coverage extent of information presented on the websites of the select institutions. Suggestions for interventions and concrete strategies in support of LGBT people at UTK will be made to insure that UT does not stray far behind its peer institutions in terms of its support of LGBT people.

LIST OF THE UNIVERSITY OF TENNESSEE'S PEER INSTITUTIONS

Peer institutions recognized by the University of Tennessee's Office of Institutional Research and Assessment are included in this study (see http://oira.tennessee.edu/links.html). These include the following:

- Auburn University (AU)
- Louisiana State University (LSU)
- North Carolina State University (NCSU)
- Texas A & M University (TA&M)
- University of Florida (UFL)
- University of Georgia (UGA)
- University of Kentucky (UKY)
- University of Maryland, College Park (UMD)
- University of North Carolina, Chapel Hill (UNC)
- University of Texas, Austin (UTX)
- University of Virginia (UVA)
- Virginia Polytechnic Institute (VPI)

DEFINITIONS OF VARIABLES USED TO ASSESS UNIVERSITY SUPPORT IN UT'S PEER INSTITUTIONS

This section provides a definition of select variables that were used to generate an assessment check-list comparing University of Tennessee's peer institutions in terms of their support of LGBT people. The variables were re-defined and interpreted using the list of "gay friendly" criteria listed in *The Advocate College Guide for LGBT Students* (Windmeyer, 2006). A re-definition of meanings of the selected variables were generated in response to our understanding of the University of Tennessee's climate in support of LGBT people on the campus and helped develop consistency between the different coders while analyzing individual institutions assigned to them.

1. LGBT & ally student organization(s): Links from the university's main resource pages to the websites of active and current LGBT organizations.

2. LGBT resource center (office): A physical space demarcated for use as an LGBT resource center.

3. Formal LGBT representation via committees, taskforce, commissions, etc.: Formal LGBT representation in the select university's administrative structure.

4. Safe zone (safe space): Designated safe space programs especially for LGBT people that had a trained support system to facilitate their operation and implementation.

5. LGBT social activities: "Fun" activities and events for LBGT people.

6. LGBT educational events: Educational events on LGBT topics and concerns.

7. LGBT studies (courses and curriculum: Specialized courses on LGBT issues (Not content that is part of other non-LGBT themed courses; "Seminars" have been removed from this variable owing to ambiguity about what constitutes a "seminar.")

8. Nondiscrimination statement inclusive of sexual orientation: Here we are looking for the term "sexual orientation" specifically in the Equal Employment Opportunity/Affirmative Action (EEO/AA) Statement.

9. Nondiscrimination statement inclusive of gender identity (expression): Terms associated with gender identity specifically in the Equal Employment Opportunity/Affirmative Action (EEO/AA) Statement.

10. Extends domestic partner benefits to same-sex couples: Benefits for domestic partners of LGBT faculty, staff, and students.

11. LGBT sensitivity training: Sensitivity training to create awareness, skills, and expertise in LGBT concerns.

12. Procedure for reporting LGBT bias, harassment & hate crimes: Procedures and policies to address LGBT discrimination and prejudice.

13. Offers LGBT housing options: Adequate choices, options, and representation for LGBT people in housing.

14. Offers LGBT-inclusive health services (testing): Visible health services to meet the needs of LGBT people.

15. Offers LGBT-inclusive counseling (support groups): Adequate counseling services to meet the needs of LGBT clientele.

16. Offers LGBT student scholarships: Specific LGBT scholarships that are provided by the university in question (not a link to information about national scholarships).

17. Offers services for trans concerns: Representation of trans concerns.

18. LGBT alumni group(s): Visible groups for LGBT alumni.

19. LGBT faculty and staff group(s): Visible groups for LGBT faculty and staff.

20. "In-links" to main LGBT service website: Connections within the select university to the LGBT service website.

21. LGBT online information resources (bibliography, directory of local resources, etc. This includes LGBT listservs, mailing lists, and chatrooms hosted by the university.

22. At least 4/10 top LGBT relevant hits using the university search engine*: Functional assessment of the university search engine to represent LGBT concerns.

23. At least 4/10 top relevant hits using the google search engine**: Functional assessment of the Internet to represent LGBT concerns at the select university.

* Two individual searches using 1) LGBT 2) lesbian
**Two individual searches using 1) LGBT and site: utk.edu 2) lesbian and site: utk.edu

CHECK-LIST FOR QUANTITATIVE COMPARISON OF THE UNIVERSITY OF TENNESSEE'S PEER INSTITUTIONS TO ASSESS THEIR SUPPORT OF LGBT PEOPLE (DATED 1 MAY, 2007)

Variable Name	AU	LSU	NCSU	TA&M	UFL	UGA	UKY	UMD	UNC	UTX	UVA	VPI	**UT**	Tot.
1. LGBT & ally student org.	√	√	√	√	√	√	√	√	√	√	√	√	√	13
2. LGBT resource ctr.	**X**	**X**	**X**	√	√	√	**X**	√	√	√	√	√	**X**	8
3. Formal repr.	**X**	**X**	√	**X**	√	√	**X**	√	√	**X**	**X**	√	√	7
4. Safe spaces	√	√	√	√	√	√	**X**	√	√	√	√	√	**X**	11
5. LGBT social activities	**X**	√	√	√	√	√	**X**	√	√	√	√	√	√	11
6. LGBT educ. events	√	√	√	√	√	√	**X**	√	√	√	√	√	√	12
7. LGBT studies	**X**	√	**X**	√	√	√	**X**	√	√	√	√	**X**	**X**	9
8. Sex. orient. in EEO/AA st.	√	√	√	√	√	√	√	√	√	√	√	√	**X**	12
9. Gender id. In EEO/AA st.	**X**	**X**	√	**X**	√	**X**	**X**	**X**	**X**	**X**	**X**	√	**X**	3
10. Domestic partner ben.	**X**	**X**	**X**	**X**	√	√	√	**X**	√	**X**	**X**	**X**	**X**	4
11. LGBT sensi. training	**X**	√	√	√	√	√	**X**	√	√	√	**X**	**X**	**X**	8
12. LGBT bias reporting proc.	**X**	**X**	√	√	**X**	**X**	**X**	**X**	√	√	√	**X**	**X**	5
13. LGBT housing opt.	**X**	**X**	√	**X**	**X**	**X**	**X**	√	√	√	**X**	**X**	**X**	4
14. LGBT health services	**X**	**X**	√	**X**	√	√	√	√	√	√	√	**X**	**X**	8
15. LGBT-counseling	**X**	**X**	√	√	√	√	√	√	√	√	√	**X**	**X**	9
16. LGBT stud. scholarships	**X**	**X**	**X**	**X**	√	**X**	**X**	√	√	**X**	**X**	**X**	**X**	3
17. Trans services	**X**	**X**	√	**X**	**X**	√	**X**	**X**	**X**	√	√	**X**	**X**	4
18. LGBT alumni group	**X**	**X**	**X**	**X**	**X**	√	**X**	√	**X**	√	√	**X**	**X**	4
19. LGBT fac./staff gr.	√	**X**	√	√	√	√	**X**	√	**X**	√	√	√	**X**	9
20. "In-links" to LGBT resource	**X**	√	√	**X**	√	√	**X**	√	√	√	**X**	**X**	**X**	7
21. LGBT online inform.	√	√	√	√	√	√	√	√	√	√	√	√	√	13
22. 4/10 hits in search engine*	√	√	√	√	√	√	**X**	√	√	√	√	√	√	12
23. 4/10 hits in google	√	√	√	√	√	√	**X**	√	√	√	√	√	**X**	11
Total	**8**	**10**	**18**	**14**	**19**	**19**	**6**	**19**	**19**	**19**	**16**	**12**	**6**	

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (Auburn University, URL: www.auburn.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): Auburn Gay Straight Alliance (http://www.auburn.edu/student_info/agsa/index.html).

2. LGBT resource center (office): None Listed.

3. Formal representation via committees, taskforce, commissions, etc.: None Listed. LGBT is included in Diversity Plan.

4. Safe zone (safe space): Safe Zone through the Allies Project. (http://www.auburn.edu/aglbc/alliesproject.htm).

5. LGBT social activities: None Listed.

6. LGBT educational events: Allies Project
   The goal of the Auburn University Allies Project is to create an environment of trust, acceptance, and mutual respect for everyone on the Auburn University campus (http://www.auburn.edu/aglbc/ally.htm).

7. LGBT studies (courses and curriculum): None Listed.

8. Nondiscrimination statement inclusive of sexual orientation: Passed, but not yet implemented (http://www.oanow.com/servlet/Satellite?pagename=OAN/MGArticle/OAN_BasicArticle&c=MGArticle&cid=1149193113140).

9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: Not offered.

11. LGBT sensitivity training: None other than the Safe Zone Project mentioned above.
12. Procedure for reporting LGBT bias, harassment & hate crimes: None Listed.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): None Listed. HIV/AIDS testing is not even offered.

15. Offers LGBT-inclusive counseling (support groups): None Listed.

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None Listed.

19. LGBT faculty and staff group(s): Auburn Gay, Lesbian, Bisexual Caucus (http://www.auburn.edu/aglbc/).

20. "In-links" to main LGBT service website: Site Map only.

21. LGBT online information resources (bibliography, directory of local resources, etc.: GLBT and GLBT-friendly in the Auburn Area from the Auburn Gay, Lesbian, and Bisexual Caucus (http://www.auburn.edu/aglbc/resources.htm).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian. Auburn Web site search: 1) "lgbt" search: Allied Project; GLBT Resources in the Auburn area; 2002 Article: Auburn Group to Participate in National Day of Silence. 2) "lesbian" search: Article: Auburn's Chilly Climate for Gay & Lesbian Employees; Article: The Auburn Gay/Lesbian/Bisexual Caucus (AGLBC) Provides Information and Support; About the AGLBC; Gay Straight Alliance**.**

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using: 1) LGBT and site:auburn.edu: Workshop: "Working Effectively and Ethically with LGBT Clients"; Ally Manual: More than just good intentions; GLBT and GLBT-friendly in the Auburn Area from the Auburn Gay, Lesbian, and Bisexual Caucus. 2) lesbian and site:auburn.edu: Article: Auburn's Chilly Climate for Gay & Lesbian Employees The Auburn Gay/Lesbian/Bisexual Caucus (AGLBC); Gay Straight Alliance.

    Documents: Letter announcing addition of sexual orientation to policy. http://www.auburn.edu/student_info/agsa/news/AUdiversitystatementFeb82007.pdf; More Than Just Good Intentions: How to be an Ally to the LGBT Community http://www.auburn.edu/aglbc/ally.htm

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (Louisiana State University, URL: www.lsu.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): GBLSU (Gays, Bisexuals, Lesbians, Supporters United) (http://www.lsu.edu/student_organizations/gblsu/).
2. LGBT resource center (office): None.

3. Formal representation via committees, taskforce, commissions, etc.: None.

4. Safe zone (safe space): Safe Space organized through the Office of Multicultural Affairs (http://appl027.lsu.edu/acadaff/safespaceweb.nsf/index/).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., Laser Tag, Student Mixer (http://www.lsu.edu/student_organizations/gblsu/).

6. LGBT educational events: Women's Center, GBLSU sponsored LGBT Awareness Week including Coming Out Stories, Day of Silence, Brown Bag Discussions (http://www.lsu.edu/wgs/events.htm).

7. LGBT studies (courses and curriculum): A few courses through the Women's and Gender Studies program. E.g., Queer Theory, Evolution of Sex and Gender (http://www.lsu.edu/wgs/Fall%202007%20Course%20Flyer.pdf).

8. Nondiscrimination statement inclusive of sexual orientation: "The University, through its recruitment and employment policies, will recruit and employ qualified personnel for all its diverse activities and will provide equal opportunities during employment without regard to race, color, marital status, sexual orientation, creed, religion, sex, national origin, age, mental or physical disability, or veteran's status. The following guidelines are designed to achieve the recruitment and placement objectives set forth in the University's Affirmative Action Plan."

9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: Not offered.

11. LGBT sensitivity training: The LSU Safe Space program (www.**lsu**.edu/**safespace/**) is to educate LSU students who will affirm and support all people regardless of sexual orientation and gender

identity/expression. Students displaying the Safe Space symbol are committed to combating hatred and discrimination through assistance and support for their LGBT peers in the LSU community.

12. Procedure for reporting LGBT bias, harassment & hate crimes: None listed.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): None Listed.

15. Offers LGBT-inclusive counseling (support groups): None Listed.

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None Listed.

19. LGBT faculty and staff group(s): None Listed.

20. "In-links" to main LGBT service website: Office of Equity and Diversity; Women's Center.

21. LGBT online information resources (bibliography, directory of local resources, etc.: GLBT Resource Guide (http://aaweb.lsu.edu/wc/directory_files/lbgt.htm) from the Women's Center.

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian)
    - LSU Web with Google: 1) "Lesbian": Women's Center, Library Gender and Women's Studies Guide; Safe Space program; Women's and Gender Studies program. 2) "Lgbt": Women's Center, Library Gender and Women's Studies Guide; Safe Space program; Women's and Gender Studies program.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: utk.edu 2) lesbian and site: utk.edu): Same as above.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (North Carolina State University, URL: www.NCSU.edu, Dated 22-23 March, 2007)

1. LGBT & ally student organization(s): BGLA @ NC State (http://www.ncsu.edu/stud_orgs/lgsu/), Students Working for Equality and Social Justice for the GLBT Members of the Campus Community.

2. LGBT resource center (office): No center, however a proposal from the The GLBT Subcommittee of the University Diversity Advisory Council is currently under review. (http://www.ncsu.edu/lgbt/docs/lgbt_proposal.pdf).

3. Formal representation via committees, taskforce, commissions, etc.: GLBT Subcommittee of the University Diversity Advisory Council (http://www.ncsu.edu/diversity/committees/).

4. Safe zone (safe space): NC State University Project Safe Project SAFE's mission is to provide a safe, nonjudgmental campus climate for any student, faculty, or staff member who may have questions and/or concerns related to gay, lesbian, bisexual, or transgender issues. By doing such, Project SAFE is striving to promote understanding and support for all members of the NC State University community. (http://www.ncsu.edu/safe/index2.htm).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., coffee talks; group workouts listed on the BGLA's website (http://www.ncsu.edu/stud_orgs/bgla/calendar/).

6. LGBT educational events: Sponsored through the Lesbian, Gay, Bisexual, Transgender Serives office which was established in May 2005, LGBT Services provides educational programming for students regarding LGBT concerns in the NC State community. E.g., Speakers, Lunch and Learns (http://www.ncsu.edu/lgbt/).

7. LGBT studies (courses and curriculum): None listed.

8. Nondiscrimination statement inclusive of sexual orientation: "Educational and employment decisions should be based on an individual's abilities and qualifications and should not be based on factors or personal characteristics that are not germane to academic abilities or job performance. Traditionally we have viewed race, sex, religion, and national origin as among those factors which are not connected with academic abilities or job performance. An individual's sexual orientation[1] is another factor which is not relevant to educational and employment

decisions. Therefore, only relevant factors are to be considered in such decisions and equitable and consistent standards of conduct and performance are to be applied at North Carolina State University. This internal policy does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers. [1] The NC State University equal opportunity and nondiscrimination policy includes transsexual individuals within the policy's prohibition against discrimination on the basis of sex. This includes actual or perceived gender identity and gender expression. See *Price Waterhouse v. Hopkins, 490 U.S. 228 (1989); Smith v. City of Salem, 378 F.3d 566 (6th Cir. 2004)*. (http://www.ncsu.edu/policies/campus_environ/non-discrimination/REG04.25.3.php).

9. Nondiscrimination statement inclusive of gender identity (expression): Included. See above.

10. Extends domestic partner benefits to same-sex couples: Not Listed.

11. LGBT sensitivity training: Offered through Office of Equal Opportunity, training on the University's 10 protected classes, includes sexual orientation (http://www.ncsu.edu/equal_op/education/oeo_programs.html#PCS).

12. Procedure for reporting LGBT bias, harassment & hate crimes: Harassment and nondiscrimination policies for sexual orientation included on Harassment Complaint Resolution page (http://www.ncsu.edu/equal_op/harassment.html).

13. Offers LGBT housing options (themes): None listed. The following statement is included in the Residential Hall Contract: In accordance with state and federal laws, no discrimination in contracting or assignments is made on the basis of race, gender, religion, age, veteran status, color, disability, national origin or ancestry. NC STATE welcomes all persons regardless of sexual orientation. (http://www.ncsu.edu/housing/general/agreement0708.php).

14. Offers LGBT-inclusive health services (testing): Student Health Center Offers HIV/AIDS testing (No specific GLBT services) (http://www.ncsu.edu/student_health/ServicesAtoZ/hivstdtests.html)

15. Offers LGBT-inclusive counseling (support groups): Group counseling mentions coming out and LGBT concerns. Couples Counseling page includes images of heterosexual as well as gay and lesbian couples. (http://www.ncsu.edu/stud_affairs/counseling_center/services/personal/couples.htm).

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: Gender Neutral Bathrooms; Transgender Needs Assessment Survey, 2005 (http://www.ncsu.edu/lgbt/trans_assess/trans_assessment.pdf).

18. LGBT alumni group(s): None Listed.

19. LGBT faculty and staff group(s): Everyone Welcome Here Committee (http://www.ncsu.edu/lgbt/pages/sponsors.html).

20. "In-links" to main LGBT service website: Student Organizations page (http://www.ncsu.edu/sorc/webpages.html).

21. LGBT online information resources (bibliography, directory of local resources, etc.: LGBT Pride Resource Guide from the Library (http://www.lib.ncsu.edu/diversity/guides/gbltpridemonth.html).

22. At least 4/10 top relevant hits using the university search engine: (Two individual searches using 1) LGBT 2) lesbian)
    - Search NCSU Websites (powered by Google) BGLA @ nc state university; LGBT Services; International Gay, Lesbian, Bisexual, and Transgender Pride Month Guide from the Library; An Assessment of Campus Climate for Gay, Lesbian, Bisexual, and Transgendered Students.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site:ncsu.edu 2) lesbian and site:ncsu.edu): Same results. NCSU search engine is powered by Google.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (Texas A&M University, URL: www.tamu.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): Gay, Lesbian, Bisexual, and Transgendered Aggies. The purposes of GLBTA are threefold: (1) to provide support for all gays, lesbians, bisexuals, and transgendered individuals within the University and surrounding communities; (2) to provide educational information on historical and current issues regarding gay, lesbian, bisexual, and transgendered individuals; and, (3) to create opportunities for welcoming, safe, and supportive social gatherings that strive to minimise the fear of harassment or exposure. to this end, GLBTA will provide programs, activities, and provide services to the community-at-large to fulfill this purpose (http://glbta.tamu.edu/main.php).

   The purpose of the Rainbow Graduate Student Association (RGSA) is to provide a representative voice for the gay, lesbian, bisexual, and transgendered (GLBT) graduate student community at Texas A&M University. The RGSA supports the educational, professional, and social development of its members through advocacy, networking, peer support, education, and communication. The RGSA shall also assist in meeting the goals of the Vision 2020 campaign by encouraging diversity in recruitment, promoting retention of GLBT graduate students, and furthering awareness and understanding at Texas A&M University.

2. LGBT resource center (office): Women's and Gender Equity Resource Center. The mission of the Women's and Gender Equity Resource Center at Texas A&M University is to pursue equity and enhance the campus climate for women and the lesbian, gay, bisexual, and transgender (LGBT) community through visibility, advocacy, support, and programming. The Center advocates by educating campus and community constituencies on women's-, gender-, and LGBT-related issues and functions as a resource and referral center. The Center strives to ensure a community in which women and men can live and work together in a mutually respectful, safe, and supportive environment where equality, responsibility, and personal empowerment are encouraged and fostered. The Center further serves as a symbol for the university's commitment to inclusion and equal access for women and LGBT faculty, staff, and students, and thus celebrates the achievements of women and LGBT people while calling to attention and challenging the barriers that inhibit the full inclusion of women and LGBT people in the A&M community and beyond. (http://www.tamu.edu/women_genderequity/index.html).

3. Formal representation via committees, taskforce, commissions, etc.: None Listed.

4. Safe zone (safe space): ALLIES include staff, faculty, and students at Texas A&M University who display an Ally placard outside their office or residence hall room. This sign identifies them as individuals who are willing to provide a safe haven, a listening ear, and support for lesbian, gay, bisexual, and transgender people or anyone dealing with sexual orientation issues (http://allies.tamu.edu/).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., Picnics, Movie Nights (http://glbta.tamu.edu/main.php?command=calendar&month=5&year=2007).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., Gay Awareness Week, Coming Out Week, Safe Sex Seminar, Guess Who's Gay Panel, (http://glbta.tamu.edu/main.php?command=calendar&month=5&year=2007).

7. LGBT studies (courses and curriculum): One course listed: Gay and Lesbian Literature (http://www.tamu.edu/admissions/catalogs/06-07_UG_Catalog/liberal_arts/international_studies/tracks.htm).
8. Nondiscrimination statement inclusive of sexual orientation: "The Texas A&M University System shall provide equal opportunity for employment to all persons regardless of race, color, religion, sex, national origin, disability, age, or veteran status, and shall strive to achieve full and equal employment opportunity throughout the System for faculty and staff employees. Additionally, we must ensure employees know University and System policies and procedures. Furthermore, we need to encourage and foster a workplace community where individuals are valued for their diverse backgrounds and differences. EEO webpage: (http://employees.tamu.edu/managers/policy/EEO.aspx).

9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: Not Offered.

11. LGBT sensitivity training: The Women and Gender Resource Center offers Education and training on LGBT topics for University students, staff and/or faculty. The Guess Who's Gay Panel is an interactive exercise that exposes discrepancies between social stereotypes of gay, lesbian, and bisexual people and reality. What assumptions do we tend to make about the correlations between gender persona and sexuality, and why do we make them?

12. Procedure for reporting LGBT bias, harassment & hate crimes: Anonymous LGBT Bias Report through the Women & Gender Equity Resource Center (http://www.tamu.edu/women_genderequity/Anonymous_Report.html).

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): None except for HIV/AIDS testing (http://healthed.tamu.edu/).

15. Offers LGBT-inclusive counseling (support groups): The Counseling Center includes sexual orientation and gender identity in its mission and scope statement. “We commit to providing all students services that are welcoming, respectful, and competent. Therefore, we are steadfast in our goal of meeting the needs of a variety of people, including students of diverse racial, ethnocultural and national backgrounds, sexual/affectional orientations, gender identities, physical and mental abilities/disabilities, languages, ages, religious/spiritual beliefs, career aspirations, and socioeconomic backgrounds” (http://scs.tamu.edu/overview/default.asp#what).

16. Offers LGBT student scholarships: None Listed.
17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None Listed.

19. LGBT faculty and staff group(s): The GLBT Professional Network is an organization for gay, lesbian, bisexual, and transgender Texas A&M University faculty, staff, graduate students, and professionals within the Bryan/College Station community (http://www.tamu.edu/glbtpn/).

20. "In-links" to main LGBT service website: None Listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.: Offered through the Women and Gender Equity Resource Center (http://www.tamu.edu/women_genderequity/Coordination%20&%20Support/LGBT%20Consortium.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) TAMU Web with Google 1) “lgbt” search: Texas A&M University Lesbian, Gay, Bisexual, Transgender (LGBT) Consortium; LGBT Bias Report Form; Gender Issues Campus Climate Assessment Report and Recommendations; Becoming an Allie. 2) “lesbian” search: Gay, Lesbian, Bisexual, and Transgender Aggies; Gay and Lesbian Literature; Gay, Lesbian, Bisexual, and Transgender

Resources for the Brazos Valley; Commonly Asked Questions About Sexual Orientation; Women's & Gender Equity Resource Center; ALLIES: Resources; Coming Out to Yourself.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: tamu.edu 2) lesbian and site: tamu.edu): Same as above.

Documents: Gender Issues Campus Climate Assessment Report and Recommendations Texas A&M University - 2000 http://www.tamu.edu/women_genderequity/Files/PDFs/Campus%20Climate%20Final%20Report.pdf; An Assessment of the Campus Climate for Gay, Lesbian, Bisexual and Transgender Persons as Perceived by the Faculty, Staff and Administration at Texas A&M University, 2004 [Dissertation]. http://txspace.tamu.edu/bitstream/1969.1/1046/1/etd-tamu-2004B-EDAD-Noack-2.pdf.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Florida, URL: www.ufl.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): Out and About (http://www.dso.ufl.edu/multicultural/lgbt/programs/outandabout/index.php) Friends of LGBT People (http://www.dso.ufl.edu/multicultural/lgbt/programs/friends/), Pride Student Union (http://grove.ufl.edu/~pride/index2.html), Gator Gay-Straight Alliance (http://grove.ufl.edu/~ggsa/), Delta Lambda Phi (http://www.dlp352.org/), OUTLaw (http://www.ufoutlaw.org/wordpress/?page_id=3).

2. LGBT resource center (office): Lesbian, Gay, Bisexual and Transgender (LGBT) Affairs is part of the Dean of Students Office and the Division of Student Affairs (http://www.dso.ufl.edu/multicultural/lgbt/).
   Contact: Director of LGBT Affairs: **Nora Spencer**
   To reach us by phone: (352) 392-1261, ext. 224
   To reach us by email: **lgbt@dso.ufl.edu.** Fax: (352)392-5566
   Snail Mail: 202 Peabody Hall, P.O. Box 114075, Gainesville, FL 32611-4075.

3. Formal representation via committees, taskforce, commissions, etc.: Committee on Sexism and Homophobia (1989-1999) (became the FRIENDS Program) and the LGBT Concerns Committee (1992-) (http://www.aa.ufl.edu/Committees/committee_info.asp?Committee=LESBIAN,%20GAY,%20BISEXUAL,%20TRANSGENDER%20CONCERNS%20COMMITTEE).

4. Safe zone (safe space): Friends of LGBT People Certification Registration (http://www.dso.ufl.edu/multicultural/lgbt/programs/friends/register.php).
5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., The 15th Annual Lesbian Variety Show**.** Date: 04/28/2007 listed on the LGBT Affairs website (http://www.dso.ufl.edu/multicultural/lgbt/calendar/).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., The 4th Annual Florida Collegiate Pride Coalition Conference (Date: 03/30/2007) is listed on the LGBT Affairs Calendar page (http://www.dso.ufl.edu/multicultural/lgbt/calendar/).

7. LGBT studies (courses and curriculum): See Minor in Theories and Politics of Sexuality (http://www.wst.ufl.edu/undergraduate/minor_taps.html).

8. Nondiscrimination statement inclusive of sexual orientation: “The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, marital status, national origin, political opinions or affiliations, and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act.” EEO webpage: http://www.hr.ufl.edu/eeo/default.htm.

9. Nondiscrimination statement inclusive of gender identity (expression): Not included as yet. *Congratulations to the UF Student Body, who passed a referendum on February 28th, 2007, adding gender identity and expression protection to the student body constitution!* (http://www.dso.ufl.edu/multicultural/lgbt/).

10. Extends domestic partner benefits to same-sex couples: “domestic partner” yields policy via search on HR site (UF HR Policy Domestic Partner Benefits: “…All benefits-eligible faculty and staff are eligible for domestic partner health insurance. It is available to both same- and opposite-sex partners as well as children of the employee and partner as long as the required criteria outlined on the affidavit is satisfied…”) (http://www.hr.ufl.edu/benefits/domesticpartner.htm). Affidavit of Domestic Partnership Form (http://www.shcc.ufl.edu/pdf/mer-005.pdf).

11. LGBT sensitivity training: The FRIENDS certification program i(http://www.dso.ufl.edu/multicultural/lgbt/programs/friends/register.php) is an opportunity for members of the University of Florida community to expand their knowledge and understanding surrounding LGBTQ issues and to develop skills for confronting prejudice and acting as an ally…Instead, the Friends Certification will offer participants the opportunity to critically engage with LGBTQ issues as they effect the lives of students, faculty and staff on campus. Participants will explore the application of LGBTQ development theory to real life situations and increase their comfort level and skill in working as allies to LGBTQ individuals on campus.

12. Procedure for reporting LGBT bias, harassment & hate crimes: Link is provided from the LGBT Affairs webpage to the University Police Department (http://www.dso.ufl.edu/multicultural/lgbt/resources/) and Employee Assistance Program for Faculty/Staff (http://www.eap.ufl.edu/) that is it.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): Domestic Partners Health Insurance Benefits (http://www.shcc.ufl.edu/insurance.shtml#spouse).

15. Offers LGBT-inclusive counseling (support groups): UF Counseling Center: LGBT (http://www.counsel.ufl.edu/base.asp?include=groups/lgbt/lgbt.inc).

16. Offers LGBT student scholarships: The Dean of Students Office works with a variety of campus offices and organizations to provide scholarship and recognition opportunities to students (http://www.dso.ufl.edu/scholarships/). There is also a SFA Scholarship Café that provides a list of LGBT scholarships offered via other places in the country (http://www.sfa.ufl.edu/scholarshipcafe/?s=lgbt). Rainbow Alliance Awards (http://www.dso.ufl.edu/multicultural/lgbt/programs/scholarships.php) are offered to two students (competitive) for $500 each. James W. Button Memorial Award for $1000 to graduate students in Political Science who have demonstrated significant commitment to the study of one of the fields that Dr. Button pursued: urban governance and racial-ethnic politics, gay and lesbian politics, the politics of poverty, social inequality, gender, age, and/or similar themes in public policy.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): Under development: http://www.ra-online.org/uflgbtac/ac-home.htm.

19. LGBT faculty and staff group(s): Rainbow Alliance (http://www.ra-online.org/).

20. "In-links" to main LGBT service website: None listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.: LGBT Affairs Lending Library Catalogue (http://www.dso.ufl.edu/multicultural/lgbt/resources/library.php); ALPHABET OF PRIDE: LGBTQQIA (http://www.dso.ufl.edu/multicultural/lgbt/resources/glossary.php).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) UF Web with Google 1) “lgbt” search: The Dean of Students Office at UF: UF LGBT Affairs; Mission of the LGBT Affairs+ Examples of Services, Programs, and Building Community; SFA Scholarship Café; The National LGBT Scholarship Foundation; Family, Youth and Community Services News (“e.g., safe environment for LGBT adolescent”); The Dean of Students Office at UF: Contact for Director, LGBT Affairs in the Directory; The Dean of Students Office at UF: Director for LGBT Affairs; UF Counseling Center: LGBT; The Dean of Students Office at UF**:** A Brief Unofficial History of Activities and Policies Affecting LGBT Persons at UF. 2) “lesbian” search:

The Dean of Students Office at the University of Florida; Humanities & Social Sciences Reference: **Lesbian**, Gay, and Bisexual Resources; University of Florida - University Committees; The **Lesbian** Index: Pragmatism and **Lesbian** Subjectivity in the **...**Multicultural Studies | Selected Gender Studies Resources

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: utk.edu 2) lesbian and site: utk.edu): Same as above.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Georgia, URL: www.uga.edu, Dated 22-23 March, 2007)

1. LGBT & ally student organization(s): Lambda Alliance (http://www.uga.edu/lambda/), The Queer Graduate Group

2. LGBT resource center (office): LGBT Resource Center (http://www.uga.edu/lgbtcenter/). **Contact:** The LGBT Resource Center is located in 124 Memorial Hall, between Sanford Stadium, Journalism Building and the Tate Student Center. Michael D. Shutt, Ph.D. Assistant Dean of Students. E-mail: lgbt@uga.edu.

3. Formal representation via committees, taskforce, commissions, etc.: University of Georgia LGBT Resource Center Advisory Board (http://www.uga.edu/lgbtcenter/advisoryboard.html).

4. Safe zone (safe space): UGA Safe Space Program (http://www.uga.edu/lgbtcenter/safespace.html).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., Belly Dancing Class listed on the LGBT Resource Center's website (http://www.uga.edu/lgbtcenter/calendar.html).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., The 2007 Lavender Graduation Information (Memorial Hall Ballroom, April 28, 2007, 2:00 p.m) listed under the LGBT Affairs: Programs and Services (http://www.uga.edu/lgbtcenter/lavendergraduation.html). LGBT Resource Center's Newsletter (http://www.uga.edu/lgbtcenter/newsletter.html).
7. LGBT studies (courses and curriculum): See http://www.uga.edu/lgbtcenter/courses.html. E.g., DRAM 4300/6300 Queer Theatre and Film.
8. Nondiscrimination statement inclusive of sexual orientation: "Consistent with federal and state law and University policy, the University of Georgia restates its commitment to the concepts of affirmative action and equal opportunity. Neither employment nor study, nor institutional services, programs, and activities should be hindered by such prohibited bias factors as race, color, religion, national origin, sex, sexual orientation, age, veteran status, or disability…" (http://www.uga.edu/legal/NDAH.htm).

9. Nondiscrimination statement inclusive of gender identity (expression): Not included.

10. Extends domestic partner benefits to same-sex couples: “domestic partner” yields the following: a. Hit 1: Declaration of Domestic Partnership Acknowledgement Form. b. Hit 2: Domestic Partner Services, Human Resources, UGA. c. Hit 3: Termination of Domestic Partnership Print Form “Soft benefits”: http://www.hr.uga.edu/dp_services.html

11. LGBT sensitivity training: UGA Safe Space (http://www.uga.edu/safespace/) is a campus-wide initiative offering a visible message of inclusion, acceptance, and support to lesbian, gay, bisexual, and transgender (LGBT) people in the University community. The program offers participants a 3.5 hour orientation to raise awareness and knowledge of LGBT issues and to suggest ways to serve as an ally to LGBT individuals.

12. Procedure for reporting LGBT bias, harassment & hate crimes: “Gay and Lesbian Legal Network” (GLLN forum and listserv) (http://www.uga.edu/globes/legalgroup.html) listed from the LGBT Resource Center’s “Campus Resources” link (http://www.uga.edu/lgbtcenter/campus.html).

13. Offers LGBT housing options (themes): None listed. “ew applicants are assigned to existing vacancies and the University does not unlawfully discriminate on the basis of race, color, national origin, religion, sex, age, disability, or veteran status” (http://www.uga.edu/housing/prosstudents/rulespolicies.html).

14. Offers LGBT-inclusive health services (testing): Sexual Health: LGBT Issues (http://www.uhs.uga.edu/sexualhealth/index.html#glbt).

15. Offers LGBT-inclusive counseling (support groups): None listed.

16. Offers LGBT student scholarships: There are a number of scholarships available for LGBT students across the country. There is a list of local and national scholarships, none from the university (http://www.uga.edu/lgbtcenter/scholarships.html).
17. Offers services for trans concerns: Gender Neutral Bathrooms: http://www.uga.edu/lgbtcenter/bathrooms.html

18. LGBT alumni group(s): UG LGBT Alumni Group: http://www.uga.edu/lgbtcenter/alumni.html.

19. LGBT faculty and staff group(s): Gay, Lesbian, or Bisexual Employees and Supporters (http://www.uga.edu/globes/).

20. "In-links" to main LGBT service website: None listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.: LGBT History at UGA: http://www.uga.edu/lgbtcenter/history.html.

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) Search UGA Websites (powered by Google): Yes.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: utk.edu 2) lesbian and site: utk.edu): Yes.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Kentucky, URL: www.uky.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): UK Lavendar Society (http://www.geocities.com/uklavender/); UK Gay Straight Alliance (http://www.uky.edu/StudentOrgs/UKGSA/).

2. LGBT resource center (office): None Listed.

3. Formal representation via committees, taskforce, commissions, etc.: None Listed. Sexual Orientation is included in the President's Committee on Diversity (http://www.uky.edu/PCD/index.html).

4. Safe zone (safe space): None Listed.

5. LGBT social activities: None Listed.

6. LGBT educational events: None Listed.

7. LGBT studies (courses and curriculum): None Listed.
8. Nondiscrimination statement inclusive of sexual orientation: "The University of Kentucky is committed to a policy of providing educational opportunities to all qualified students regardless of economic or social status, and will not discriminate on the basis of race, color, religion, sex, marital status, beliefs, age, national origin, sexual orientation, or physical or mental disability. EEO web page (http://www.uky.edu/Home/Web/eo/statements.html).

9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: In April 2007, domestic partner benefits were approved by the Board of Trustees (http://www.courier-journal.com/apps/pbcs.dll/article?AID=/20070425/NEWS01/704251186/1008/NEWS01). Report on Domestic Partner Benefits 2005 (http://www.uky.edu/PCD/pdf/UK_DP_Report_2005.pdf) Domestic Partner Benefits page through the HR Department (http://www.uky.edu/HR/benefits/benefitdmp.html).

11. LGBT sensitivity training: None Listed.

12. Procedure for reporting LGBT bias, harassment & hate crimes: None Listed.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): Offers HIV/AIDS testing, nothing listed specifically for GLBT populations. (http://www.uky.edu/StudentAffairs/UHS/index.htm).

15. Offers LGBT-inclusive counseling (support groups): GLBT is listed as a special populations and has a page with information to support groups, resources, etc. (http://www.uky.edu/StudentAffairs/Counseling/glbtq.html#).

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None Listed.

19. LGBT faculty and staff group(s): None Listed

20. "In-links" to main LGBT service website: None Listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.): Sexual Orientation resources from the President's Committee on Diversity (http://www.uky.edu/PCD/sexual_orientation.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) 1) No relevant links for both searches.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: uky.edu 2) lesbian and site: uky.edu: 1) "lgbt" search: No relevant links. 2) "lesbian" search: President's Committee on Diversity Sexual Orientation webpage.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Maryland, URL: www.umd.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): Pride Alliance (student organization) Our mission is to provide a safe and supportive environment for all lesbian, gay, bisexual, transgendered, and allied students within the University of Maryland at College Park community and to promote an accepting and supportive campus environment for persons of all sexual orientations and gender identities, through outreach, education, and work with other student organizations. (http://www.pridealliance.umd.edu/index.htm).

   Graduate Lambda Coalition: The Graduate Lambda Coalition (GLC) is the graduate student organization at the University of Maryland College Park (UMCP) for lesbian, gay, bisexual and transgender (LGBT) students and our allies. GLC was created in Fall 1996 to promote the academic and social needs of the graduate students who identify with sexual minorities. GLC welcomes all students, faculty and staff as members, especially graduate students, who identify as LGBT or straight ally. (http://www.studentorg.umd.edu/glc/).

2. LGBT resource center (office): Lesbian, Gay, Bisexual and Transgender (LGBT) Equity Office. The LGBT Resource Room is a comfortable and supportive place to read a book, browse through some magazines, or just hang out. All members of the campus community will find a safe place to find answers to questions about sexual orientation and gender identity. Through generous donations from alumni/ae, students, staff, and faculty, we have a large variety of materials, most of which may be borrowed. We also have a television and VCR for viewing videos on site. (http://www.umd.edu/lgbt/).
3. Formal representation via committees, taskforce, commissions, etc. President's Commission on Lesbian, Gay, Bisexual, Transgender Issues (http://www.president.umd.edu/PCLGBTI/).

4. Safe zone (safe space): Mentioned, but no web site listed.

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., The Lavendar Graduation , Pride Days, National Coming Out Day (http://www.umd.edu/lgbt/events.html).

6. LGBT educational events: Many educational events are sponsored by the LGBT Studies program. E.g., LGBT Speakers Bureau

(http://www.umd.edu/lgbt/speakers.html). LGBT Studies Speakers Series (http://lgbts.umd.edu/speakers.html).

7. LGBT studies (courses and curriculum): LGBT Studies (http://www.lgbts.umd.edu/). Listing of Courses. (http://lgbts.umd.edu/courses.html).

8. Nondiscrimination statement inclusive of sexual orientation: Not included in the main EEO statement, but a separate policy for sexual orientation exists: "The commitment of the University System of Maryland to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that treatment of students, faculty, and staff of University System of Maryland institutions, and applicants for admission and employment, be based on individual abilities and qualifications and be free from invidious discrimination. This policy specifically prohibits discrimination against students, faculty, and staff on the basis of sexual orientation in academic admissions, financial aid, educational services, housing, student programs and activities, recruitment, hiring, employment, appointment, promotion, tenure, demotion, transfer, layoff or termination, rates of pay, selection for training and professional development, and employee services. "Sexual orientation" is defined as the identification, perception, or status of an individual as to homosexuality, heterosexuality, or bisexuality. The Board of Regents reserves the right to observe the terms of any bona fide employee benefit plan such as a retirement, pension, or insurance plan, and to enforce or comply with any Federal or State law, regulation, or guidelines, including conditions for the receipt of federal funding." (http://www.usmh.usmd.edu/regents/bylaws/SectionVI/VI105.html). Guidelines for LGBT Hiring and Recruitment (ie. Gives direction on including glbt images on websites and brochures, explaining domestic partner benefits, avoiding heterosexism, etc.) (http://www.president.umd.edu/PCLGBTI/aboutus/guidelines/guidelines.doc).
9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: None Offered.

11. LGBT sensitivity training: The Rainbow Terrapin Network enhances support for lesbian, gay, bisexual, transgender, questioning people, and their allies on campus. Participants receive training on how to be effective in providing support for LGBT people, an opportunity to show commitment to this vital element of diversity, connection to others who are engaged in this work, and ongoing support in standing against homophobia and heterosexism. (http://www.umd.edu/lgbt/rainbow.html).

12. Procedure for reporting LGBT bias, harassment & hate crimes: None Listed.

13. Offers LGBT housing options (themes): No themes listed, however the resident handbook lists discrimination based on sexual orientation, among others, as prohibited. (http://www.resnet.umd.edu/reslife/Community/CommunityHandbook/4g.html).

14. Offers LGBT-inclusive health services (testing): Health Center offers a page specifically for GLBT patients. (http://www.health.umd.edu/services/lgbt.html). The University Health Center is committed to making its services available to all students regardless of race, color, creed, sex, gender, sexual orientation, marital status, personal appearance, age, national origin, political affiliation, or physical or mental disability. We work hard to provide all students with a non-judgmental setting in which to receive health care services. Lesbian, gay, bisexual, and transgendered (LGBT) students often do not seek necessary health care. They may be ambivalent about their sexual identity as well as their sexual orientation. That ambivalence can make the presumed intimacy of a visit with a health care provider even more anxiety-producing.

15. Offers LGBT-inclusive counseling (support groups): Counseling Center offers Rainbow Walk-In Support Group. The Counseling Center's Rainbow Walk-In Hour is a program designed specifically for Lesbian, Gay, Bisexual, Transgendered (LGBT) students or students from LGBT headed families. This program, offered by the Counseling Service, was created to meet the immediate emotional-social and educational-career needs of LGBT students or students from LGBT headed families. Students using the service are not required to schedule an appointment in advance, allowing for immediate assistance in dealing with the student's concern. (http://www.counseling.umd.edu/Services/srv_rbow.htm).
16. Offers LGBT student scholarships: Scholarship for students in LGBT Studies. The Rodler-Wood Scholarship in LGBT Studies is a newly established scholarship by Maryland alum James Wood (1972) and his partner Peter Rodler. The scholarship is aimed at providing support to students whose parents have cut them off financially because of their sexual orientation. (Rodler and Wood have also made plans to use their estate to endow a professorship in LGBT Studies.) (http://www.lgbts.umd.edu/partner.html).

    Office of LGBT Equity also offers a scholarship. (http://www.president.umd.edu/PCLGBTI/aboutus/scholarship.html).

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): Lambda Pride Alumni Group (http://www.alumni.umd.edu/AlumniClubs/special.html).

19. LGBT faculty and staff group(s): Lesbian, Gay, Bisexual Staff & Faculty Association (http://www.umd.edu/lgbt/lgbt-sfa.html).

20. "In-links" to main LGBT service website: Relevant links to the LGBT Office of Equity come from: Office of Equity and Diversity; President's Commission on Diversity, LGBT Studies program; Multicultural Involvement & Community Advocacy.

21. LGBT online information resources (bibliography, directory of local resources, etc.: Library LGBT Research Guide. (http://www.lib.umd.edu/guides/lgbt.html); LGBT Studies Resource Guide (http://lgbts.umd.edu/resources.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) UMD Web with Google 1) "lgbt" search: LGBT Studies; LGBT Equity Office; University Health Center; President's Commission on LGBT Issues; LGBT Library Research Guide 2) "lesbian" search: ENGL 265/LGBT 265 INTRODUCTION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER LITERATURE; LGBT Studies; LGBT Equity Office; University Health Center; President's Commission on LGBT Issues; LGBT Library Research Guide

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: umd.edu 2) lesbian and site: umd.edu): Results the same as above.

Documents: Campus Climate Report for LGBT Faculty and Staff (http://www.president.umd.edu/PCLGBTI/aboutus/lgbt%20final%20report.pdf)
Report on Domestic Partner Benefits (http://www.president.umd.edu/PCLGBTI/aboutus/archive/DPBenefits.html)

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Carolina, Chapel Hill, URL: www.unc.edu, Dated 22-23 March, 2007)

1. LGBT & ally student organization(s): GLBT/SA (http://www.unc.edu/glbtsa/); CAMP – Carolina Alternative Meetings of Professional and Graduate Students; GLBT Caucus – School of Public Health; GLBT Caucus – School of Social Work; GLBT & Allies – Medical School Association; LAMBDA – Law Students Association; GLBTA Association - Kenan Flagler Business School..

2. LGBT resource center (office): UNC LGBTQ Ofiice (http://lgbt.unc.edu/ Chancellor of Student Affairs created two full-time positions, a director and an assistant director, to lead a newly, established LGBTQ Center in July 2006. The UNC LGBTQ Office opened its doors full-time in spring of 2003. This work began in the fall of 2000, when the Provost appointed a committee to review the UNC climate in relation to sexual orientation and gender identity. The Report identified several aspects of the UNC campus and diverse community, which stressed the need for the creation of an LGBTQ Office among its goals. Contact: CB# 5100, 01 Steele Building Chapel Hill, North Carolina 27599. Telephone: 919.843.5376. lgbtq@unc.edu

3. Formal representation via committees, taskforce, commissions, etc.: Provost's Committee on LGBTQ Life (http://provost.unc.edu/opportunities/provost-s-committee-on-lgbtq-life).

4. Safe zone (safe space): UNC-CH Safe Zone (http://deanofstudents.unc.edu/safezone/index.html).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., Fall Fest, National Coming Out Day listed on the LGBT student group website (http://www.unc.edu/glbtsa/).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., Lunch and Learn Series, Transgender Awareness Week (http://lgbt.unc.edu/services/outreach.html).

7. LGBT studies (courses and curriculum): Sexuality Studies program (see http://www.unc.edu/sxst/). E.g., Introduction to Gay and Lesbian Culture and Literature, Queer Studies.

8. Nondiscrimination statement inclusive of sexual orientation: “The University is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals’ abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the University’s policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran’s status or sexual orientation.[1] (http://www.unc.edu/campus/policies/nondiscrim.html).

9. Nondiscrimination statement inclusive of gender identity (expression): Not included.

10. Extends domestic partner benefits to same-sex couples: “domestic partner” yields the following: Benefits, including Health Insurance: (http://lgbt.unc.edu/resources/domestic_partner_affidavit.pdf).

11. LGBT sensitivity training: The purpose of Safe Zone is to create a network of allies for lesbian, gay, bisexual, and transgender (LGBT) students, and by doing so, to make the University community a safer and more supportive place. The Safe Zone program is a symbol of this University's efforts to increase awareness and acceptance of the LGBT community. Safe Zone ally training workshops, open to faculty, staff, and students, are held throughout the year. Allies receive a Safe Zone sign (shown at left) to display in their offices and living space to let others know publicly that they identify as an ally for LGBT persons (http://deanofstudents.unc.edu/safezone/index.html).

12. Procedure for reporting LGBT bias, harassment & hate crimes: Resource & Action Plan for Sexual Orientation, linked from the Dean of Students Policies page (http://deanofstudents.unc.edu/policies/sub.policies.sexual_orientation.html).

13. Offers LGBT housing options (themes): Contractual Agreement Includes Expectations and Responsibilities: “Another community level is how people identify themselves, which can include race, ethnicity, religion, political affiliation, gender, sexual orientation, and nationality. All of these sub-communities make up the University Community, which in turn is part of the larger community of Chapel Hill.” UNITAS which actively works to erase stereotypes and prejudice based on gender, race, nationality, religion and sexual orientation. In order to break down cultural barriers, all residents are assigned roommates based on their cultural and/or racial differences rather than their similarities.”

(http://housing.unc.edu/policies/index.html).
(http://housing.unc.edu/communities/theme/houses/unitas.html).

14. Offers LGBT-inclusive health services (testing): Sexual Health: LGBT Issues (www.shs.**unc**.edu/).

15. Offers LGBT-inclusive counseling (support groups): Gay Coming Out Group, Individual Counseling (http://www.shs.unc.edu/library/lgbt.html).

16. Offers LGBT student scholarships: Listed on the page of University scholarships that require self nomination or special application.
Pine Tree Scholarship-This is a need-based scholarship; Students need to self-identify as gay/lesbian or interested in pursuing Gay/Lesbian Studies (http://studentaid.unc.edu/studentaid/pdf/misc/unique_scholarships.pdf).

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None listed.

19. LGBT faculty and staff group(s): None listed.

20. "In-links" to main LGBT service website: The main “For Students” page lists “Lesbian, Gay, Bisexual, and Transgender” under the Student Life section of the page (http://www.unc.edu/student/). Also listed under Diversity and Multicultural Affairs page; Women’s Center.

21. LGBT online information resources (bibliography, directory of local resources, etc.: Gay and Lesbian Studies subject guide from the UNC Libraries: (http://www.lib.unc.edu/cdd/crs/socsci/gayles/index.html).
Campus and Community Resources, LGBTQ Center (http://lgbt.unc.edu/resources/campus.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) Search UNC Websites: LGBTQ Center; New Student Services; Library Subject Guide; Safe Zone

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site:unc.edu 2) lesbian and site: unc.edu: LGBTQ Center; New Student Services; Library Subject Guide; Safe Zone.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Texas at Austin, URL: www.utexas.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): OUTLAW - GAY LESBIAN & BISEXUAL LAW SCHOOL ALLIANCE. OUTLaw is a social and political student organization dedicated to serving the gay, lesbian, bisexual, and transgender (GLBT) community at UT Law School. Our goal is to provide support for this community and a voice for GLBT concerns (http://www.utexas.edu/law/orgs/outlaw/). MBA OutSource: MBA OutSource is a social and career networking group for UT MBAs who are gay, lesbian, bisexual, transgendered, questioning, or just a friend or supporter of the GLBT community. (http://www.mccombs.utexas.edu/students/glgbn/). Safe Space: Safe Space is a gay, lesbian, bisexual, transgender, and straight alliance within the residence halls of University of Texas at Austin. We are dedicated to promoting awareness and understanding of sexuality and of gender issues by providing a "safe space" to explore and speak openly (http://www.utsafespace.com/). Hang Out: Hang Out is a social organization designed to allow individuals to get together, be themselves, and make friends in a queer-accepting environment. We accomplish this by gathering weekly in local meeting places and socializing or attending special events together like movies, lazer tag, or dance club nights. (http://www.comehangout.net/). Stand Out: Stand Out is a Student Organization at the University of Texas that has committed itself to promoting awareness of issues that face the queer community. It is hoped that by raising awareness of these issues, the inequities will be acknowledged and corrected. (http://www.standoutbeheard.org/). She Says: She Says hopes to foster community support for queer women at UT while increasing visibility within the university. We hope to provide forums in which we can educate ourselves as well as others about queer issues, women's issues and queer women's issues. This is accomplished through a variety of educational, social and political events. (http://www.queertx.org/shesays/).

2. LGBT resource center (office): The Gender and Sexuality Center (GSC) The mission of the Gender and Sexuality Center is to provide safe spaces for all members of the UT Austin community to explore, organize, and promote learning around issues of gender and sexuality. The center also facilitates a greater responsiveness to the needs of women and the LGBTQ communities through education, outreach and advocacy. (http://deanofstudents.utexas.edu/gsc/).

3. Formal representation via committees, taskforce, commissions, etc.: None Listed.

4. Safe zone (safe space): Safe Space is a gay, lesbian, bisexual, transgender, and straight alliance within the residence halls of University of Texas at Austin. We are dedicated to promoting awareness and understanding of sexuality and of gender issues by providing a “safe space” to explore and speak openly. (http://www.utsafespace.com/).

5. LGBT social activities: Various social events include LGBTQ Welcome Picnic, Lazer Tag, Coffee Hours, etc. (http://www.queertx.org/calendar.html).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., LGBTQ Awareness Week, Day of Silence, Faculty Lectures, Trans Panel discussion etc.

7. LGBT studies (courses and curriculum): Courses of Interest to Students in Gay, Lesbian, Bisexual, Transgender, and Queer Studies published by the student group Queer Students Alliance (http://www.queertx.org/pink%20book07-08.pdf).

8. Nondiscrimination statement inclusive of sexual orientation: “The University of Texas at Austin is an equal employment opportunity employer. The University does not discriminate on any basis prohibited by applicable Federal and/or State law including race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status in recruitment, employment, promotion, compensation, benefits, or training. It is also the University's policy to maintain a work environment free from discrimination on the basis of sexual orientation. The University of Texas at Austin remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his or her job performance..” EEO webpage: http://www.utexas.edu/eos/pres.html.

9. Nondiscrimination statement inclusive of gender identity (expression): Not offered.

10. Extends domestic partner benefits to same-sex couples: Not offered.

11. LGBT sensitivity training: Diversity/Sensitivity Workshops**-** Do you know what it means to be an ally to women and LGBT students, faculty, staff, and community members? If you are interested in learning more about how to be an ally, please contact the GSC directly about conducting a workshop for your department or organization. (http://deanofstudents.utexas.edu/gsc/services.php).

12. Procedure for reporting LGBT bias, harassment & hate crimes: No

separate procedure exists it is part of the normal procedure for reporting crime. The crime statistics from the University Police Department do indicated Sexual Orientation as a Hate crime category. (http://www.utexas.edu/student/vpsa/security/awareness/campus_stats.html).

13. Offers LGBT housing options (themes): Safespace is a resident facilitated group that provides support and programming for gay, lesbian, bisexual, transgender staff and students. Originally created by the RA Council, SafeSpace is now fully affiliated and sponsored by the University Residence Hall Association. (http://studentorgs.utexas.edu/urha/safespace/).

14. Offers LGBT-inclusive health services (testing): The student health services page has a LGBTQ section where one can find definitions, support groups, workshops, etc. (http://healthyhorns.utexas.edu/education/sexualhealth.html).

15. Offers LGBT-inclusive counseling (support groups): On the Counseling and Mental Health Center's main page, it has a rainbow flag and a link for LGBT students. The page states "The CMHC has a number of therapists who identify as members of the LGBT community or allies." Includes link to Center's Diversity Statement which is inclusive of sexual orientation. (http://www.utexas.edu/student/cmhc/allysafespace.html). Resources for Same Sex Domestic Violence (http://uts.cc.utexas.edu/~vav/ss.html).

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: Gender Neutral Restrooms Listing (http://deanofstudents.utexas.edu/gsc/gnrr.php).

18. LGBT alumni group(s): Gay Texas Exes-The unofficial, unsanctioned chapter of gay, lesbian, bisexual and transgendered former students of The University of Texas at Austin. (http://groups.yahoo.com/group/gay-texas-exes/).

19. LGBT faculty and staff group(s): The Pride and Equity Faculty Staff Association advances the educational mission of the University of Texas at Austin by cultivating a safe and inclusive environment that values, celebrates and affirms the sexual and gender diversity of UT Austin's faculty and staff members. We strive to increase visibility and to encourage meaningful involvement of gay, lesbian, bisexual, transgender and allied faculty and staff within the campus community as well as to advocate workplace equity and to promote educational growth in a climate of mutual respect. (http://uts.cc.utexas.edu/~pefsa/).

20. "In-links" to main LGBT service website: New Student Orientation (http://www.utexas.edu/diversity/students/orientation.php?e=0). University Health Services (http://healthyhorns.utexas.edu/education/LGBTQdefinitions.html).

21. LGBT online information resources (bibliography, directory of local resources, etc.: Yes, as above.

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian. 1) “lgbt” search: Faculty & Staff LGBT Mentor Program, OutLaw: An LGBT Student Organization at UT Law, Queer Students Alliance, Gender and Sexuality Center Services, Counseling and Mental Health Services LGBT page. 2) “lesbian” search: Gay, Lesbian, Bisexual and Transgender Studies, Gay and Lesbian Graduate Business Network, Gay, Lesbian, Bisexual, Transgenderand Ally Affairs Agency, Office of the Dean of Students - Gender and Sexuality Center.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: utexas.edu 2) lesbian and site: utexas.edu: Same as above; UTexas search engine is Google.

Documents: The State of Lesbian, Gay, Bisexual, Transgender, Queer Affairs at the University of Texas at Austin: A report by the Queer Students Alliance An agency of Student Government October 2006
http://www.queertx.org/report/lgbtqaffairs.pdf

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Virginia, URL: www.uva.edu, Dated: 22-23 March, 2007)

1. LGBT & ally student organization(s): Queer Student Union (http://scs.student.virginia.edu/~lambda1/); Lambda Law Alliance (http://www.student.virginia.edu/~lambda/); Queer Grads (http://www.virginia.edu/deanofstudents/lgbt/queergrads.htm); Queer and Allied Activism (http://www.student.virginia.edu/%7Equaa/); Minority Squared (for GLBT who are people of color) (http://groups.yahoo.com/group/mquared/); i.Kon.tact (transgender, transsexual, or gender queer) (http://www.virginia.edu/deanofstudents/lgbt/ikontact.htm); Delta Lambda Phi (gay/bi/progressive fraternity) (http://www.student.virginia.edu/~dlpuva/).

2. LGBT resource center (office): Lesbian, Gay, Bisexual and Transgender (LGBT) Resource Center (http://www.virginia.edu/deanofstudents/lgbt/index.htm). Contact Info: (http://www.virginia.edu/deanofstudents/lgbt/contact.htm).

3. Formal representation via committees, taskforce, commissions, etc.: None Listed.

4. Safe zone (safe space): The safe space program allows University leaders to self-select and become a part of a network of support for LGBTQ and questioning students. (http://www.virginia.edu/deanofstudents/lgbt/allies.htm).

5. LGBT social activities: Various social activities are listed on the websites of the different organizations and groups. E.g., Coffee Talks, Board Game Night. (http://www.queeruva.com/).

6. LGBT educational events: Educational events listed on the websites of the different organizations and groups. E.g., Queer Scholarship Series; Speakers Bureau. (http://www.virginia.edu/deanofstudents/lgbt/academics.htm).

7. LGBT studies (courses and curriculum): No LGBT Studies or minor, however several courses are overed. E.g., Sexual Orientation and Human Development; God, Body, and Sexual Orientation; Queer Theories and Queer Practices. (http://www.virginia.edu/deanofstudents/lgbt/academics.htm).

8. Nondiscrimination statement inclusive of sexual orientation: "Consistent with Federal and State law, the University does not discriminate in any of its programs, procedures, or practices on the basis of age, color, disability, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, or veteran status. The University operates equal opportunity and affirmative action programs for faculty, staff, and students, including discriminatory harassment policies and procedures. The University of Virginia is an Equal Opportunity/Affirmative Action Employer." Legal page of LGBT Resource Center: http://www.virginia.edu/deanofstudents/lgbt/legal.htm.

9. Nondiscrimination statement inclusive of gender identity (expression): Not Included.

10. Extends domestic partner benefits to same-sex couples: Not Offered.

11. LGBT sensitivity training: None other than the Safe Space Program.

12. Procedure for reporting LGBT bias, harassment & hate crimes: None Listed. However, crime reports include sexual orientation as a hate crime. (http://www.virginia.edu/uvapolice/casisUVA1.htm).

13. Offers LGBT housing options (themes): The University does not have a queer dorm or floor, though both Brown College and Mosaic House have reputations for being particularly queer- friendly. The non-discrimination policy is listed in the student housing handbook. (http://www.virginia.edu/housing/handbook_fs.php).

14. Offers LGBT-inclusive health services (testing): Domestic Partners Health Insurance Benefits (http://www.shcc.ufl.edu/insurance.shtml#spouse).

15. Offers LGBT-inclusive counseling (support groups): Queer Continuum Group: This support group is for lesbian, gay, and bisexual students. The goal of the group is to provide a safe, supportive atmosphere which allows focusing on self as well as relationships with queer and non-queer folk. Themes in the past have included: how out IS out?; talking to relatives and friends; identity; relationships; role models; discrimination; homophobia; self esteem; assertiveness; and building the life you want. (http://www.virginia.edu/studenthealth/CAPSGroupTherapy.html#QueerContinuumGroup).

16. Offers LGBT student scholarships: None Listed.

17. Offers services for trans concerns: Single Stall Rest Rooms (http://www.virginia.edu/deanofstudents/lgbt/genderqueer.htm).

18. LGBT alumni group(s): The Serpentine Society: Lesbian, Gay, Bisexual, Transgender and Queer Alumni Network of UVA. (http://www.uvaalumniassociation.com/serpentine/).

19. LGBT faculty and staff group(s): UVa Pride (http://indorgs.virginia.edu/uvapride/).

20. "In-links" to main LGBT service website: None Listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.: From the LGBT Resource Center, a website including links on education, social, legal, support, housing, (http://www.virginia.edu/deanofstudents/lgbt/resources.htm).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian) UVA Web with Google

    1) “lgbt” search: U.Va. Pride Home: LGBT Faculty, Staff and Graduate Student Association; Article: Safe space New LGBT coordinator keeps the door open for U.Va; LGBT Resource Center Programs; LGBTRC – Prospectives; LGBT Resource Center Library. 2) “lesbian” search: UVA LGBT Resource Center; Women’s Center Sexual Assault: Identity or Status Concerns; Faculty Experts Guide- faculty who studies GLBT families.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: uva.edu 2) lesbian and site: uva.edu): Same as above. Note: Well designed website http://www.virginia.edu/deanofstudents/lgbt/index.htm

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (Virginia Polytechnic Institute, URL: http://www.vt.edu/, Dated: 10 May, 2007)

1. LGBT & ally student organization(s): The Lesbian, Gay, Bisexual, Transgender Alliance (http://www.lgbta.org.vt.edu/index.php?page=home)

2. LGBT resource center (office): The LGBTA Office (http://www.lgbta.org.vt.edu/index.php?page=office)

3. Formal representation via committees, taskforce, commissions, etc.: LGBT Caucus at Virginia Tech (http://www.vtlgbtcaucus.org/): Affiliate of the Women's Network.

4. Safe zone (safe space): Safe zones of Virginia Tech (http://www.vtlgbtcaucus.org/safezone.html)

5. LGBT social activities: Events (http://www.vtlgbtcaucus.org/events.html)

6. LGBT educational events: Programs (http://www.lgbta.org.vt.edu/index.php?page=programs&event=Gay%20Awareness%20Week).

7. LGBT studies (courses and curriculum): None listed.

8. Nondiscrimination statement inclusive of sexual orientation: "Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation or veteran status. Discrimination or harassment on any of these bases is prohibited by Policy 1025, "Anti-Discrimination and Harassment Prevention Policy." (http://www.vt.edu/equal_opportunity.php).

9. Nondiscrimination statement inclusive of gender identity (expression): "Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation or veteran status. Discrimination or harassment on any of these bases is prohibited by Policy 1025, "Anti-Discrimination and Harassment Prevention Policy." (http://www.vt.edu/equal_opportunity.php).

10. Extends domestic partner benefits to same-sex couples: None listed.

11. LGBT sensitivity training: None listed.

12. Procedure for reporting LGBT bias, harassment & hate crimes: None listed.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): None listed.

15. Offers LGBT-inclusive counseling (support groups): None listed.

16. Offers LGBT student scholarships: None listed.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None listed.

19. LGBT faculty and staff group(s): The Lesbian, Gay, and Bisexual Faculty and Staff Caucus at Virginia Tech (http://www.ehandbook.wc.vt.edu/Sexuality.html): Information found under the Women's Center at Virginia Tech.

20. "In-links" to main LGBT service website: None listed.

21. LGBT online information resources (bibliography, directory of local resources, etc.: Resources (http://www.vtlgbtcaucus.org/resources.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian
1) "lgbt" search: LGBTA homepage; online career resources for LGBT students (**http://www.career.vt.edu/LGBT/on-line.htm**); Services for students who are LGBT (**http://www.career.vt.edu/LGBT/services.htm**); LGBTA at Virginia Tech: Resources (**http://www.lgbta.org.vt.edu/index.php?page=resources&subpage=activism**). 2) "lesbian" search: Similar to above.

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: vt.edu 2) lesbian and site: ut.edu): Same as above.

DETAILED QUALITATIVE ANALYSIS OF THE UNIVERSITY OF TENNESSEE'S PEER INSITITUTIONS IN TERMS OF THEIR SUPPORT OF LGBT PEOPLE (University of Tennessee, URL: http://www.utk.edu/, Dated: 10 May, 2007)

1. LGBT & ally student organization(s): LAMBDA Student Union (http://web.utk.edu/~lambda/).

2. LGBT resource center (office): None listed.

3. Formal representation via committees, taskforce, commissions, etc.: Commission for LGBT People (http://lgbt.utk.edu/).

4. Safe zone (safe space): None listed.

5. LGBT social activities: Lesbian Social Group (http://www.lesbiansocialgroup.com/).

6. LGBT educational events: Commission for LGBT People Event Calendar (http://utlgbtcomm.blogspot.com/).

7. LGBT studies (courses and curriculum): None listed.

8. Nondiscrimination statement inclusive of sexual orientation: Not included. (http://oed.admin.utk.edu/docs/tagline.doc). "The University of Tennessee does not discriminate on the basis of race, sex, color, religion, national origin, age, disability or veteran status in provision of educational programs and services or employment opportunities and benefits. This policy extends to both employment by and admission to the University.
   The University does not discriminate on the basis of race, sex, or disability in its education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973,and the Americans with Disabilities Act (ADA) of 1990.

9. Nondiscrimination statement inclusive of gender identity (expression): Not included (see above).

10. Extends domestic partner benefits to same-sex couples: None listed.

11. LGBT sensitivity training: None listed.

12. Procedure for reporting LGBT bias, harassment & hate crimes: None listed.

13. Offers LGBT housing options (themes): None listed.

14. Offers LGBT-inclusive health services (testing): None listed.

15. Offers LGBT-inclusive counseling (support groups): None listed.

16. Offers LGBT student scholarships: None listed.

17. Offers services for trans concerns: None listed.

18. LGBT alumni group(s): None listed.

19. LGBT faculty and staff group(s): None listed.

20. "In-links" to main LGBT service website: None listed

21. LGBT online information resources (bibliography, directory of local resources, etc.: GLBT Resource Guide (http://www.lib.utk.edu/refs/glbt.html).

22. At least 4/10 top relevant hits using the university search engine (Two individual searches using 1) LGBT 2) lesbian
    1) Commission for LGBT People (http://lgbt.utk.edu/); Bylaws of the Commission for LGBT People (http://lgbt.utk.edu/bylaws.doc); Commission for LGBT People (via the Chancellor's Office) (http://chancellor.utk.edu/advisory/lgbt.shtml); Sexuality Issues Among the Elderly (http://web.utk.edu/~scumming/links/sexuality.htm).
    2) GLBT Resource Guide (http://www.lib.utk.edu/refs/glbt.html); Gay and Lesbian Elders (http://web.utk.edu/~scumming/links/gaylesbian.htm); Commission for LGBT People (via the Chancellor's Office) (http://chancellor.utk.edu/advisory/lgbt.shtml); Bylaws of the Commission for LGBT People (http://lgbt.utk.edu/bylaws.doc).

23. At least 4/10 top relevant hits using the google search engine (Two individual searches using 1) LGBT and site: utk.edu 2) lesbian and site: utK.edu):
    1) ONLY THREE RELEVANT HITS: GLBT Resource Guide (http://www.lib.utk.edu/refs/glbt.html); Commission for LGBT People (via the Chancellor's Office) (http://chancellor.utk.edu/advisory/lgbt.shtml); Lambda Student Union (http://web.utk.edu/~lambda/).
    2) ONLY THREE RELEVANT HITS: Community Development (http://www.lib.utk.edu/diversity/resources/dc_resource_list.pdf); GLBT Resource Guide (http://www.lib.utk.edu/refs/glbt.html); Lambda Student Union (http://web.utk.edu/~lambda/).

CONCLUSION

Based upon activities of the Research Committee conducted during spring 2007, this report provided an initial assessment of the UT's peer institutions in terms of their support of LGBT people. The report also explored a methodology to quantitatively and qualitatively assess and analyze the academic institutions of higher learning in terms of their support of LGBT people.

An initial assessment of UT's support of LGBT people (based on select variables) shows that UT is ranked in the bottom two universities as compared to its peer institutions. Concerted efforts will need to be made by UT administrators, faculty, staff, and students to improve their support of LGBT people, and thereby make the campus climate more conducive for LGBT peoples' safety, learning, and participation in everyday academic life. Making adequate efforts on behalf of LGBT people will distinguish UT among other educational institutions by attracting the best students, faculty, and staff to UT. Such efforts will also give impetus to investing companies and multinational corporations searching for progressive regions for economic investments.