



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

Dear Dr. Tony Zeiss,

As the Director of the Human Rights Campaign's Youth & Campus Engagement Program, I'd like to offer our organization's support in addressing the recent incident involving Andraya Williams, the transgender student harassed by security personnel on campus. Our organization works to improve the lives of lesbian, gay, bisexual and transgender (LGBT) people across the country and my program specifically works with campuses to ensure that they are safe and inclusive learning environments for LGBT students, faculty and staff.

In regards to this deeply troubling incident, we would like to offer our assistance in creating an environment on campus where all students, including transgender students, can thrive. As I'm sure you're aware, this means being able to move about the campus without fear of being stopped or harassed simply for being who they are. When any student fears discriminated against, profiled or harassed, it distracts from their ability to put their full attention behind their primary goal of receiving a quality education.

There are a number of ways in which we could assist your college in creating a more inclusive campus:

- **Adding gender identity and expression as well as sexual orientation to the college's nondiscrimination policy.** This simple but impactful step sends a clear message that the college believes that no student should be discriminated against, including LGBT students. These policy changes would simply add language to current policies which protect students based on currently protected classes.
- **Providing sensitivity training for students, faculty and staff.** Ensuring that students, as well as faculty and staff, are educated about what it means to be supportive of transgender students, as well as gay, lesbian and bisexual students, is an effective way to help create a campus climate that is sensitive to the unique needs of LGBT students. Oftentimes, these trainings can be incorporated in existing trainings, orientations or workshops, reducing the expense to the college.
- **Creating a space for campus dialogue.** After policy and training, one of the most effective tools for creating an inclusive campus is dialogue. Allowing staff and students to discuss learn and share in a facilitated dialog can be an effective next step in creating an environment where all students are free to focus on their education without fear of bias or harassment.

I am available to meet with CCCC administration at any time to discuss ways in which we can assist you in creating a more inclusive campus. Please feel free to reach out to me at [sultan.shakir@hrc.org](mailto:sultan.shakir@hrc.org) or at [202-572-8957](tel:202-572-8957). For more information on the Human Rights Campaign, visit [www.hrc.org](http://www.hrc.org)

Sincerely,

**Sultan Shakir**

Director, Youth & Campus Engagement Program

Human Rights Campaign

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WORKING FOR LESBIAN, GAY, BISEXUAL, AND TRANSGENDER EQUAL RIGHTS

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