
Community Preferred Names

369.1 PURPOSE AND SCOPE

The UC Davis Police Department is committed to working with the diverse communities it serves. This policy is intended to establish procedures that create mutual understanding, prevent discrimination and conflict, and ensure the appropriate treatment of community members who choose to use a preferred name. In the absence of exigent circumstances, this policy will apply to all Department employees.

369.1.1 Definitions

Definitions to this policy include:

Gender expression - Displays of gender identity through dress, demeanor, and language.

Gender identity - A person's sense of being a man, woman or some other identity.

Gender Nonconforming - A person who does not subscribe to gender expressions or roles expected of them by society.

Gender Queer - A person whose gender identity and/or gender expression falls outside of the dominant societal norm for their assigned sex, is beyond genders, or is some combination thereof. Queer is a term that is offensive to some when used as a derogatory term. Others have reclaimed and self-defined the word as a form of empowerment.

International Community Member - Any community member who is not a citizen of the United States.

Legal name - The designation of a person recognized by the law as correct and sufficient and constituting under common law one given name followed by the family name and in modern times requiring or permitting one or more middle given names or initials in abbreviation thereof.

Outing - The term "outing" is used to refer to the disclosure of information that might be considered private, such as a person's gender identity, sexual orientation and/or true first name.

Preferred name - First/given name designated by a community member by which he or she prefers to be known. Individuals may not designate a preferred family/last name.

Transgender - A term used to refer to a person who is assigned one sex (i.e., male or female) at birth and self-identifies as another gender (i.e. woman, man, Genderqueer, or something else). A transgender person can be pre-operative, post-operative or non-operative which does not change how they identify or how others should identify them.

369.2 POLICY

Some members of the UC Davis community use names other than their legal name to identify themselves. As long as the use of this different name is not for the purposes of misrepresentation, the UC Davis Police Department acknowledges that a "preferred" first name may be used while on the UC Davis campus. All professional members of the UC Davis Police Department strive to provide the highest level of service to all members of the UC Davis community.

UC Davis Police Department

Law Enforcement Services Manual

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369.3 GUIDELINES

The following guidelines are established to ensure police contacts with community members who choose to use a preferred name are professional, respectful and courteous:

- (a) Do not use language that a reasonable person would consider demeaning to another person, in particular language that references a person's gender identity, gender expression, sexual orientation or international status
- (b) Treat transgender persons in a manner that reveals respect for the individual's gender identity and gender expression, which includes addressing them by their preferred name and using gender pronouns appropriate to the individual's gender self-identity and expression.
- (c) Recognize that preferred names, non-traditional gender identities and gender expressions do not constitute reasonable suspicion or prima facie evidence that an individual is or has engaged in any criminal activity.
- (d) These guidelines do not restrict an officer's ability to request a legal name when necessary

369.3.1 Addressing A Transgender Member Of The Community

When a person identifies themselves as transgender, respect the expressed gender and do not question it. If the individual does not self-identify as transgender, the following guidelines apply:

- (a) Do not make assumptions about anyone's gender based on appearance.
- (b) Upon engaging with community members, it is appropriate for officers to inquire how the individual wishes to be addressed (he, she or something else) and the name by which the individual wishes to be addressed. This name shall be noted as an (AKA) if it differs from the individual's legal name.
 - 1. Under no circumstances shall Department employees disclose to non-involved persons that an individual is transgender. As with other policies, a "need to know" basis should guide decisions about disclosure
- (c) There will be occasions when an individual's legal name is required. This legal name can be obtained in the following manner:
 - 1. An officer may ask the individual directly for their legal name if in a one on one situation
 - 2. If the contact is in a group environment, the officer should ask the individual to step outside the group to obtain the legal name and avoid "outing" the individual
- (d) If an exigent circumstance exists, the officer may request the legal identification of a community member