Frequently Asked Questions:
Gender Identity, Sexual Orientation, and Pronouns

1. **How do I access the new self-identification details?**
   Initially the first time an employee logs into UCPath online they will be brought to the wizard. Afterwards, employees can navigate to UCPath online to **Personal Information > Self-Identification**

2. **I completed this before I was hired. Why do I have to do it again?**
   Pronouns are new. All employees will need to select.
   There are some values that have changed requiring some employees to select a new value. For example, "Gay or Lesbian" was a value. Anyone that has this selected will now need to select a new value because now there are two separate values "Gay" and "Lesbian".

3. **Are we capturing pronouns for dependents?**
   No, employees only

4. **Are we capturing pronouns for non-employees?**
   No employees only

5. **What if my pronouns are not listed?**
   There is an option to select "My pronouns are not listed"

6. What if I don't want my pronouns displayed?
   There is an option to select "Decline to state"

7. **Is there free-form text to enter a pronoun that is not there?**
   No, if the employee's pronoun is not listed, the employee can choose the option of "My pronouns are not listed" and there will be a blank for the pronoun field adjacent to the employee's name.

8. **What if I want to change my gender, sexual orientation, or pronouns?**
   Navigate to UCPath online to **Personal Information > Self-Identification**

9. **I entered a response and want to go back and review or edit my entry. Where is the back button?**
   There is not a back button. The employee must go through the wizard. After completing the employee can go back and review or make a change.

10. **Will the self-identification details wizard be available in Spanish?**

    No, however, UCPath offers callers the option to select customer service in Spanish? When employees call UCPath at 855-982-7284, select option #4 for assistance from a Spanish speaking UCPath associate. To assist callers in other languages, UCPath partners with Language Lines, an on-demand language service offering assistance in more than 240 languages.

Gender Identity Values

Decline to State

Use this value when you do not want to state your response.

Different Identity

Use this value when your identity is not listed as an option.

Man

A gender identity which describes an adult who lives and identifies as male regardless of their sex assigned at birth.

Nonbinary

An umbrella term for genders other than woman or man, including genders with aspects of both or neither. Nonbinary people may identify as agender, genderqueer, gender fluid, Two Spirit, bigender, pangender, gender nonconforming or gender variant. Nonbinary people may experience a gender identity that is within or beyond the binary of male and female.

Transgender Man/Trans Man

A man who was assigned female sex at birth .

Transgender Woman/Trans Woman

A woman who was assigned male sex at birth.

Woman

A gender identity which describes an adult who lives and identifies as female regardless of their sex assigned at birth.

Sexual Orientation Values

Asexual

Describes a person who experiences little to no sexual attraction toward other people of any gender. Also refers to a spectrum of identities for those who do not experience or experience varying degrees of sexual attraction towards others.

Bisexual

Describes a person who has the capacity to be attracted – romantically and/or sexually – to people of more than one gender.

Decline to State

Individuals should use this value when they do not prefer to disclose their sexual orientation.

Gay

Describes a person whose sexual and/or affectional orientation is toward people of the same gender (e.g., gay man, gay people).

Heterosexual or Straight

Describes a person whose sexual and/or affectional orientation is toward people of another gender.

Lesbian

Typically refers to a woman whose sexual and/or affectional orientation is toward women.

Not listed above

Use this value when your sexual orientation is not listed as an option.

Pronoun Values

All Pronouns

This should be used when an individual wishes to be addressed using all pronouns.

Ask Me

Ask me should be used when an individual would like to be asked which pronouns should be used.

Decline to State

Individuals should use this value when they do not prefer to disclose the pronouns. This will not be displayed next to the Name.

He/Him/His

Selected when an individual uses he/him/his only for pronouns.

He/She

Selected when an individual uses both he/him/his or she/her/hers pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

He/They

Selected when an individual uses he/him/his or they/them/theirs pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

My name only

This should be used when an individual does not wish to be referred to with any pronoun and instead wants their name to be used to address them.

My pronouns are not listed

Use this value when the pronoun is not in the list. This will not be displayed next to the Name.

She/He

Selected when an individual uses she/her/hers or he/him/his pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

She/Her/Hers

Selected when an individual uses she/her/hers only for pronouns.

She/They

Selected when an individual uses she/her/hers or they/them/theirs pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

They/He

Selected when an individual uses they/them/theirs or he/him/his pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

They/She

Selected when an individual uses they/them/theirs or she/her/hers pronouns. The individual may prioritize the first pronoun listed or may utilize the pronouns interchangeably.

They/Them/Theirs

Selected when an individual uses they/them/theirs only for pronouns.

Ze/Hir/Hirs

Selected when an individual uses ze/hir/hirs pronouns only.

Ze/Zir/Zirs

Selected when an individual uses ze/zir/zirs pronouns only.