



GENDER-NEUTRAL COLLEGE LANGUAGE POLICY

To reflect a College community that recognizes and supports a wide range of gender identities, the College has adopted the following policies:

1. **The College has adopted the use of gender-neutral pronouns** referring to unspecified community members when referenced in College text and official policies.

- In College text referring to unspecified community members, **gender-neutral phrasing they/them/their should be used, rather than him/her, he/she, his/hers, etc.**

Examples of suggested edits to existing language:

"...attend all classes unless excused in advance by ~~his or her~~ **their** instructor or dean..."

"If a student is lotteried into a class, ~~he or she~~ **the student** must attend..."

- In text that refers to specific individuals, whether faculty, students, staff, alumni, or others, authors should **offer individuals the opportunity to indicate their gender pronouns**, rather than making assumptions. The use of gender-specific and gender-neutral pronouns in such cases is equally appropriate and welcome.

2. **The College has adopted the term "first-year" in place of "freshman."**

Please be mindful of these newly adopted policies as you are developing language for College websites, publications, forms, and other materials. If you see instances where existing language should be updated, please notify hc-communications@haverford.edu.