



so there are other gender options than man and woman, such as agender, bigender, genderfluid, genderqueer, gender non-conforming, non-binary, questioning/unsure, trans man, trans woman, and two spirit. Gender identity is who a person knows themselves to be and how they identify. Gender expression is how a person presents gender to other people; it is outward-facing and how they present themselves to others/how others perceive them based on gender norms.

**Genetic information:** Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about the manifestation of a disease or disorder in an individual's family members (i.e. family medical history). For more information, visit: <https://www.eeoc.gov/genetic-information-discrimination>

**Military Status:** Any person who has past, current, or future membership, service, or obligation in a uniformed service.

**National origin:** Being from or perceived as from a particular country or part of the world. National origin also includes accent and language. For more information, visit: <https://www.eeoc.gov/laws/guidance/eeoc-enforcement-guidance-national-origin-discrimination>

**Pregnancy:** a person containing a developing embryo, fetus, or unborn offspring in the body. Pregnancy also includes childbirth, false pregnancy, termination of pregnancy, lactation, and related conditions as well as the recovery therefrom.

**Protected Veteran Status:** As defined under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), someone who served in active military, discharged or released under conditions other than dishonorable, and meet one of the four groups: disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, and Armed Forces service medal veteran. For more information, visit: [https://www.dol.gov/sites/dolgov/files/ofccp/posters/Infographics/files/ProtectedVet-2016-11x17\\_ENGESQA508c.pdf](https://www.dol.gov/sites/dolgov/files/ofccp/posters/Infographics/files/ProtectedVet-2016-11x17_ENGESQA508c.pdf)



- Experiences of ageism could intersect with disability, veteran status or marital status.
- Experiences of transphobia could fall within sex, sexual orientation, gender, gender identity and/or expression, depending on the specific conduct.

The Office for Institutional Equity will review individual circumstances and assess the intersectionality presented in allegations of harassment and/or discrimination.