



# GSOC-UAW LOCAL 2110

## MAKING A BETTER NYU SINCE 1998

The Union for Graduate Employees at New York University

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GSOC-UAW Local 2110 rejects the U.S. Department of Health and Human Services (DHHS) memo that seeks to redefine sex in federal laws as “a person’s status as male or female based on immutable biological traits identifiable by or before birth.” In light of this egregious federal assault on human rights, we call on New York University (NYU) to do better by our trans and gender non-binary (GNB) comrades.

At a time when [deadly violence against trans\\* and GNB people](#) is on the rise in the U.S., the callous leaked DHHS memo has far-reaching consequences. Functionally, such arbitrary restrictions would roll back federal protections against discrimination and limit access to healthcare, housing, education, and legal proceedings for people who do not identify as cis-gender. These changes would also deny trans people accurate documentation of their identity, citizenship, and immigration status, limiting their ability to travel freely. Perhaps most troublingly, this follows a series of dog-whistles issued by transphobic politicians, which have cumulatively emboldened those who commit violence against trans and GNB people with impunity.

At all levels, our unions stand to play an important role in the struggle for trans rights. We can fight for these rights in contract language by including gender identity and expression as explicitly protected elements of non-discrimination clauses, mandating healthcare plans that provide access to trans healthcare encompassing gender confirmation surgery and hormone therapy, and requiring management to use workers’ preferred pronouns. We can also educate our comrades about trans rights as worker rights and use our collective power to create climates of acceptance and inclusion of all genders. GSOC-UAW remains committed to defending the rights of our trans and gender non-binary members as well as those of all non-cisgender undergraduates, faculty, and staff at NYU. We call on our parent union, the UAW, to condemn the DHHS memo and its implications for the health and safety of all trans and GNB workers, and to fight for increased and more explicit protections for trans and GNB workers and their family members at the bargaining table

Our employer has historically supported the rights of trans and GNB members of the NYU community. However, in the week since the leaked memo reached mainstream media, we have yet to hear a statement from NYU. We call on NYU to redouble its support for trans workers and students with a detailed plan to mitigate the effects of the proposed DHHS changes so that trans and GNB members of our community do not need to face the added burden of advocating for themselves. We also call on NYU to make campus secure for our trans and GNB students, faculty, and workers by not providing platforms for violent, transphobic far-right speakers like Milo Yiannopoulos and Gavin McInnes.

We stand in solidarity with all trans and GNB comrades, as well as all other members of our communities who face increased threats of harassment, discrimination, and physical violence in the current political climate. We encourage you to reach out to us if there is any way we can be of support.

Yours in Solidarity,  
GSOC-UAW Local 2110