

UCPath: Gender Identity, Sexual Orientation and Pronouns Update

In mid-July, UCPath will introduce enhanced features that support the university's diversity initiatives and align with the [Gender Recognition and Lived Name](#) (GRLN) policy.

Changes for Employees

- **Self-Identification Wizard:** Upon logging into UCPath, employees will be guided to confirm and update self-identification details. Employees must update their selections or decline self-identification before accessing self-service features in UCPath.
- **Gender identity:** Updated terms for gender identity will include selections like Woman, Transgender Woman, Man, or Transgender Man.
- **Sexual orientation:** Categories like Asexual will be available, and the Gay or Lesbian selection has been separated into two distinct options.
- **Pronouns selection:** A new feature allows employees to select from a list of pronouns to be displayed alongside their name on certain pages in UCPath.
- **Pronouns visibility:** Pronouns will appear alongside employee names in UCPath. This information will only be visible to managers, HR administrators, and UCPath Employee Services on pages that display an employee's lived name.

Changes for Transactors

- **Salesforce integration:** Pronouns will be displayed alongside the employee's name.
- **Pronoun visibility:** For users with enhanced UCPath access, pronouns display when hovering over an employee's name on non-self-service pages. However, some UCPath pages don't support the hover capability. Review this [UCPath Online FAQs for Gender Identity, Sexual Orientation and Pronouns](#) document for a list of pages.

Non-Employees and Dependents

The updates apply exclusively to UC employees. Changes for external applicants will be handled via the Talent Acquisition Manager (TAM).

TAM

The new values for gender identity and sexual orientation will be available if applicants revisit their job applications. Applicants who previously selected the Gay or Lesbian option will no longer have a selection and must update their sexual identity.

Resources

[Frequently Asked Questions for Academic & Staff Employees- Self-Identification Surveys](#)