

**Q: Why offer Flexible Housing?**

**A:** Over the years we have had occasional requests for flexible housing and we are now formalizing a way forward for students who seek this housing option. NKU, as well as many institutions across the country, is responding to the changes in residential student housing needs. There are numerous reasons that a student would need or want to live in a more flexible and inclusive housing assignment. Giving our upper class students the opportunity to select their roommate, apartment or suitemates without restrictions embraces the needs of the broader NKU community.

**Q: What is the history on Flexible Housing?**

**A:** Universities across the country have been working toward the development of more flexible living-learning environments that strive to provide a range of options that respond to students' diverse backgrounds, interests, preferences and needs in a thoughtful way. More than 150 colleges and universities offered some form of gender-inclusive housing during this academic year.

Pursuing this initiative has been a recommendation LGBTQ+ Programs & Services, Association of Campus Residents, Student Government Association, and many other student organizations. The University Housing team AND partners across campus have been thorough and thoughtful in developing this approach. This shift also moves us forward with the University's Strategic Plan of providing inclusive environments for our students. This also falls in line with the University's statement on non-discrimination which protects gender identity and gender expression.

**Q: What is the application and assignments process for Flexible Housing?**

**A:** The Flexible Housing option will be available to all returning housing residents through the housing selection process. Students who wish to take advantage of the new option must enter into the housing selection process with three or four apartment/suitemates who agree to this arrangement. Our Housing staff will work with any first-year or transfer students individually on a case by case basis if needed.

**Q: Are any special steps being taken in the roll out of this new option?**

**A:** To ensure that our students do not enter this agreement lightly, our housing services staff developed an application process that includes a face-to-face meeting with a professional staff member. This meeting with the group members is meant to explore potential issues and to ensure students have thought through the unique issues that may arise. Residential Life staff will check in with group members during the year to identify issues of concern.

**Q: Can students randomly be assigned to a roommate of the opposite sex?**

**A:** No. The selection of gender-inclusive housing will be by student choice only; no student will be assigned to a gender inclusive living situation without his or her expressed consent.

**Q: What if a student chooses to live with someone in a gender-inclusive arrangement and becomes uncomfortable with the situation?**

**A:** Students will have the option to dissolve their group and move into more traditional housing if flexible housing does not work for them.

**Q: What if parents don't want their child to live in a gender-inclusive housing space? Will parents be notified if their child opts for gender-inclusive housing?**

**A:** It is the student's choice to tell their parent or guardian about their decision to live in a gender-inclusive housing. We encourage them to maintain an open dialogue with their families so that they can be supportive of their housing decision.

**Q: How is the Flexible Housing accommodations setup?**

All upper class suites and apartments that are open to gender-inclusive housing have single use bathrooms (minimum of one toilet and one shower).

**Q: Can couples live together under this policy?**

**A:** We strongly discourage students of any sexual orientation who are in a relationship from living together in campus housing. However, out of student privacy, we will not question the student's motives for requesting gender-inclusive housing.