



**REGULATIONS GOVERNING ALIAS MANAGEMENT IN GENDER  
TRANSITIONING**

**ART. 1  
PURPOSE OF THE REGULATIONS**

These Regulations intend to promote the recognition of individual rights in gender transitioning at the University of Milan (hereinafter University), and to combat distress and discrimination based on gender and sexual orientation.

Anyone who is transitioning may use an “alias”, i.e. a name other than the one appearing in the University records, while waiting for new documents to be issued following a sex reassignment process pursuant to Law 164/1982.

Setting up an alias is a preliminary step ahead of the actions to be taken upon completion of the gender transitioning process, when the person will hold new identity documents following a final Court decision rectifying their sex and birth name. The alias will be inseparably associated with the applicant's identity and will remain active for the whole duration of their academic career, without prejudice to any applications for discontinuance pursuant to art. 6.

**ART. 2  
BENEFICIARIES**

The University of Milan recognizes the right to all individuals to be treated with respect and equal value, without suffering discrimination. For this reason, the University, with the support of the Equal Opportunity Committee (*Comitato Unico di Garanzia*, hereinafter referred to as “CUG”), recognizes and guarantees the freedom to create an “alias” for all its members who have started a gender transitioning process, as duly documented by a psychologist.

Applications may be submitted by the following:

- Undergraduate and postgraduate students;
- Research fellows;
- Researchers;
- Full and associate professors;
- Technical, administrative and library staff.



### **ART. 3 CREATION OF AN ALIAS**

Applicants for an alias must comply with the following procedure:

- 1) Submit their application to CUG ([cug@unimi.it](mailto:cug@unimi.it)). After assessing the application, both in terms of grounds and evidence, CUG will ask the competent offices to create a temporary alias, pending the final Court decision rectifying their sex and birth name;
- 2) Sign a confidential agreement with the CUG Chair (or their deputy) identifying the person who will guide the applicant through the process and will comply with administrative and IT requirements with the support of IT experts<sup>1</sup>;
- 3) The University will then issue:
  - a badge with the applicant's surname, alias name and university ID number;
  - an alias account;
  - where required, an office door sign with the applicant's chosen name.

The competent offices will assess the need for any further measures.

The contact persons for each category of beneficiaries, as identified in Art. 2, and IT experts who will take care of setting up an alias account will be appointed by a Rector's or General Manager's decree.

All those who are involved in the process are required to keep the applicant's sensitive data confidential.

### **ART. 4 CERTIFICATES**

The University undertakes to provide the applicant with any certificates required for external use documenting the applicant's academic career under their legally recognized identity, in compliance with current regulations.



The University will not issue any statement or certificate concerning the alias identity. Once the process has been finalized, the applicant may apply for a rectified certificate reflecting their new personal identity. The applicant may submit declarations in lieu of certificates or affidavits regarding their personal data and status in relation to their academic career, pursuant to Presidential Decree 445/2000, to be used outside the University, only with reference to their legally recognized identity.

## **ART. 5 APPLICANT'S DUTIES**

The applicant undertakes to notify in advance the contact person identified in the confidential agreement of any internal activities with external relevance. The applicant further undertakes to ascertain and agree with the contact person if and how they may continue to use their elective identity. The applicant undertakes to inform the University of any situation that may affect the contents and validity of the confidential agreement. In particular, the applicant undertakes to promptly notify the contact person of the final Court decision rectifying their sex and birth name, or of their decision to terminate the transitioning process.

## **ART. 6 BREACH OF REGULATIONS**

If there are reasonable grounds to believe that the applicant is in breach of these Regulations and the confidential agreement, the alias identity will be immediately frozen as a precautionary measure by the Rector or the General Manager. If the applicant is actually found to be in breach of the confidentiality agreement, they will be referred to the competent disciplinary board, their alias career will be halted, and the applicant will have to return their badge, without prejudice to any additional sanctions that the disciplinary board may impose on their career under their actual legal name.

## **ART. 7 RENEWAL OF CONFIDENTIAL AGREEMENT**

The confidential agreement is effective from the date of signing and will be renewed at the beginning of each academic year, upon request. The applicant is required to certify that the conditions for its renewal still exist. The agreement will immediately become void upon the production of the final Court decision rectifying the applicant's sex and birth name, or after the applicant's decision to terminate the transitioning process.



If the applicant is an undergraduate or postgraduate student who earns their degree before the Court's ruling, all the applicant's academic records shall refer to their actual personal data.

**ART. 8**  
**PERSONAL DATA PROCESSING**

Pursuant to Legislative Decree no. 196 of 30 June 2003 (Personal Data Protection Act) and EU Regulation 2016/679 (General Data Protection Regulation), the University will process the data noted in the confidential agreement only for the purposes specified therein, in compliance with the University Regulations on Sensitive and Judicial Data Processing.

**ART. 9**  
**ENTRY INTO FORCE AND PUBLICATION**

These Regulations, as approved by the Academic Senate, are issued by Rector's Decree and enter into force on the day following their publication on the institutional website.

Once the Regulations have been adopted, the University will ensure wide dissemination, using the most suitable and effective forms of communication.