



UNIVERSITÀ  
DI TRENTO

**REGULATIONS FOR THE ACTIVATION AND  
MANAGEMENT OF ALIAS IDENTITIES FOR  
TRANSGENDER PEOPLE OR PEOPLE WITH A  
NON-BINARY GENDER IDENTITY**

Issued with Rector's Decree no. 489 of 1 July 2020



## **CONTENTS**

Art. 1 – Finalità e oggetto.....	2
Art. 2 – Destinatari/e e referenti.....	2
Art. 3 – Attivazione della carriera alias .....	2
Art. 4 – Rilascio di certificazioni .....	3
Art. 5 – Obblighi dell’interessata/o .....	3
Art. 6 – Trattamento dei dati personali .....	4
Art. 7 – Entrata in vigore e pubblicità.....	4

### **Art. 1 - Purpose and subject**

1. In pursuit of the principles set forth in the University of Trento’s Charter and in full compliance with the Code of Ethics and Codes of Conduct of the University of Trento (hereinafter also referred to as the ‘University’), a Regulation has been issued for the activation and management of alias identities, aimed at ensuring that transgender people or people with a non-binary gender identity belonging to the University can experience a peaceful work and study environment, where interpersonal relationships are based on fairness and respect for personal freedom and inviolability.
2. This Regulation, based on the principle of gender self-determination, is intended to protect all those who wish to use a name other than their legally recognised name when interacting inside the University’s community.

### **Art. 2 - Addressees and contact persons**

1. The University uses the following Regulation to govern procedures aimed at activating an alias career for all those falling into the following categories and who, for their psychological and physical well-being, wish to change their name and gender as an expression of their self-determination:
  - a) students and PhD students,
  - b) professors and research fellows, contract lecturers,
  - c) technical and administrative staff, scholarship holders and other non-teaching contract staff,
  - d) those who hold various roles within the University (also on an occasional and temporary basis).
2. The main objective of activating an alias is:
  - a) to ensure the rights of transgender people and people with a non-binary gender identity are recognised;
  - b) to eliminate any situations of discomfort that transgender people or people with a non-binary gender identity may face, guaranteeing a peaceful study and work environment, respecting confidentiality and the right to personal data protection, thanks also to the service provided free of charge by the University’s help desks and ‘guarantor bodies’.
3. The following reference people have been identified within the University:
  - a) one or more professors appointed by the Rector to be in charge of the alias identities for the categories referred to in paragraph 1, letters a), b) and d) of this article;
  - b) an official appointed by the Director-General to be in charge of the alias identities for the categories referred to in paragraph 1, letter c);
  - c) one or more tutors who work alongside the Alias Career Supervisors referred to in letters a) and b) of this paragraph, indicated in the Confidentiality Agreement referred to in the following article.

### **Art. 3 - Activation of an alias career**

1. Information on how to activate an alias career for each category referred to by art. 2, paragraph 1, is available on the University’s online portal, together with the contact details of the relative Supervisors and Tutors.
2. An alias is activated after the relative application is submitted, drawn up based on a specific template (approved by the Academic Senate).
3. The alias is activated after the person concerned and the Alias Career Supervisor both sign a Confidentiality Agreement, which identifies the Tutor and any other personnel authorised to manage the University’s IT systems regarding the procedures relating to the person in question, in order to protect their specific, personal data.



## **Regulations for the activation and management of alias identities for transgender people or people with a non-binary**

4. For the categories referred to in art. 2, paragraph 1, Confidentiality Agreements are drawn up, which are approved by the Academic Senate, after having consulted with the 'Single Guarantee Committee', and which form an integral part of this Regulation.
5. The Confidentiality Agreements are recorded in the protocol system, allowing them to be seen not only by the Rector, but also by the alias identity supervisor, the director in charge of the relative area, the tutor and any employees indicated in the Agreement itself, as well as by the director of the Information Systems, IT Services and Technology directorate.
6. Recording the Confidentiality Agreements involves associating the person's "name of choice" to their digital identity within the University's identity management system. The name of choice recorded in the information systems, together with the photograph once loaded by the person concerned, is displayed:
  - a) in the University e-mail account;
  - b) in the "People/Digital university" system, for profiles displayed therein;
  - c) in the student career management system (Esse3);
  - d) in the UniTrentoApp;
  - e) in the other information systems for which it is appropriate to receive, and which are able to receive, the name of choice, guaranteeing the integrity of the information in the University's systems.
7. In the UniTrentoApp, the name of choice is shown together with the photograph associated with the person in question. It is the responsibility of the person concerned to correctly use the UniTrentoApp, which cannot replace an official identity document outside of the University community, but rather only certifies that the person in question is a member of the University community.
8. The name of choice is also shown on the office name plates and name badges for those who have a workstation inside the University.
9. In the University's IT systems, the alias identity is associated with the personal data of the person concerned and remains active for the duration of their relationship with the University, without prejudice to the provisions of paragraph 10 of this article, as well as paragraphs 2 and 3 of article 5.
10. The alias identity shall be inseparably associated with the one already active and shall refer to the applicant; it shall remain active for as long as the person's career lasts, without prejudice to any requests to suspend it made by the person concerned or if there are grounds for suspension, as referred to in article 5, paragraph 3, below.
11. At the request of a transgender person or person with a non-binary gender identity, who is a guest of the University for seminars, conferences, cycles of lectures or other initiatives, the alias identity shall be temporarily recognised to prepare badges, as well as on promotional material for the relative event, should their name also appear.

### **Art. 4 - Issue of certifications**

1. Certifications issued by the University for external use shall refer exclusively to the legally recognised identity of the person with an alias. The University shall not produce any attestation or certification regarding the alias identity.
2. Should the applicant achieve the final qualification for their course of study without the judgement referred to in Italian Law no. 164 of 14 April 1982 having the force of res judicata, all career records shall be deemed as referring to the legally recognised identity of the person concerned and certificates shall be issued and the degree certificate drawn up accordingly.

### **Art. 5 - Obligations of the person concerned**

1. The person in question undertakes to notify the tutor in advance, and promptly, of their intention to carry out actions within the University that may have external relevance (for example, to take part in internships or international mobility projects or to apply for scholarships funded by third parties), undertaking to liaise with the University to check whether and how it may be possible to follow up on their intentions using their assigned alias identity.
2. The person concerned undertakes to inform the University, through the alias identity supervisor or through their tutor, about any situation that may affect the contents and validity of the Confidentiality Agreement. In particular, the person concerned undertakes to promptly inform the University if the Court rules to attribute to the person a different gender and name, or of the person's decision to go back to using the legally recognised name.
3. If there are reasonable grounds to believe that the person concerned has breached the provisions of this Regulation and the Confidentiality Agreement, then the alias identity shall be immediately suspended as a



---

**Regulations for the activation and management of alias identities for transgender people or people with a non-binary**

precautionary measure, by order of the director in charge of the relative area. If it is ascertained that the confidentiality agreement has indeed been violated, disciplinary proceedings shall be initiated against the person, as identified in the registry office documents of the person. The person concerned may contact the office of the counsellor trusted to resolve any disputes in this regard.

**Art. 6 - Processing of personal data**

1. The University of Trento shall only process the data indicated in the Confidentiality Agreement for the purposes related to the procedures specified therein, in compliance with the General Data Protection Regulation (EU Regulation 2016/679) and in accordance with Italian legislation, as set forth in Italian Legislative Decree no. 196 of 30 June 2003 (the 'Personal Data Protection Code'), integrated with the amendments introduced by Italian Legislative Decree no. 101/2018, as well as with the University regulations.

**Art. 7 - Entry into force and dissemination**

1. This Regulation, approved by the Academic Senate having obtained the opinion of the 'Single Guarantee Committee', is issued with a Rector's Decree and shall come into force the day after its publication.
2. The University of Trento undertakes to disseminate the Regulations adopted as widely as possible, using the means of communication deemed to be most appropriate and effective.