



UNICAMILLUS

# **REGULATION FOR THE ACTIVATION AND MANAGEMENT OF THE ALIAS CAREER**

Approved by the Organising Committee of November 22, 2022

## REGULATION FOR THE ACTIVATION AND MANAGEMENT OF THE ALIAS CAREER

### Article 1

#### Regulatory and documentary framework

- Article 2 of the Italian Constitution, with regards to the recognition of the fundamental rights of the person for the concrete exercise of the right to gender identity, a constitutive element of the right to registered identity;
- Charter of Fundamental Rights of the European Union, in particular Article 1, according to which human dignity is unbreachable and must be respected and protected;
- Regulation (EU) 2016/679 of the European Parliament and European Council of April 27, 2016 “*on the protection of individuals with regards to the processing of personal data and on the free flow of such data*”;
- Legislative Decree No. 101/2018, adapting the Privacy Code set out in Legislative Decree No. 196 of 30 June 2003 to the provisions of Regulation (EU) 2016/679;
- Resolution of the Council of Europe, Commission for Equality and Non-Discrimination (PACE) of April 22, 2015; with particular regards to the principle of self-determination and the need to prevent lengthy and complex procedures or the involvement of personnel (see point 4);
- Point 6.2.1 of the aforementioned resolution, which provides for the need to reconsider the process of legal gender recognition through the development of fast, transparent and easily accessible procedures based on the individual's self-determination;
- Law No. 164 of April 14, 1982 and subsequent amendments and integrations, concerning “*Rules on the rectification of gender attribution*”;
- Law no. 240 of December 30, 2010 and subsequent amendments and integrations, concerning “*Rules on the organisation of universities, academic staff and recruitment, as well as delegation to the Government to boost the quality and efficiency of the university system*”;
- *Guidelines of the National Conference of the Equality Bodies of Italian Universities on the “implementation of the Alias Career”, with which it was recommended to all universities “to recognise the possibility of access to the Alias Career to all those who study, work or collaborate with the University and who request it”*;
- *International Classification of Diseases (ICD) Act No. 11 of June 18, 2018, by which the World Health Organisation (WHO) on gender dysphoria*;
- Judgments of the Supreme Court 15138/2015 and Constitutional Court No. 221/2015;
- Didactic Regulation of the “*Saint Camillus International University of Health Sciences*”, published in the Official Gazette s.g. no. 3 of 04/01/2018 and available on the University institutional website;
- Code of Ethics of the “*Saint Camillus International University Of Health Sciences*”,

approved by the Organising Committee on March 18, 2020 - Rev. Organising Committee of March 25, 2021.

## **Article 2**

### **Guiding principles**

UniCamillus University - “*Saint Camillus International University of Health Sciences*” recognises personal data protection as a fundamental right of the individual and pursues primary objectives such as training and qualified teaching, inspired by the principles of tolerance, non-discrimination, respect for others, appreciation of different realities and inclusiveness, also in terms of gender identity, when carrying out its institutional activities, in compliance with the legal and documentary framework referred to in Article 1 of the present Regulation.

In this perspective, with the aim of promoting the physical, psychological and relational well-being of all those who study and work at UniCamillus University, the University guarantees that they can live in a peaceful environment, careful to protect the individual's privacy and dignity, implementing the principles of freedom, inviolability of the person and the right to registered identity.

For purposes indicated in this Article, UniCamillus University aims to implement protection measures for those who express the will to activate an Alias Career, in line with the inspiring principles of its Code of Ethics and in deference to the prohibition of discriminatory behaviour, also expressly sanctioned in the Disciplinary Code for University Students.

## **Article 3**

### **Subject of the Regulation**

This Regulation governs the activation and management of the Alias Career at UniCamillus University.

The “Alias Career” consists of a change in a person's real career, who studies or works at the University and who, not recognising himself or herself in his or her personal gender, requests the assignment of an alternative, provisional and transitory identity, with the “preferred” name chosen by the concerned person in lieu of his/her personal data.

The Alias Career is a duplication of the real career, with the consequent creation of an alternative administrative profile, which, in some cases, can (but does not necessarily have to) represent a temporary anticipation of the content of possible legal measures (Court sentence), which rectify the gender attribution and the registered name indicated in the birth certificate at

the end of a gender transition process, in compliance with Law no. 164 of April 14, 1982, and subsequent amendments and integrations.

#### **Article 4 Recipients**

Those who do not recognise themselves in their own registered identity may apply to UniCamillus University for the activation of an Alias Career and choose a name of their own choice, according to the procedures indicated in this Regulation, in line with the provisions of the previous Article 2 and in compliance with the principle of self-determination.

The activation of an Alias Career may be requested by all those who take part in the university community; this option is therefore not limited to students but may also concern teaching staff, technical-administrative staff, management, contract lecturers, collaborators, external members, collegiate bodies and all those who work in the University structures in various capacities, even occasionally and temporarily.

UniCamillus University may also authorise the temporary recognition of an Alias identity in favour of University guests, who carry out activities of a temporary nature (e.g.: during seminars, conferences and/or other initiatives).

#### **Article 5 Request for the activation of the Alias Career**

Activation of the Alias Career can be requested by the subjects indicated in Article 3 of this Regulation, by submitting, without any particular formality, an application accompanied by a valid identity document to the following email address: [pari.opportunità@unicamillus.org](mailto:pari.opportunità@unicamillus.org).

Should the applicant belong to the student population, the application can also be submitted online directly on the GOMP by accessing his or her personal area.

The University, in the person of the Rector as the pro-tempore Legal Representative, or through the so-called “*Representatives/Tutors*” referred to in Article 8 of this Regulation, shall take charge of and review the application referred to in Paragraph 1 of this Article.

UniCamillus University shall proceed with the granting of the Alias Career, by signing the Confidentiality Agreement with the applicant, as per Article 6 hereunder, upon positive assessment of the completeness of the application and without incurring any additional financial charges.

No supporting documentation is required for the activation of the Alias Career, except for the submission of the application referred to in Paragraph 1 of this Article.

The procedure for the activation and setting up of the Alias Career will be conducted in full compliance with current legislation on personal data protection (Regulation (EU) 2016/679 and the Privacy Code set out in Legislative Decree no.196/2003, as amended and updated by Legislative Decree no.101 of 19/09/2018).

### **Article 6** **Activation and duration procedures of the Alias Career**

The Alias Career may be requested after the establishment of the employment or collaboration relationship or, with particular regards to the student community, after enrolment, and remains active for the entire duration of the employment relationship or study course, without prejudice to requests for interruption made by the same applicant or the occurrence of deactivation due to breach of the obligations referred to in Article 13.

The Alias Career is also deactivated following any Court ruling that recognises the concerned individual as having a different gender from the one indicated in the birth certificate.

### **Article 7** **Confidentiality Agreement**

The applicant is required to sign a Confidentiality Agreement with UniCamillus University, according to the format attached to this Regulation (*Attachment no. 1*), in order to activate and subsequently manage the Alias Career in the terms indicated in the present Regulation.

This Agreement, which is strictly confidential, is signed jointly by the applicant and UniCamillus University, in the person of the Rector, or his delegate pursuant to Article 8.

The Confidentiality Agreement defines the purposes and methods of use of the Alias Career within the University, among other things.

### **Article 8** **Protection of the preferred name**

The requesting party shall also indicate the so-called “*preferred name*” in the Confidentiality Agreement, corresponding to the Alias identity.

The assignee of the Alias Career is guaranteed the use of his/her own alternative identity (so called Alias) for any act and/or activity within the University, while the reverberation of effects is absolutely excluded in acts having external legal relevance.

### **Article 9 Representatives/Tutors**

In order to ensure a correct, prompt and timely fulfilment of all implementation requirements of this Regulation, in the main interest of the Alias Career assignees and in compliance with the Guidelines of the National Conference of Equality Bodies of Italian Universities, UniCamillus University deems it appropriate to formally provide for two (no. 2) delegates appointed by the Rector: one academic Representative/Tutor, selected among the teaching staff, and one administrative Representative/Tutor, selected among the technical and administrative staff.

In particular, the academic Representative/Tutor is the Delegate for Equal Opportunities and the administrative Representative/Tutor is the Registrar's Office Manager.

The aforesaid Representatives/Tutors shall ensure the optimal management of the Alias Career and shall act in synergy with each other to ensure the utmost support and protection to the Alias Career assignee, as well as the supervision of the proper execution of this Confidentiality Agreement, pursuant to Article 6 of the present Regulation.

Should the person requesting the Alias Career carry out activities at facilities outside UniCamillus University (e.g.: participation in internships, research and or/ international mobility projects, and/or Health Professions educational activities), the Representative/Tutor undertakes to inform the external representatives involved in the activities of the existence of the present Confidentiality Agreement, upon agreement with the concerned person, soliciting and promoting the development of relations and the implementation of the most suitable conditions with respect to the person assigned the Alias Career, where possible, and compatible with the organisation of the receiving facility.

Given the importance of the role, delegated “Representatives/Tutors” are chosen, with particular care and attention, from among the teaching and administrative staff, identifying those who are most suitable and sensitive to the issue of gender identity, also in the light of possible self-nominations.

The Representatives/Tutors are guaranteed specific training in the subject of interest.

## **Article 10**

### **Badge and use of the Alias name**

The University shall insert the name “Alias” in the applicant's personal data as an alternative to the first name of the applicant, should the application be accepted, following the signing of the Confidentiality Agreement.

The Representatives/Tutors shall inform the interested party of the activation of the badge conforming to the Alias, as well as the procedures for picking up and collecting it.

## **Article 11**

### **Rights related to the Alias identity**

Once the Alias identity has been obtained, the assignee of the Alias identity may carry out any activity within UniCamillus University, using the preferred name in lieu of his/her personal name.

## **Article 12**

### **Certifications**

Certifications issued by UniCamillus University for external use refer exclusively to the registered identity of the person assigned the Alias.

In implementing the provisions of the above Paragraph, UniCamillus University cannot produce any statement or certification regarding the Alias Career.

All acts of the career shall be understood as referring to the legally recognised registered identity and thus the certificates shall be issued and the graduation parchment shall be drawn up, should the assignee of the Alias Career be a student, who obtains the final degree of his/her course of studies, without a final sentence of the gender reassignment Court.

## **Article 13**

### **Duties/responsibilities related to the Alias Career**

As reiterated several times in this Regulation, the Alias Career can only be used within UniCamillus University in order to benefit from the services it provides and for which the badge, for those in possession of it, is valid as an identification document.

The Alias Career is permanently linked to the one referring to the applicant's legally recognised registered identity and remains active for the entire duration of the latter, except in the

case of requests for interruption and/or cases of deactivation due to breach of the obligations, pursuant to Article 13.

The Alias career shall be deactivated and the career registry shall be updated on the basis of the operative part of the aforementioned judgement, in the event of a final judgement by virtue of which, pursuant to and for the purposes of the laws in force, the applicant is attributed a different gender from the one stated in the birth certificate.

Any statement must necessarily refer to the applicant's legally recognised registered identity, in lieu of certification or notarial fact, regarding personal statuses and qualities related to the university career, signed by the person awarded the Alias Career and in accordance with D.P.R. no. 445/2000.

The assignee of the Alias Career undertakes to immediately inform UniCamillus University, through the Representatives/Tutors referred to in Article 8 of the present Regulation, about acts/facts/statuses and, more generally, any situation which may affect the content and validity of the Confidential Agreement referred to in Article 6 of the present Regulation.

The applicant also undertakes to inform the Representatives/Tutors referred to in Article 8 of the present Regulation, in advance and in a timely manner, of any intention to perform acts within the University, which have or may have external relevance, in order to verify in advance whether and how it is possible to follow up on his/her intentions through the use of the provisionally assigned Alias identity.

#### **Article 14** **Breach of duties related to the Alias Career**

Should the Representatives/Tutors referred to in Article 8 discover a possible breach of the Confidentiality Agreement referred to in Article 6 or, more generally, of the provisions of this Regulation, Representatives/Tutors will promptly inform the competent University Offices in order to take any possible consequent decisions, including, by way of example, the precautionary suspension of the Alias identity, pending any further investigations on the matter.

The Alias Career must be definitively deactivated and the person requesting the same must return the University badge, should it be concretely ascertained that the Confidentiality Agreement has been breached and/or the provisions of this Regulation have been breached, without prejudice to the application of further sanctions related to any further liability.



**Article 15**  
**Referral, implementation and publicity**

For legal and interpretative purposes, the present Document, which is available and filed in the Office for rules and regulations and drafted in Italian, is deemed authentic. For all matters not expressly provided for in the present Regulation, please refer to the University Statute, the University Didactic Regulation, Regulations governing the functioning of the University's activities and the current legal provisions in force on the subject.

In order to ensure the widest possible disclosure and publicity, the present Regulation is always available and can be consulted on the UniCamillus University website.

*Attachment no. 1: Alias Carrer Application Format*