

Trans Equality Policy Statement

1. York St John University is committed to removing any form of unlawful discrimination against people on the grounds of their gender identity, gender expression or gender presentation. Where this policy refers to 'trans people', it has in mind a broad range of people whose gender identity is not expressed in ways that are typically associated with the sex assigned at their birth. This includes those who have non-binary, non-gender or gender-fluid identities.
2. The University celebrates and values having a diverse workforce that includes trans people, and intends to recognise role models for students and staff who identify as trans.
3. The University will treat all employees and students with equal respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.
4. The University undertakes the following:
 - a. No one will be denied access to courses, progression to other courses, or fair and equal treatment as a student because of their gender identity or because they propose to or have transitioned socially or medically.
 - b. Staff and students' requests to change their name, title and gender on records will be handled sensitively, promptly and individually, and individuals will be made aware of any implications of the changes.
 - c. Curricula will be monitored and reviewed periodically to ensure that it does not rely on or reinforce stereotypical assumptions or phraseology about trans people, and that it contains material that positively represents trans people and trans lives.
 - d. To respect the confidentiality of all trans staff and students and not reveal information without the prior written agreement of the individual.
 - e. Staff will not be excluded from employment or promotion or redeployment opportunities because of their gender identity.
 - f. Transphobic abuse, harassment or bullying (e.g. name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is hate crime and will be dealt with under the relevant disciplinary procedure [Students; Staff].
 - g. Transphobic propaganda, in the form of written materials – including social media –, graffiti, music or speeches, will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises.
 - h. To strongly encourage reporting of transphobic incidents. The victim and/or the person reporting the incident should not be assumed to identify as a trans person.
 - i. To provide a supportive environment for staff and students who wish their trans status to be known. However, it is the right of the individual to choose whether they wish to be open about their

gender identity, trans status or trans history. To 'out' someone, whether staff or student, without their permission is a form of harassment and in certain contexts may amount to a criminal offence.

j. To continually develop and include gender identity issues in equality and diversity resources and training.

k. To include the provision of appropriate facilities into estates development.

l. To recognise the value of peer support and networks.

m. To include gender identity in internal attitudinal surveys and when monitoring complaints of harassment.

n. In providing accommodation for students, any concerns or issues raised by trans students will be handled by the accommodation team and will be treated fairly and in line with the University's obligations under equality law.

o. Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support to meet their particular needs during this period.

p. To recognise that trans staff and students come from diverse backgrounds, and strive to ensure they do not face discrimination on the grounds of their gender identity or in relation to other aspects of their identity, for example, their race, age, religion or belief, disability or sexual orientation. In addition, assumptions will not be made about the gender of partners of trans staff or students.

q. To ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

This policy wording is based on the Joint agreement on guidelines for transgender equality in employment in further education colleges (Association of Colleges et al, 2005).

Agreed by the Executive Board on 5 April 2017.

Contact: Marije Davidson, Equality and Diversity Adviser, at equalities@yorks.ac.uk

Changes to this document

January 2019: in first section, changed 'gender assigned at their birth' to 'sex assigned at their birth'.