

Trans and Gender Reassignment

Terminology

Trans is an umbrella term for anyone whose gender identity conflicts with the gender which they were assigned at birth. **Gender reassignment** is the term used in the Equality Act 2010 to refer to anyone proposing to undergo, undergoing, or who has undergone a process (or part of a process) to reassign their gender by changing physiological or other attributes of gender.

Gender reassignment discrimination in law

The [Equality Act 2010](#) defines this discrimination as direct and indirect discrimination, harassment and victimisation on the grounds of gender reassignment. Gender reassignment is one of the nine protected characteristics covered by the Equality Act.

Definitions:

- Direct discrimination: When someone is treated less favourably because of a protected characteristic.
 - By association: because of a protected characteristic a family member, friend or colleague has.
 - By perception: because of a protected characteristic they are thought to have.
- Indirect discrimination: When a practice, policy, or rule is applied to everyone but has a worse effect on some.
- Harassment: Unwanted conduct related to a protected characteristic.
- Victimisation: When someone is treated less favourably due to an allegation they made, supported, or gave evidence to.

Examples of gender reassignment discrimination:

- Refusing to use pronouns or preferred names after being asked.
- Asking for proof of a name change or of gender reassignment.
- Disclosing an individual's trans status to others without the individual's consent.
- Demeaning comments about a person's appearance or gender expression.
- Asking a staff member to change their dress code or wear different clothes to 'match' their gender.
- Stopping a trans individual from using gendered bathroom facilities.
- Verbal or written abuse including non-communication and deliberate and/or inappropriate exclusion from social events or day to day activities.

Pronouns

Pronouns are the words we use in place of a noun, for example instead of 'man' we use he/him/his. Gender neutral or gender inclusive pronouns (e.g. they/them/theirs) refer to pronouns that do not associate the individual with a gender of either male or female. Everyone has pronouns based on their gender identity, and it isn't always possible to know someone's gender identity from their appearance alone, so we shouldn't make assumptions about a person's pronouns from their appearance, voice, or characteristics.

Protected Characteristic Factsheets

Is your workplace/environment and working ethics inclusive?

- Be aware of appropriate language. For example, asking "But what was your name before?" is not appropriate.
- Speak up when 'office banter' goes too far.
- Make sure you know where the nearest gender-neutral toilets are.
- Do your documents use gendered language? Do they need to?
- Practicing confidentiality.

What are your responsibilities?

- Read the [Trans and Gender Reassignment Policy](#).
- Challenge transphobic behaviours.
- Lead by example.
- Respect people's requests e.g. if they ask you to use different pronouns to refer to them.
- Display [ED&I](#) posters and resources.
- Attend and encourage others to attend awareness events.
- Complete online [training](#) ([Diversity in the Workplace](#) and [Unconscious Bias](#)).
- Sign up to be an [LGBTUA+ Supporter](#).

What resources are available for me, and for signposting?

- [Equality, Diversity & Inclusion webpages](#).
- [ED&I video clips](#).
- [Pronouns: Let's Get It Right](#).
- [LGBTUA+ Staff Network](#).
- Your [HR Advisor](#).
- [Stonewall](#).
- [Gendered Intelligence](#).

Anything else I should know about?

Dignity at Warwick

Staff can report bullying and harassment via an [anonymous form](#) or [request to meet with a Dignity Contact](#) to discuss options available. Familiarise yourself with the [Dignity at Warwick Policy](#).

Transitioning

Transition is a unique experience for each individual, no transition is the same – some people change their name and appearance, some receive hormone replacement therapy, some have gender confirmation surgery. Transitioning is not a quick or easy process, so be sensitive to staff who might change gradually over time and make them feel as comfortable in the work environment as possible.

Non-binary gender identities

Gender identity refers to a person's internal sense of their own gender and what feels right for them. This might be male, female, non-binary (outside of male or female), genderless, or some other gender identity. All gender identities are equally valid.

Everyone deserves respect – learn more about Respect at Warwick at warwick.ac.uk/equalops/learnmore/respectatwarwick