



## Equality and Diversity Strategy Committee Policy on Lesbian, Gay, Bisexual, Trans (LGBT+) students and staff

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## 1. Introduction

The University of Strathclyde aims to be an inclusive community which recognises the potential, talents and contribution of all people regardless of age, disability, gender reassignment, sex, race, religion or belief, sexual orientation, marriage and civil partnership and pregnancy and maternity (and paternity).

This policy covers sexual orientation and gender reassignment. We are committed to creating an environment in which all students, staff and visitors, irrespective of their sexual orientation and/or trans or gender status, feel welcomed and valued, and in which discriminatory behaviour and harassment is not tolerated.

## 2. Scope

The policy is relevant to all members of the University community, including:

2.1 All members of staff including those with full-time, part-time and sessional contracts, honorary staff, and staff from other institutions or organisations on placement, or working on a visiting basis at the University.

2.2 All students, including exchange and placement students.

2.3 Visitors, including individuals using the University's premises.

2.4 Contractors and volunteers working at the University.

2.5 Individuals working or acting on the University's behalf, including suppliers of goods and services.

## 3. Definitions and relevant legislation

**LGBT+:** An umbrella term encompassing a range of sexual and gender identities. In terms of sexual orientation, this includes but is not limited to: lesbian, gay, bisexual, queer, pansexual, asexual and romantic association. In terms of gender identity, this includes but is not limited to: transgender, transsexual, non-binary, genderfluid and other gender non-conforming identities. This policy also covers those who identify as intersex and/or who have intersex conditions.

**Sexual Orientation:** The Equality Act 2010 defines 'sexual orientation' as meaning a sexual orientation towards:

- Persons of the same sex
- Persons of the opposite sex
- Persons of either sex.

**Gender identity / 'Gender reassignment'** The Equality Act 2010 defines 'gender reassignment'<sup>1</sup> in terms of a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex.

Gender reassignment may involve different stages, such as change of name and title, through to medical intervention.

The law offers protection from the moment a person indicates their intention to start the gender reassignment process, even if they later change their mind. It is worth noting that the term 'gender reassignment' is increasingly considered to be inaccurate, and is likely to be subject to change in future legislation.

**Hate Crime legislation**<sup>2</sup> provides protection to any person *perceived as* LGBT+ from harassment and discrimination.

The University is also committed to implementing best practice which goes beyond legal requirement, where such discrimination can be identified and evidenced. This pertains to trans people who have not undergone nor propose to undergo 'gender reassignment', but who are gender variant or genderfluid in their identity and/or presentation.

#### **4. Key Principles**

In line with University Values, we seek to ensure that:

4.1 Each person is treated with dignity and fairness, regardless of their sexual orientation, trans or gender status or perceived sexual orientation and trans or gender status;

4.2 Student admissions and staff recruitment processes are based entirely on relevant criteria, and do not directly or indirectly discriminate on the grounds of sexual orientation and/or trans or gender status;

4.3 The University provides learning and working environments based on fostering good relations and promoting respect between all people, with a shared commitment to preventing and challenging stereotyping, prejudice, discrimination, harassment and victimisation;

4.4 Students and staff undergoing gender reassignment will receive positive support to meet their particular needs during this period<sup>3</sup>;

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<sup>1</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85024/vcs-gender-reassignment.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85024/vcs-gender-reassignment.pdf)

<sup>2</sup> <http://www.lgbthatecrime.org.uk/> and <http://www.hatecrimescotland.org/>  
Transgender/gender identity (Offences (Aggravated by Prejudice) Act 2010).

<sup>3</sup> The University has produced Frequently Asked Questions on supporting trans students and staff:  
[http://www.strath.ac.uk/media/ps/sees/equality/Supporting\\_trans\\_students\\_and\\_Staff\\_FAQs\\_web\\_May\\_2014.pdf](http://www.strath.ac.uk/media/ps/sees/equality/Supporting_trans_students_and_Staff_FAQs_web_May_2014.pdf)

4.5 Any references provided for students and staff will not disclose information on sexual orientation and/ or trans or gender status (the current name of the person and/ or appropriate pronoun should be used);

4.6 The University works in conjunction with the Students' Association and relevant stakeholders in taking forward its work on equality and diversity and seeks to gather student and staff feedback relevant to equality of opportunity and experience;

4.7 The University gathers information from students (at registration) and staff (at application and post appointment), on a voluntary basis, on all protected characteristics including sexual orientation and gender reassignment (**Appendix A**).

This information is stored by the University in line with Data Protection guidelines and is used in the equality monitoring reports for students and staff.

4.8 The University is committed to recognising the terminology as used by LGBT+ communities.

## **5. Responsibilities**

5.1 The Court is responsible for ensuring that the University is compliant with the University Equality Outcomes 2013-2017 and associated equality policies including the Policy on LGBT+ students and staff.

5.2 The University will provide online modules for staff and students to raise awareness on equality and diversity.

5.3 Staff and students are responsible for ensuring that they are aware of the University's statutory duties in relation to equality and diversity legislation and that they challenge or report all forms of discriminatory behaviour relating to sexual orientation and/or trans or gender status.

Where an individual is not confident in challenging then they should inform appropriate staff as follows.

Students should inform their lecturer, Advisor of studies, the Head of Department/ School, Advice Centre, Student Business, Residential Services office and/ or the Students Association.

Staff should inform the Head of Department/ School, Human Resources Office and/ or Security Services.

5.4 The University will take prompt action in response to any alleged discrimination, victimisation or harassment.

5.5 The University undertakes to remove/or otherwise deal with any offensive literature or graffiti found on its premises and to take all reasonable steps to identify and take action against those responsible.

5.6 Where any student experiences discrimination during work placements, the University will work with the external agency (placement provider) to ensure that appropriate action is taken and that the individual is provided with appropriate support.

5.7 The University will provide guidance for LGBT+ students in relation to study abroad. Similar guidance will also be provided for staff going abroad on visits or exchange programmes. The guidance will also include information on drinking laws and dress code.

5.8 Marketing and Development Services will ensure that neutral terminology is used in their publications and electronic forms of communication.

5.9 Estates Services are responsible for:

- Ensuring that all contractors carrying out work on campus adhere to this policy
- Removing all forms of discriminatory graffiti on campus including homophobic, biphobic and transphobic
- Taking action against contractors/ suppliers who are in breach of this policy
- Developing gender neutral toilets.

## **6. Confidentiality**

The sexual orientation or gender reassignment or trans status must not be disclosed without the consent of the person concerned.

## **7. Further Information and Advice**

7.1 Any student or staff member requiring further information or advice regarding an equality and diversity matter should contact the Equality and Diversity Office.

7.2 If a student perceives that they may have been treated in an inappropriate manner, they should normally speak to their Adviser of Studies in the first instance. Alternatively, advice can be sought from the Students' Association, the University Advice Centre, or the Equality and Diversity Office.

7.3 If a member of staff perceives unfair treatment, they should normally speak to their Line Manager in the first instance. Alternatively, advice can be sought from Human Resources, the Equality and Diversity Office or relevant Trade Union.

7.4 It is anticipated that any concerns raised will normally be addressed effectively and swiftly through the above mentioned channels. However, if a matter remains unresolved, the Dignity and Respect Policy should be used:

<http://www.strath.ac.uk/media/ps/humanresources/policies/DignityandRespectPolicy.pdf>

## **8. Monitoring**

The Equality and Diversity Strategy Committee will review the Policy every three years, in consultation with appropriate groups.

## **9. Links to other Policies**

This Policy forms part of the University's suite of policies which govern the day-to-day workings of the institution.

9.1 Information on student policies can be found on the University's Student Experience and Enhancement Services (SEES) Directorate web page:

<http://www.strath.ac.uk/staff/policies/academic/>

9.2 Staff-related policies information can be found on the University's Human Resources Department web page: <http://www.strath.ac.uk/staff/policies/hr/>

## 10. Useful contacts

<p><b>1) Equality and Diversity Office</b>          University of Strathclyde          Graham Hills Building          Room GH208b, Level 2          50 George Street          Glasgow G1 1QE  <b>Telephone:</b> 0141 548 2811</p> <p><b>Naseem Anwar</b>          Equality and Diversity Manager  <b>Email:</b> <a href="mailto:naseem.anwar@strath.ac.uk">naseem.anwar@strath.ac.uk</a></p> <p><b>Annie McLaughlin</b>          Gender Equality Officer  <b>Email:</b> <a href="mailto:annie.mclaughlin@strath.ac.uk">annie.mclaughlin@strath.ac.uk</a></p> <p><b>Website:</b>  <a href="http://www.strath.ac.uk/equalitydiversity/">www.strath.ac.uk/equalitydiversity/</a></p>	<p><b>3) Human Resources</b>          McCance Building          16 Richmond Street Glasgow G1 1XQ  <b>Telephone:</b> 0141 548 4476  <b>Email:</b> <a href="mailto:humanresources@strath.ac.uk">humanresources@strath.ac.uk</a></p>
<p><b>2) Strathclyde University Students' Association (USSA)</b>          90 John Street          Glasgow G1 1JH  <b>Telephone:</b> 0141 567 5000  <b>Fax:</b> 0141 567 5068  <b>Email:</b> <a href="mailto:ussa.admin@strath.ac.uk">ussa.admin@strath.ac.uk</a></p>	<p><b>4) Dignity and Respect Advisers' Network</b>          This is a voluntary team providing support to students and staff who may experience bullying and harassment.  <a href="http://www.strath.ac.uk/equalitydiversity/policies/">www.strath.ac.uk/equalitydiversity/policies/</a></p>
	<p><b>5) Disability Service</b>          Room 4.41, Level 4          Graham Hills Building          50 George Street Glasgow G1 1QE  <b>Telephone:</b> 0141 548 3402  <b>Minicom:</b> 0141 548 4739  <b>Fax:</b> 0141 548 2414  <b>Email:</b> <a href="mailto:disabilityservice@strath.ac.uk">disabilityservice@strath.ac.uk</a></p>
<p><b>External to the University</b></p>	<p><b>6) Equality and Human Rights Commission</b>  <b>Telephone:</b> 0141 228 5910  <b>Text-phone:</b> 020 7832 7880  <b>E-mail:</b> <a href="mailto:scotland@equalityhumanrights.com">scotland@equalityhumanrights.com</a></p>
<p>If you require advice or information on discrimination or human rights matters please contact the:</p>	<p><b>7) Equality Advisory Support Service</b>  <b>Telephone:</b> 0808 800 0082  <b>Text phone:</b> 0808 800 0084  <b>Opening hours:</b>          09:00 to 20:00 Monday to Friday          10:00 to 14:00 Saturday          closed on Sundays and Bank Holidays</p> <p><b>Postal address:</b> FREEPOST Equality Advisory Support Service FPN4431.</p>



## Appendix A

### Gender Inclusive Language Guide<sup>4</sup>

This guide provides good practice on inclusive language to promote equality for all genders on campus and beyond.

Gender neutral language should be adopted by all staff in particular lecturers and teaching staff to promote inclusivity of non-binary<sup>5</sup> identified individuals, transgender or cisgender people who may not immediately be read as the gender they identify with, and to avoid making assumptions about a person's gender identity, irrespective of how they look.

Staff should not try to identify gender-variant individuals or reveal a student's transgender or intersex status without their consent.

A glossary of basic terms is provided at the end of the document.

1. In situations where a student has not directly stated their pronouns, **gender-neutral language** should be used. For example:
  - The gender-neutral pronoun “they” should be used as opposed to “he” or “she”, and the pronoun “them” as opposed to “him” or “her”.
  - Words such as “man”, “woman”, and other gendered terms should be avoided, using instead inclusive terms such as “person” or “student”.
  - Where a lecturer is unsure of a student's pronouns or gender identity, they should use gender-neutral language.
  - Lecturers should consider the context of a situation, and avoid putting students into a situation where they may be forced to identify themselves as transgender, which may put them at unnecessary risk of discrimination or abuse.
  - While the use of gender-neutral language by students in situations where pronouns have not been stated should be encouraged, it is impractical to enforce.

However, if students experience persistent misgendering their concerns should be addressed.

Staff should deal with issues of misgendering in appropriate and sensitive ways, recognising the negative impact on students' mental health that misgendering can have.

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<sup>4</sup> This guide has been modified from the policy produced by Gender Liberation Sussex. The policy addresses the impact of gender-inappropriate language on the mental health and academic achievements of transgender, non-binary, intersex and gender-questioning students.

<sup>5</sup> Binary status refers to transitioning from one binary state (male/female) to another (female/male). Some people see their trans status as fluid or non-binary, being both male and female or neither male or female. The Scottish Government has already announced proposals to have non-binary gender recognised officially.

## **2. Stating pronouns**

- Lecturing staff should state their own pronouns at the beginning of a course.
- During introductions, lecturers should give students the opportunity to state their preferred names and pronouns, without putting undue pressure on students to do so. For example, you may ask to go round the class with each student stating their name or preferred name, course of study/research area, and their pronoun. However, please bear in mind the following:
- Students should be allowed to abstain from giving a pronoun; this allows for students who do not yet know their pronouns, or do not want to reveal their status as a transgender, non-binary, intersex or gender-questioning individual.
- Students may use pronouns such as he/him or she/her, but may also use pronouns lecturers are less familiar with, which include, but are not limited to, they/them, xe/xem, or ze/hir. Students may also prefer a mix of pronouns to be used, or express no preference.
- Lecturers should be aware that students' pronouns and gender identity may change during their time at University, and adapt to these changes.
- A student's pronouns should not be taken as a full indication as to their gender identity, so terms such as "man" and "woman" should continue to be avoided.
- Students refusing to respect the pronouns of their classmates should be challenged.
- In situations where introductions are not appropriate (i.e. lectures), gender-neutral language should be used when referring to students, and no assumptions should be made based on presentation or appearance.

## **3. Preferred Names**

Where a student has a preferred name other than that listed on the register, that name should be used to refer to them in all circumstances.

A student's previous name should not be revealed to the class or included in any class list.

## Appendix B

### Glossary

Some of the following definitions are open to debate especially among those to whom these definitions may be applied. Good practice is to ask the individual concerned for their preferred terminology.

#### **Acquired gender**

The new gender of a person who has socially transitioned and had their gender reassigned and/or legally recognised (through the [Gender Recognition Certificate](#))<sup>6</sup>. It is possible for an individual to transition and receive legal recognition of their acquired gender without medical assistance.

#### **Cisgender**

A person whose gender identity aligns to that assigned to them at birth.

#### **Gender**

The social and cultural identification and perception of masculinity and femininity as opposed to physical/biological sex. Social gender is the gender in which an individual lives their day to day life. This is likely to affect the name they choose to be called by and their dress.

#### **Gender dysphoria**

Describes a difference between mind and body in terms of gender and leads to an intense dissatisfaction with one's physical sex (male or female) as being in conflict with one's internal feelings of gender. Gender dysphoria exists from birth and is not obtained later in life through socialisation, at puberty or such other event. The term is usually restricted to those who seek medical and surgical assistance to resolve the conflict in their gender identity.

**Gender reassignment** refers to a process by which someone changes gender on a permanent basis. It is not necessary for a person to undergo surgery to be legally reassigned to a different gender.

**Gender Recognition Certificate** is the legal protection for a person who has fully transitioned. When a trans staff or student receives a gender recognition certificate, they have the right to request that all references to their former name and gender are removed from old records to ensure their former identity is not revealed. All records held must be replaced with new ones. Nothing should remain on the file that would disclose to a third party that a change took place.

#### **Intersex**

A person whose biological sex falls outside of the binary of male and female.

#### **Lesbian, gay, bisexual and transgender (LGBT)**

While trans status is different from sexual orientation, the forms of prejudice and discrimination directed against trans people can be very similar to those directed against lesbian, gay or bisexual people and historically the two communities have coexisted and supported each other. As a result, action and support groups often have a broader remit than sexual orientation.

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<sup>6</sup> <https://www.gov.uk/apply-gender-recognition-certificate>

**Non-binary**

A person whose gender identity falls outside the traditionally accepted binary of male and female.

**Pronoun**

A pronoun is the term used to refer to somebody for example she/her/hers/herself or he/him/his/himself. Gender-neutral pronouns include

- they/them/their/themselves
- che/chim/chis/chimself
- E/Em/Eir/Eirs/Emself
- Per(person)/pers/perself
- Xe/ hir/ hirs/hirself

**Real-life experience or test**

Real-life experience is a phase during gender reassignment in which the individual must live, work and study in the gender with which they identify before they can start hormone therapy and/or undergo surgery.

**Sexual orientation**

Direction of one's sexual interest toward members of the same, opposite, or both sexes. Sexual orientation is entirely different from gender identity, and the two are not related. Trans people, like any other people, can be heterosexual, lesbian, gay, bisexual or asexual.

**Trans**

An inclusive term for those who identify themselves as transgender, transsexual or transvestite. The term 'trans' can be used without offence but should only be used as an adjective, for example 'a trans person'. Following gender transition, people prefer to be referred to as men and women without reference to their historical transition status.

**Tranny**

Is a derogatory term that is not welcome to trans men and women and is offensive. It is most often used to refer to transvestites and may even be welcome between transvestites who are familiar with each other.

**Trans man**

An identity label sometimes adopted by individuals who are assigned female at birth and identify as men.

**Trans woman**

An identity label sometimes adopted by individuals who are assigned male at birth and identify as women.

**Transgender**

An umbrella term for people whose gender identity and/ or gender expression differs from their birth sex. Transgender people may or may not alter their bodies hormonally and/or surgically. The term transgender should only be used as an adjective, for example, 'transgender people'.

**Transitioning**

Transitioning is the term used to describe someone changing from one gender to another, with or without medical intervention.

**Transphobia**

Fear and dislike of transgender people, which can lead to discrimination or hatred resulting in verbal or physical attacks and abuse.

**Transsexual person**

Term used to describe people who feel a consistent and overwhelming desire to transition to their preferred gender. Individuals should be referred to as 'transsexual people' not 'transsexuals'.

**Transvestite or cross-dresser**

A person who dresses and acts intermittently in a style or manner traditionally associated with the opposite sex. Generally, people who are transvestites/cross-dressers do not wish to alter their body.

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