

Trans Equality Policy Statement



Cambridge & Chelmsford

Anglia Ruskin University will at no time discriminate against people on the grounds of their gender identity or gender expression. 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 their assigned sex at birth. This includes those who have non-binary, non-gender or genderfluid identities.

We celebrate and value the diversity of our workforce and student body, and believe that we benefit from employing trans people at all levels of responsibility, hoping to provide role models for students who identify as trans.

We treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

We undertake the following.

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity or because they propose to or have transitioned.
- Requests to change name and gender on records will be handled promptly and staff and students will be made aware of any implications of the changes.
- The curriculum will be checked to ensure that it does not rely on or reinforce stereotypical assumptions about trans people and we will seek to ensure that it contains material that positively represents trans people and trans lives.
- We respect the confidentiality of all trans staff and students and will not reveal information without the prior agreement of the individual.
- Staff will not be excluded from employment or promotion or be redeployed against their wishes because of their gender identity.
- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) are serious disciplinary offences and will be dealt with under the appropriate disciplinary procedure.
- Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. We undertake to remove any such propaganda whenever it appears on the premises.
- We will 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 a number of contexts may amount to a criminal offence.
- We will include gender identity issues in equality training.

- We welcome, and will seek to provide appropriate facilities for, trans student and staff groups.
- In providing accommodation for students, any concerns or issues raised by trans students will be handled by the accommodation office and will be treated fairly and in line with our obligations under equality law.
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from our University to meet their particular needs during this period.
- We recognise that trans staff and students come from diverse backgrounds, and will 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.
- We will seek to ensure that our environment, in terms of its pictures, images, publicity materials and literature, reflect the diversity of our staff and students.

**Approved by CMT
9 March 2017**