



## Trans Equality Policy

This policy supports the delivery of the University's Equality and Inclusion Framework 2014-2019 in pursuit of our vision as a research-intensive, international University to attract and retain excellent staff and students from across the world and to enable them to fulfil their potential. This policy sets out our commitment, intent and principles for trans equality and it applies to all our prospective applicants for employment and study, employees and students, contractors, visitors and partners.

The University of Leeds will not discriminate against people on the grounds of their gender identity or gender expression. Where this policy refers to 'trans people', it has in mind everyone whose gender identity is not expressed in ways that are typically associated with their biological or sex assigned at birth. This includes those who have non-binary, non-gender, agendered or gender-fluid identities.

The University celebrates and values the diversity of its staff and students and believes that the employment and inclusion of trans people at all levels of responsibility and trans students within our community will enrich our University environment. The University will treat all trans employees and students with respect and strive to provide a positive working and learning environment free from discrimination, harassment or victimisation, to enable them to achieve the best outcomes. To this end, the University undertakes the following:

- Students will have access to opportunities, courses, progression to other courses, and fair and equal treatment while on courses regardless of their gender identity, gender expression or because they propose to, or have, transitioned.
- All trans staff will be included in opportunities for employment or promotion and will not be redeployed against their wishes because of their gender identity or gender expression.
- The University will provide a supportive environment for staff and students who wish their trans status or non-binary gender identity 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.
- The University will respect the confidentiality of all trans staff and students' identities and will not reveal information relating to their trans status without the prior agreement of the individual.
- The University recognises 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 age, disability, ethnic background, religion or belief, or sexual orientation. In addition, assumptions will not be made about the gender of partners of trans staff or students.
- The University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.



- The University welcomes and will provide inclusive facilities for trans students and staff groups.
- Transphobic abuse, harassment or bullying, for example in the forms of derogatory jokes, graffiti, name-calling, inappropriate music, intrusive questions, unacceptable or unwanted behaviour, speeches and writings will not be tolerated. Instances of such behavior are serious disciplinary offences and will be dealt with under the University's Dignity and Mutual Respect procedures detailed at: [www.equality.leeds.ac.uk/DMR/Dignity-and-respect](http://www.equality.leeds.ac.uk/DMR/Dignity-and-respect). The University undertakes to remove any inappropriate content whenever it appears on the premises.
- Requests to change staff and student titles, name and gender on records will be handled promptly and individuals will be made aware of any implications of the changes.
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from the University to meet their particular needs during this period, in line with our regular HR procedures.
- The University will strive to ensure that its curriculum does not rely on or reinforce stereotypical assumptions about trans people and that it contains material that positively represents trans people and trans lives.
- 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 the University's obligations under equality law.
- Having consulted with trans staff and students and the trans community, the University will include gender identity in relevant internal attitudinal surveys and when monitoring complaints of harassment.
- The University will include gender identity issues in equality training.

The University will review this policy periodically. Further information, advice and guidance on this policy is available from the Equality Policy Unit at [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk).

Please also contact the Unit if you require this document in an alternatively published format.

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University of Leeds  
February 2017