

Trans and Non-Binary Equality Policy Statement¹

The University of Sussex recognises that there can be differences between physical sex and gender identity/expression. We 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 believe that we will benefit from employing trans people at all levels of responsibility, thus hoping to provide role models for students who identify as trans. We will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation. In doing this 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 gender expression.
- = 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 shall not rely on or reinforce stereotypical assumptions about trans people, and any materials within relevant courses and modules will positively represent trans people and trans lives.
- = We will 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 because of their gender identity or gender expression.
- = Transphobic abuse, harassment or bullying (name-calling/ derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) are serious disciplinary offences for staff and students and will be dealt with under the appropriate University procedures.
- = 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, gender expression, 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 and gender expression issues in equality training.
- = We welcome, and will 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.

¹ This policy statement wording is based on the Joint agreement on guidelines for transgender equality in employment in further education colleges (Association of Colleges et al, 2005).

- = 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.
- = 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 gender expression 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 identity or gender expression of partners of trans staff or students.
- = We will ensure that our environment, in terms of our pictures, images, publicity materials and literature, reflects the diversity of our staff and students.

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