



LIVERPOOL  
HOPE  
UNIVERSITY  
Est. 1844

## **Transgender Policy**

## Version Control

| Version History            | Approved           | Comments   |
|----------------------------|--------------------|------------|
| 6 <sup>th</sup> June 2017  | Staffing Committee | New Policy |
| 11 <sup>th</sup> July 2017 | University Council |            |
|                            |                    |            |

Liverpool Hope 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.

Liverpool Hope University celebrates and values the diversity of its workforce, and believes that Liverpool Hope University will benefit from employing trans people at all levels of responsibility, thus hoping to provide role models for students who identify as trans. Liverpool Hope University will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

Liverpool Hope University undertakes the following.

- i. 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.
- ii. 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.
- iii. The curriculum will be checked to ensure that it does not rely on or reinforce stereotypical assumptions about trans people, and that it contains material that positively represents trans people and trans lives.
- iv. Liverpool Hope University will respect the confidentiality of all trans staff and students and will not reveal information without the prior agreement of the individual.
- v. Staff will not be excluded from employment or promotion or be redeployed against their wishes because of their gender identity.
- vi. 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 procedure
- vii. Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. Liverpool Hope University undertakes to remove any such propaganda whenever it appears on the premises.
- viii. Liverpool Hope University 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.

- ix. Liverpool Hope University will include gender identity issues in equality training.
- x. Liverpool Hope University welcomes, and will provide appropriate facilities for, trans student and staff.
- xi. Having consulted with trans staff and students and the trans community, Liverpool Hope University will include gender identity in internal attitudinal surveys, and when monitoring complaints of harassment.
- xii. 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 Liverpool Hope University's obligations under equality law.
- xiii. Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from Liverpool Hope University to meet their particular needs during this period.
- xiv. Liverpool Hope 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 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.
- xv. Liverpool Hope University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.