**University of Stirling Staff and Student Trans Policy**

**Policy aim**:

The University of Stirling Trans Policy supports and underpins the University Equality and Diversity Policy and supports the achievement of the University’s Strategic Plan 2016-2021.

This policy will be augmented by a set of guidelines which will set out the rights and responsibilities for staff and students relying on or advising on this policy.

**Policy Statement**:

University of Stirling recognises that there can be differences between physical sex and gender identity/expression. University of Stirling will at no time discriminate against people on the grounds of transsexualism, intersex conditions or any process of gender reassignment, begun or complete. Where this policy refers to ‘trans people’, it has in mind people living with any of these identities. When it refers to ‘gender identity’, it covers both the fixed identity of people living in the gender of their birth and the more fluid identities of many trans people.

University of Stirling celebrates and values the diversity of its students and its workforce, and believes that the institution benefits academically, socially and culturally from that diversity. University of Stirling will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

**Statement of principles**:

University of Stirling undertakes 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.
* University of Stirling 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.
* “The University is committed to developing and maintaining an environment in which all staff can work free from any form of bullying, harassment or victimisation. The University is committed to dealing with any incidents of bullying and harassment that arise quickly and efficiently, in line with the [Anti-Bullying and Harassment Policy](https://www.stir.ac.uk/hr-od/policies-and-guidance/).”
* Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. University of Stirling undertakes to remove any such propaganda whenever the institution has been notified
* University of Stirling 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. University of Stirling will include gender identity issues in equality training.
* University of Stirling welcomes, and will provide where possible, 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 University of Stirling’s obligations under equality law.
* Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from University of Stirling to meet their particular needs during this period.
* University of Stirling 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, disability or sexual orientation. In addition, assumptions will not be made about the sex of partners of trans staff or students.

This policy has been adapted from the Equality Challenge Unit suggested policy statement.

**Trans Policy Guidelines for staff and students**

In support of the policy aims and in-line with the stated principles of the University of Stirling Staff and Student Trans Policy, the guidelines will be developed to outline practical advice and guidance and actions which staff and student can expect to be taken. However, each individual and situation is unique and individual circumstances will be taken into account.

The guidelines currently being developed will deal with, *inter alia*:

* Staff and student point of contact (and support for developing individual plan)
* Name and gender changes – official records and ‘known as’ name
* Gender neutral facilities
* Mitigating circumstances and recognition of implications
* Accommodation
* Disclosure
* Time off for medical procedures
* Implications for study
* Reporting requirements
* Checklist to support staff