



Introduction

In June 2014, Laverne Cox, transgender actress of the Netflix Original Series Orange is the New Black made the cover of TIME Magazine. Along with Cher's son Chaz Bono, and recently, Caitlyn Jenner, we are seeing a generation where more and more people are "coming out" and feeling comfortable to express their true gender identity.

About Gender Identity

The internal sense of one's self as being a man, woman, neither, or both is referred to as "gender identity." Most often, a person's gender identity matches their physical body. The term for them is cisgender (cis) people. For about 1 in 100 people, they do not experience themselves to be the gender that was assigned to them at birth based on their sex characteristics. The term for people who experience dissonance between their bodies and their internal sense of gender is called transgender people (or also trans* people). Gender is a continuum that exists beyond the binary of man and woman. Transgender is an adjective which precedes a noun (e.g., transgender policy, transgender people) and the word "transgendered" is grammatically incorrect.

Confusion and misunderstanding about trans* people happens in society. Transgender people may, or may not, undergo treatment, including gender affirming surgery and hormone therapy, to create a more harmonious balance between their bodies and their internal world. This is generally referred to as transitioning. Other aspects of a transition may include a name change and pronoun preference. There is no singular path; everyone charts their own journey. Trans* people are from all walks of life, and have every ethnicity, nationality, religion, class, culture, and sexual orientation. People as young as 3 years of age, and people well into their 80s identify as transgender.

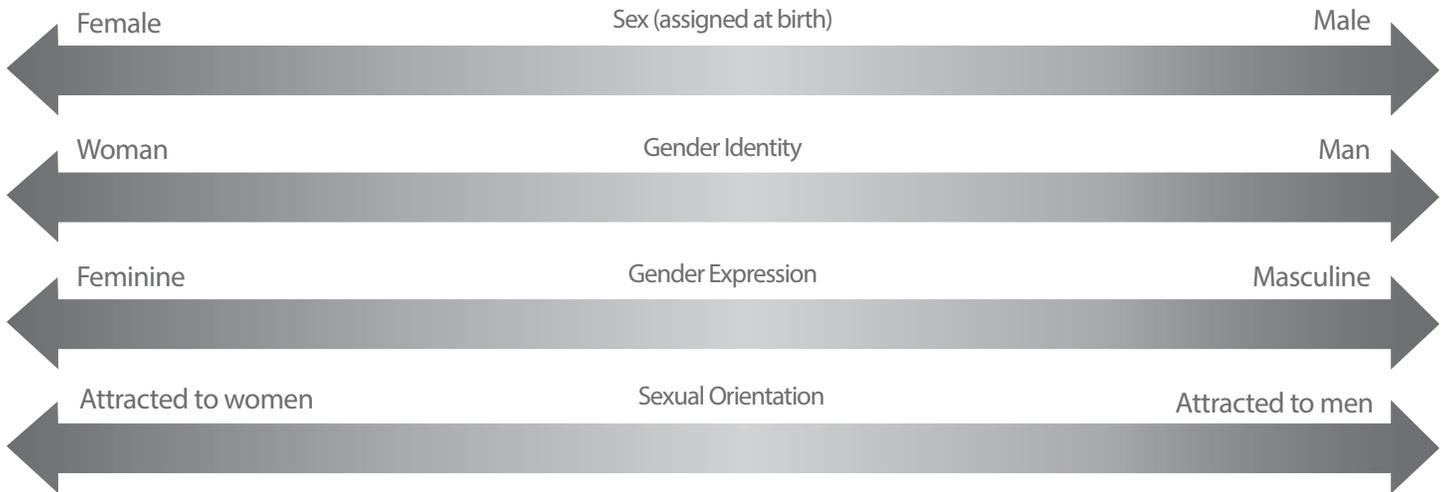
About the Law

In May 2016, the Trudeau administration tabled Bill C-16 in the House of Commons which, if passed, will provide legal protections for transgender people in Canada. This would further strengthen recent amendments to the BC Human Rights Code (enacted July 2016), which added gender identity and expression as a protected group. The amended legislation supports existing case law, which allows a transgender person access to the washroom that aligns with their self-determined gender identity. As such, directing a transgender person to a separate washroom is not appropriate.

Discrimination can take many forms, and can be intentional or unintentional, overt or systemic/hidden. Some examples of discrimination against trans* individuals in the workplace can include, but are not limited to:

- › Refusing to hire or promote a transgender employee;
 - › Refusing to work with a transgender employee or leaving the person out of meetings or decision-making;
- › Offensive comments, jokes, name-calling, or sending offensive images; and
- › Refusing to provide a necessary accommodation.

Spectrums of Gender + Sexuality



What is expected of me?

Here are some helpful guidelines and protocols to consider when you are unsure of someone's gender identity and want to be respectful and inclusive. The key areas of consideration may include the following:

DO	DON'T
Do ask everyone which pronouns they wish you to use, not just people who you think look transgender.	Don't assume you can tell if someone is transgender.
Do seek out more information, if you have questions.	Don't assume gender identity based on appearance or pitch of voice.
Do be careful and respectful about confidentiality and "outing."	Don't make assumptions about a trans* person's sexual orientation.
Do respect that trans* people will use the washroom that matches their gender identity.	Don't tolerate anti-transgender remarks or humour.
Do apologize for misgendering someone. A brief but sincere apology is adequate.	Don't ask about surgeries or other questions that common sense would dictate as personal and private.

Additional Resources

Transgender Law and Policy Group www.transgenderlaw.org

GLAAD <http://www.glaad.org/transgender/allies>

Gender Creative Kids www.gendercreativekids.ca

American Psychological Association

<http://www.apa.org/topics/lgbt/transgender.aspx>

BC Transgender Health Information Program

www.transhealth.vch.ca