



Queen Mary
University of London

Being a Trans Ally

hr.qmul.ac.uk/equality/protected-characteristics/trans

At Queen Mary, we want to create an environment where trans people can be themselves and are treated with kindness, dignity and respect. It's important that we all play our part in supporting trans people and creating a more inclusive culture.

What do we mean by 'trans'?

Gender identity is a person's internal sense of their own gender, which may or may not align with the sex/gender they were assigned at birth.

Trans is an umbrella term which describes people whose gender identity does not align with the sex/gender they were assigned at birth. For example, a trans woman could be a person who was assigned male at birth but identifies as a woman. This definition includes non-binary people (those whose gender identity doesn't sit comfortably with the binary of 'man' or 'woman').

Transitioning refers to the steps a trans person may take to live fully in their gender identity, whatever that means to them. Everybody's transition is different.

Transitioning can include:

- **Social transition** (e.g. changes in name, pronouns, presentation)
- **Legal transition** (e.g. changing legal name and gender)

- **Medical transition** (e.g. taking hormones and/or having 'top' and/or 'bottom' surgery to change your body).

Not everybody will do all or any of the steps above, but that does not invalidate their gender.

For more guidance see our Trans Inclusion Definitions and Terminology document (see back page).

What can you do to be a trans ally?

Listen to the diverse experiences of trans people. There are many different, intersecting elements to identity and individual experiences of being trans or transitioning will be very different.

Educate yourself. Learn about the challenges trans people face. Learn and use current terminology and stay informed (remember it changes over time). See resources on back page.

Respect individuals' gender identity by using their correct name and pronouns.

- **If you aren't sure what the correct pronouns are, ask.** Get into the habit of using 'they' or the person's name if you don't know their pronouns, to avoid using she/he (gendered pronouns).
- **If you make a genuine mistake and use the wrong pronoun, correct yourself, apologise briefly and move on.**
- **Wear a pronoun badge!** You can find out more about our **#PronounsMatter** campaign on the back page.

Respect people's privacy and personal boundaries. Avoid asking personal or probing questions. Do not ask about people's 'birth', 'old' or 'real' name or gender. Do not ask whether someone has had surgery or not.

Do not tell anyone about someone's trans status or history without their permission.

Do not question or police people's use of bathrooms or changing facilities.

Speak up. Transphobia is unlawful prejudice against trans people, it may be realised through acts of discrimination, bullying and harassment.

Transphobic behaviour could include:

- **'Deadnaming'** - calling someone by their birth name after they have changed their name. This term is often associated with trans people who

have changed their name as part of their transition. This is an example of transphobia (unlawful) as it can be an example of discrimination or harassment

- **The denial/refusal to accept someone's affirmed identity;** Misgendering someone deliberately or repeatedly
- **Making jokes** about trans people or their trans status
- **Unduly personal questioning** (or any other conduct) which is unwanted and has the purpose or the effect of violating the other person's dignity
- **Inciting hatred or violence** against trans people
- **Cyber bullying**
- **Physical violence of any kind.**

Whatever unlawful form it takes, it is always unacceptable.

If you think someone is being transphobic and you feel safe to do so, call it out. You can report incidences in accordance with the Dignity at Work and Study Policy and/or anonymously through our Report & Support tool (see back page).

Accept you may not always get it right! Be ready to listen to feedback, apologise and learn from your mistakes.

Queen Mary resources

Trans Inclusion Policy Statement: Queen Mary's approach and commitments to supporting trans staff and students.

hr.qmul.ac.uk/equality/protectedcharacteristics/trans/guidance

Trans Inclusion Definitions and Terminology:

<http://hr.qmul.ac.uk/equality/protectedcharacteristics/trans/guidance>

QM LGBTQ+ Staff Network:

<http://hr.qmul.ac.uk/equality/protected-characteristics/sexualorientation/networks/qmout>

LGBT+ Society:

qmsu.org/groups/LGBT

Report & Support:

reportandsupport.qmul.ac.uk

Dignity at Work and Study Policy:

hr.qmul.ac.uk/procedures/policies/dignity

#PronounsMatter Leaflet:

hr.qmul.ac.uk/equality/protectedcharacteristics/trans/guidance

General resources

East London Out Project (ELOP):

elop.org

Tower Hamlets LGBT Community Forum:

thlgbtvoices.wordpress.com

Galop:

galop.org.uk

Switchboard, LGBT+ helpline:

switchboard.lgbt

Gendered Intelligence, specialising in young trans people under 21:

genderedintelligence.co.uk

Mermaids, supporting young gender variant people:

mermaidsuk.org.uk

GIRES, for trans and gender non-conforming people of all ages:

gires.org.uk

TransUnite, a directory of trans support groups:

transunite.co.uk

If you have any feedback or questions please contact the **Equality, Diversity & Inclusion (EDI) Team** via email: hr-equality@qmul.ac.uk