



UNIVERSITY OF
LINCOLN

Trans Equality Policy Statement – Staff and Students

Version 1.1 / November 2021

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1. Policy Statement

Header

The University of Lincoln is committed to supporting trans staff and students and will not tolerate and accept any discrimination 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 gender fluid identities.

The University of Lincoln celebrates and values the diversity of its whole University community, staff and students, and believes that as an organisation we will not be able to reach our full potential until we recognise, accept and support individual identities of our staff and students. The University of Lincoln will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

The University of Lincoln undertakes the following:

- Students will be treated fairly and not denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity, because they propose to transition, are in the process of transition or have transitioned
- Requests to change name and gender on records will be handled promptly and staff and students will be made aware of any potential implications of these changes
- Staff will be treated fairly and not denied employment or promotion or be redeployed against their wishes because of their gender identity, because they propose to transition, are in the process of transition or have transitioned
- Transphobic abuse, harassment or bullying (for example: name-calling / derogatory jokes, unacceptable or unwanted behaviour, intrusive questions, intentional misgendering) are serious disciplinary offences and will be dealt with under the appropriate procedures ([staff and students](#))
- Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated
- The University of Lincoln 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
- The University of Lincoln will include gender identity issues in equality training
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from The University of Lincoln to meet their particular needs during this period

- The University of Lincoln 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
- The University of Lincoln will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students

This policy statement should be read in conjunction with the supporting guidance materials.

For support or information regarding trans issues, please contact:

Staff: Hayley Parker, Equalities Manager, haparker@lincoln.ac.uk

Students: Student Support, studentsupport@lincoln.ac.uk, tel. 01522 837080

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Owner	Last Reviewed
Equality, Diversity and Inclusion	November 2021



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