

**Belfast  
Metropolitan  
College**



# Document History

## Document Location

This document is only valid on the day it was printed.

## Revision History

Date of this revision: 23/12/2013

Revision date	Previous revision date	Summary of Changes	Changes marked
23/12/2013	02/12/2013	Adoption of Policy template from Equality Challenge Unit	
04/09/2014	23/12/2013	Amendments suggested by Mary Coffey	

## Distribution

This document has been distributed to:

Name	Date of Issue	Version

## **Belfast Metropolitan College**

### **Transgender Equality Statement**

Belfast Metropolitan College (Belfast Met) recognises that there can be differences between physical sex and gender identity/expression. Belfast Met will at no time discriminate against people on the grounds of their gender identity/expression, including their transgender status. Where this statement refers to 'trans people/students', it has in mind anyone whose gender identity is different to that which they were assigned at birth.

Each of us is assigned a sex (male or female) at birth based on our physical characteristics. Most people's gender identity ( the gender in which they associate themselves) and gender presentation (how they outwardly show their gender) will not differ from that typically associated with their assigned sex. Trans people, however, have a gender identity which differs from that of their (assigned) birth sex.

Belfast Met treats all students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

Belfast Met undertake the following:

- Trans students are welcome at Belfast Met and we will ensure that the environment is supportive and safe.
- 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/expression.
- Staff will ensure that their curriculum does not rely on or reinforce stereotypical assumptions about trans people, and that it does not contain transphobic material.
- Staff will respect the confidentiality of all trans students. However, at times personal information will need to be disclosed, for example for the management of student placements. In such circumstances staff will only reveal information with the student's prior agreement and in compliance with the Data Protection Act 1998 and the Gender Recognition Act 2004.

- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is a serious disciplinary offence and will be dealt with under our Student Disciplinary Policy.
- Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. Belfast Met undertakes to remove any such propaganda whenever it appears on the premises.
- Staff will provide a supportive environment for 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. To 'out' a student, without their permission is a form of harassment and, possibly, a criminal offence. Disciplinary action will be taken against anyone who does this should it happen.
- Students undergoing medical and surgical procedures related to gender reassignment will receive positive support from our staff to meet their particular needs during this period. We would encourage students to be open about this process at the outset of the course to enable staff to facilitate time out for hospital appointments and possible surgery. The College has a strict attendance requirement therefore known absences must be authorized well in advance.
- Belfast Metropolitan College will endeavor to promote the diversity of its student culture in all publicity materials and literature.
- This Policy is supported by trans gender guidelines and procedures. Further guidance is available from the College's Equality and Good Relations Officer, Corporate Development and from the Head of Student Services.