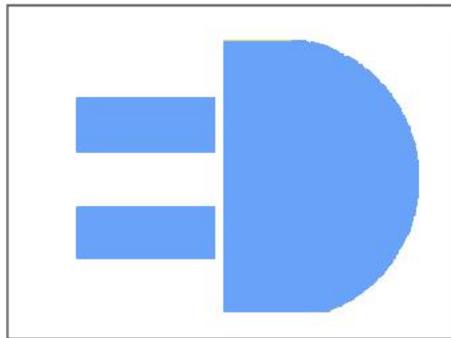


Gender Variance Booklet



Equality and Diversity UK

www.equalityanddiversity.co.uk

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Overview

- All organisations should have Gender Variance (GV) policies that are friendly to Gender Variant staff, customers, service users and suppliers.
- This booklet is suitable for staff at all levels who need to learn more about their responsibilities to contribute to making the organisation welcoming to trans* people on the Gender Variance spectrum.
- The booklet contains:
 - A general explanation of the nature and diversity of Gender Variance, including explanations of basic terminology;
 - Gender Recognition Act (2004);
 - How to create trans*-inclusive workplaces;
 - Specific guidance on how to support an employee who proposes to transition, is transitioning or has transitioned at work;
 - How to provide trans-inclusive services to the organisation's customers and service users.

Introduction

Gender Variance is an umbrella term used to describe the full and varied range of individuals who do not necessarily conform to society's narrow standards of gender and sex.

Transgender (or Trans*) is also used as a synonym for this, often as an umbrella term for all types of Gender Variance.

Trans* people are those "*whose innate sense of their own gender does not correlate to the culturally determined expressions associated with their sex at birth, whether or not they intend to make permanent physical changes.*" (Source: The Guardian)

Sex is based upon the person's biological sexual features - penis, vagina, or any sexual organ that defines a person as male or female.

Gender is used to refer to people as feminine or masculine.

Gender also describes how a person identifies themselves psychologically and emotionally.

A person may identify with a gender at variance with their genetic sex – or no gender or two genders at once – depending on their innate sense of self.