

Trans Equality Policy Statement

1. The University of Huddersfield is committed to removing any form of unlawful 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 may not be expressed in ways that are typically associated with their assigned sex at birth. This includes those who have non-binary, agender or gender-fluid identities.
2. The University supports and values the diversity of its workforce, and believes that the University will benefit from employing trans people at all levels of responsibility, thus hoping to provide role models for staff and students who identify as trans.
3. The University will treat all members of staff and students with respect and seeks to provide a positive working environment free from discrimination, harassment or victimisation.

The University undertakes the following:

- 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 or because they propose to or have transitioned.
- Members of staff will not be excluded from employment or promotion or redeployment opportunities because of their gender identity.
- Requests to change name and gender on records will be actioned promptly and members of staff and students will be made aware of any implications of the changes.
- The University will respect the confidentiality of all trans colleagues and students' identities and will not reveal information relating to their trans status without the prior agreement of the individual.
- All members of staff and students are expected to refer to the trans person by their chosen name, pronouns, and title. A person should be addressed and referred to using the pronouns which make them feel comfortable. These could be 'he/him', 'she/her', 'they/them' or other pronouns, such as 'he/they', she/they). Members of staff are asked to be attentive to email signatures which might indicate preferred pronouns.
- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions etc.) will not be tolerated and will be dealt with under the appropriate procedure, [Dignity-At-Work-Procedure.pdf \(hud.ac.uk\)](#)
- The University 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 member of staff or student, without their permission is a form of harassment. It will not be tolerated and will be dealt with under the appropriate procedure.

- The University will include gender identity inclusion and awareness within equality, diversity and inclusion training programmes.
- The University strives to develop appropriate facilities for trans students and staff, such as gender-neutral toilets.
- Members of staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from the University to meet their particular needs during this period.
- The University 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, disability or sexual orientation. In addition, assumptions will not be made about the gender of partners of trans staff or students.
- The University will ensure that its environment, in terms of images and representation within publicity materials and literature, reflects the diversity of its members of staff and students.

POLICY SIGN-OFF AND OWNERSHIP DETAILS	
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REVISION HISTORY			
Version	Date	Revision description/Summary of changes	Author
1.0	17 Sept 2019	New policy statement for students and staff	Senior HR Officer
1.1	16 Sept 2021	Reviewed and no changes were made	EDI Manager
1.3	18 September 2023	Reviewed with minor changes to terminology, formatting and layout of document	EDI Manager/Head of HR