

No: 2.35
TITLE: **Gender Identity & Trans Policy**
RELATED PROCEDURES:

APPROVED:

REVISED:

Philosophy

Sexual Assault Centre London (SACL) is committed to an anti-oppressive practice. SACL respects the self-identification of individuals, and strives to promote an inclusive environment.

SACL seeks to foster a sense of safety for survivors who have experienced. We recognize our continuing herstory as a woman-only space. In 2013, the Board of Directors for SACL made a commitment to serve male-identified survivors. Shortly thereafter, the Board commenced the process of engaging with Women's Community House about a possible unification. As such, the procedural 'how' of engaging male-identified survivors was put on hold, and parts of SACL's services remain female-identified only.

Currently, SACL embraces all female-identified and gender non-conforming (also gender queer and gender non-binary) individuals as recipients of our counselling services. All genders are welcome to utilize the services of our crisis and support line, to participate in our events and to partake of our public education sessions.

Female-identified refers to someone who identifies as a woman. It is intended to include trans women, cisgender¹ women and others who identify as women on the gender identity spectrum. This language is used to intentionally expand the traditional definition of woman to include many who have historically been excluded from women's space and feminist struggles. Gender non-conforming (also gender queer and gender non-binary) is used by individuals who do not feel that their gender expression is that of a man or a woman, highlighting how gender is a spectrum. We recognize that gender is a self-identification that does not necessarily match the sex of an individual; our physical appearance and our genitalia are not the only determinants of gender. We also recognize that there are many ways to experience and express one's gender.

Our organization will not tolerate any behaviour or speech from service-users or members of the organization which fosters or creates a hostile environment for gender non-confirming or trans women. We are committed to ongoing development and awareness of gender and trans issues

Inclusion:

Our Organization recognizes that identifying as a trans-woman or gender non-conforming is not in any way related to an individual's eligibility for volunteering, employment or services. Candidates for staff

¹ Cisgender refers to individuals whose biological sex is congruent with their gender identity. For example, an individual who was born 'female' and who understands herself to be a woman. The term cisgender was intended to offer a category and terminology to counterbalance the identification of trans.

or volunteer positions will not be discriminated against on the basis of their trans identity, and will be given the same consideration as all other candidates.

Procedure:

SACL will seek to promote gender non-conforming and trans women's inclusion through positive affirmations in our physical space (e.g. a trans flag sticker).

Staff or volunteers may not ask for medical specifics of a trans woman's transition. Services given or offered based on the length and extent of a potential trans woman's transition are to be considered inappropriate.

Intake or service providing based on a potential trans woman's physical appearance or ability to 'pass' as their identified gender is to be considered inappropriate.

The trans status of any and all members of our Organization is considered confidential and private and shall not be recorded, disclosed without the express permission of the individual involved.

Education:

Sexual Assault Centre London will continue to increase its knowledge of and sensitivity to gender and trans issues through ongoing staff in services and the incorporation of these issues into volunteer training programs. We will also incorporate gender and trans-specific content into all public education materials, including pamphlets, newsletters and public talks and events.

Outreach:

Our organization will initiate and maintain an outreach program focusing on better serving gender non-conforming and trans women.