Necessary Practices for Supporting Trans Students

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Why This Workshop

• This workshop is offered to address the needs of trans students and to try to ensure compliance with Massachusetts law and campus policies in relation to:
  ▪ Harassment
  ▪ Name and pronoun usage
  ▪ Restroom facilities
UMass Amherst Nondiscrimination Policy

“The University of Massachusetts Amherst prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, gender identity and expression, genetic information and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students in its programs and activities, or in employment and application for employment. Furthermore, University policy includes prohibitions of harassment of students and employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.”

(from http://www.umass.edu/eod/aapolicy.html)
Examples of Harassment against Trans People

• Purposely and continually referring to a trans person by their dead name (birth name) or wrong pronouns.

• Asking invasive questions about a trans person’s body or gender transition.

• Disclosing a trans person’s birth name and gender assignment to others.

• Challenging a trans person’s right to use bathrooms and locker rooms that are in keeping with their gender identity/expression.
Sexual Harassment and Violence Against Trans People

Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct
2015

75% of TGQN* undergrads had experienced sexual harassment, as compared to 62% of cis female undergrads.

Only 15% of TGQN students reported an incident of sexual harassment to campus authorities. TGQN students were the least optimistic about a report of sexual harassment being taken seriously, and they were the most likely to say that retaliation would occur if they reported.

**“transgender, genderqueer or nonconforming, questioning, or not listed”**
As part of treating trans students with respect, faculty and staff should use the first names and pronouns that students indicate, even if their legal documents still use their birth name.

Addressing Documents, Names, & Pronouns

- Students can have a chosen name appear on course rosters through SPIRE and can change their name on non-legal campus records through changing the name on their UCards (although not all students know this).
Addressing Documents, Names, & Pronouns

• Students can change the gender marker on their campus records upon request (i.e., without a letter from a therapist or doctor and without the need to change other documents first).

• Students cannot have their pronouns yet on course rosters.

• Do not say “preferred name” or “preferred pronouns,” as the name and pronouns that a trans individual uses are not a preference.
Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics
Instructors can include a name and pronoun policy on syllabi to create a climate of respect for trans students. A sample policy:

“Names and Pronouns: Everyone has the right to be addressed and referred to by the name and pronouns that correspond to their gender identity, including the use of non-binary pronouns. Class rosters have a student’s legal first name, unless they have entered a preferred/chosen first name on SPIRE. Pronouns are not included on rosters, so students will be asked to indicate the pronouns that they use for themselves whenever they are asked to share their names. A student’s chosen name and pronouns are to be respected at all times in the classroom.”
Addressing Documents, Names, & Pronouns

• Instructors in small-sized classes who call the roll on the first day can have students introduce themselves or have them fill out a form that asks what name and pronouns they use, or can email the students prior to the first class asking for this information.

• Instructors who teach a large-sized class (where students would not introduce themselves) should avoid referring to students by assumed gender or pronouns.

Instructors who repeatedly misgender a student, despite being corrected by the student, risk having the student file a complaint.
Addressing Documents, Names, & Pronouns

• Do not assume the gender of students and that every student identifies as cisgender.
  ▪ Try not to use gendered forms of address (Mr./Ms., sir/ma’am), gendered pronouns, or “man”/“woman” unless you know that is how the student identifies.
  ▪ We would never refer to someone based on assumptions about other aspects of identity.

• Respect students’ gender identity and expression by using the names and pronouns that they use.
  ▪ Need to ask the chosen names and pronouns of students.
  ▪ But students should not be required to indicate pronouns.
On October 1, 2016, An Act Relative to Transgender Anti-Discrimination took effect in Massachusetts, which extends protections against discrimination for gender identity/expression to any place of public accommodation, and allows trans individuals to use the public restrooms and locker rooms that match their gender identity. Trans people were already covered under Massachusetts law when it comes to employment, housing, and hate crimes.

Eighteen other states and the District of Columbia, as well as more than 200 cities and counties, already banned discrimination based on gender identity and expression in public accommodation.
“Gender Identity Guidance for Public Accommodations”

► “Employees of a place of public accommodation should not assume an individual’s gender identity solely by appearance.”

► “Misuse of sex-segregated facilities is exceedingly rare. As a general matter, employees of a place of public accommodation should presume that an individual is using the correct facility (the one most consistent with their gender identity), if the person is not engaged in any improper or unlawful conduct.”

► “Inquiry into a person’s gender identity is generally not necessary. However, if a place of public accommodation has a legitimate concern about whether a person is using the appropriate facility, an employee may attempt to resolve the issue through a private and discrete conversation with that person. . . In most cases, if the person confirms that they are using the facility most consistent with their gender identity, that should be the end of the inquiry . . .”
UMass Amherst
Restroom/Bathroom Policy

“The University of Massachusetts, Amherst strives to create and sustain a campus environment that supports and values all members of our community. One aspect of creating a supportive environment is providing safe, accessible, and convenient restroom and bathroom facilities. Students, staff, faculty, and campus guests should use the restroom/bathroom facilities that correspond to their sex or gender identity, or may utilize gender-inclusive facilities that are labeled ‘restroom.’” (2014)
Reporting Restroom Discrimination at UMass

► If you have been discriminated against in a gendered facility because of your gender identity or expression, you are encouraged to report the incident.

- **If you are a student:** you are encouraged to contact the Dean of Students Office at 413-545-2684 or the University of Massachusetts Police Department (UMPD) at 413-545-3111.

- **If you are a faculty or staff member:** you are encouraged to contact your supervisor, the Office of Equal Opportunity and Diversity (EO&D) at 413-545-3464, or the University of Massachusetts Police Department (UMPD) at 413-545-3111.
Gender-Inclusive Facilities

- Individuals who do not identify as female or male need to have access to gender-inclusive restrooms/bathrooms, which requires the University to provide these facilities.

- But these facilities are NOT just for trans students, faculty, and staff.

  - Gender-inclusive facilities are open to and benefit **all** campus community members.
  
  - These individuals include, but are not limited to, a male parent with a young female child and vice-versa; people who have disabilities, people who are temporarily injured, and anyone who requires a personal care assistant and that individual is of a gender different from them; and anyone who feels more comfortable in a private restroom/bathroom space.
Gender-Inclusive Facilities

► Creating New Facilities:
  - Since 2009, gender-inclusive restrooms/bathrooms have been included in all newly constructed or significantly renovated academic and administrative buildings and residence halls as a matter of policy.

► Relabeling Existing Facilities:
  - Relabeling almost all single-user “men’s” and “women’s” facilities with gender-inclusive signage
  - Standardizing the signage on residence hall bathrooms and on restrooms in academic buildings
New Signage for Gender-Inclusive Restrooms

- All signs will just say “restroom” and, where appropriate, have the wheelchair access symbol, along with an L/R for the transfer side from a wheelchair.

- These restrooms will have a single toilet and sink and a door lock.
Gender-Inclusive Restroom/Bathroom Map

When completed, we will have:

- More than 150 gender-inclusive restrooms in academic buildings (green shading)
- 122 gender-inclusive restrooms on the first floors of residence halls and 19 gender-inclusive bathrooms on residence hall floors (yellow shading)
Resources for Finding Gender-Inclusive Facilities

► Living at UMass App
  ▪ Also available at go.umass.edu/map

► Stonewall Center
  ▪ List of gender-inclusive restrooms (which will be updated as signs are updated): www.umass.edu/stonewall/restrooms
  ▪ The Stonewall Center’s website also includes this PowerPoint and other restroom resources on its front page:
Campus Resources

► UMass Trans FAQ

- A list of trans-supportive contacts in different campus offices
- The process for students to change their name and gender on campus records

► Western MA Trans Resource Guide

- lists trans-supportive and trans-knowledgeable therapists, voice therapists, primary care providers, endocrinologists, plastic surgeons, electrologists, obstetricians/gynecologists, cosmetologists, and other professionals.
Questions?

Feel free to email me:

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