

DISCRIMINATION AT WORK IS ILLEGAL

Treating a colleague unfavourably because of their real or perceived gender identity is a crime.

Experience: A transitioning police officer was removed from her duties as a trainer at a police academy on the pretext that the police students risked making fun of her.

To set aside a transgender person by isolating them on the pretext of protecting them from their colleagues is absolutely not a good idea. The administration and hierarchy must be able to ensure their safety while reminding employees of the law and ethics, if necessary.

LINE MANAGER

As an employer, the Ministry of the Interior, Chief of the Police, is **responsible for the well-being of officers**, in particular the conditions to ensure their safety, their inclusion and to prevent violence regardless of their gender identity.

The line manager has the obligation to **systematically provide a response** to transphobic behaviour, voluntary misgenderage, physical or verbal violence).

An insult, a joke has no place at work, even if the author did not intend to harm. An appropriate response is expected for both the victim and the other personnel who witnessed these remarks.

The administration must quickly put an end to discriminatory acts by sanctioning at a disciplinary level the authors of transphobic acts but also, by reporting, according to the seriousness, to the competent authorities.

VICTIM / WITNESS OF TRANSPHOBIA? REACT!

- Alert your line manager or HR department
- Alert one of the listening cells of your administration
- Contact staff representatives, Equality and Diversity Departments, Trade Unions, staff support network

More Information? Need Help

-Contact your **LGBTI Police Association** of your own country, via:

-**European LGBT Police Association**

Website: www.lgbtpolice.eu

Email: contact@lgbtpolice.eu

- **SOGI / Council of Europe**

COUNCIL OF EUROPE



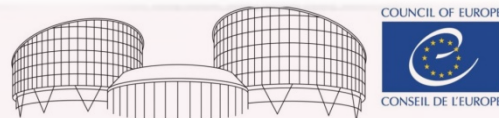
CONSEIL DE L'EUROPE



-**ILGA Europe**



-**ECHR – European Court of Human Rights**



EUROPEAN COURT OF HUMAN RIGHTS
COUR EUROPÉENNE DES DROITS DE L'HOMME

-**The Senior Officer of the place of your work**

- **Police Emergency call in Europe : 112**

- **Police Emergency call in UK : 999**

TRANS IDENTITY AT WORK



TRANSIDENTITY

Transidentity refers to the fact of feeling oneself in a gender identity different from the identity assigned at birth. A “trans” or “transgender” person is therefore a person who does not identify with the female or male gender assigned to them at birth. Some people may not identify with any of the male/female binary genders.

- A **trans woman** refers to a person assigned male at birth, but whose gender identity is female.
- A **trans man** refers to a person assigned female at birth, but whose gender identity is male.

Avoid using the term “transsexual” from “transsexualism”. It refers to a dimension of part of transidentity at a time when trans people were considered to be suffering from a mental illness. A theory abandoned by the World Health Organisation (WHO) in 2019, to remove it from mental illness. This represents **0.05% to 1.7%** of the world's population according to United Nations figures.

Sex reassignment or transition

Gender transition or reassignment is the act of modifying one's body to match one's gender identity, often in accordance with social conventions. However, many transgender people do not wish to change their anatomy by resorting to surgery, others will only do so partially.

A transition can take on several aspects, passing, without being systematic, by possible surgical operations (reduction of Adam's apple, mammoplasty, phalloplasty, for example) or the modification of the style of dress, the taking of hormone (hormone therapy) to modify the voice, fat distribution, hairiness, etc.

IMPORTANT: In many countries, sex reassignment is not mandatory in the context of a transition and remains a strictly personal and confidential element that does not need to be mentioned in the administration.

Misgender

Consists of addressing a person, voluntarily or not, in a gender in which they do not recognise themselves. (e.g. addressing a trans woman using "he", "him", "sir", or male first name).

Being transgender is not a choice, nor even a fad, but a fact that is imposed on the person. The only choice lies in the will to carry out a transition course or not.

THE ESSENTIAL ROLE OF THE LINE MANAGER

Guarantee social and administrative recognition at work

- Welcome the news of the transition **with openness and kindness**.
- **Respect** the person's gender identity.
- Respect the **temporality of the individual** by defining their needs and expectations (use of the pronoun, organisation of working time, anticipation of medical absences, communication with colleagues, support in administrative procedures).
- **Inform the person** of their right to have their first name changed in the civil status.
- Propose **appropriate clothing**.
- **Provide access to suitable social premises** (cloakroom, toilets, etc.)

Guarantee the modification of documents and internal media

- Even in the absence of an official change of marital status, modify, in agreement with the individual, and only when the latter requests it, his civility and his first name on the documents or unofficial administrative supports (administrative letters, professional card, business card, directory, organisational chart, email address).
- **Once the change in civil status has been made**, rectify all official and internal administrative documents as soon as possible (administrative letters, professional card, etc.).

Guarantee confidentiality and respect for privacy

- **Guarantee the confidentiality of the past identity** of the individual, who alone can decide whether or not to inform their colleagues.
- **Do not ask intrusive questions** about anatomy, sexual orientation or even birth name.

GOOD TO KNOW

In many countries, especially in Europe, the law no longer imposes medical interventions in order to obtain a legal change in status, the applicant simply having to undergo a legal process.

TRANSPHOBIA

Transphobia refers to the contempt, rejection or hatred of trans people and behaviours associated with trans identities, that is, associated with a gender perceived as non-conforming.

It can take many forms, derogatory remarks, insults, misgendering, outing, mockery, discrimination, harassment, threats of violence or acts of physical or sexual violence that can go as far as murder,

Many countries have adopted a third gender in addition to feminine and masculine, under different names. Nepal, Pakistan, India, South Africa, Argentina, Denmark, Australia, Canada, Netherlands are some of those countries.