

## **Wadham College Policy on Transgender Issues**

The objective of this policy is to protect all employees and students of the College from discrimination or harassment connected with any aspect of one's gender. It seeks to ensure that Wadham is a place where gender non-conforming ideas, feelings, performance, behaviour and identity are respected and any good faith decision to transition is fully supported.

Any student wishing to transition, or to discuss their gender identity in confidence, may do so with the SU/MCR LGBTQ(I) and Welfare Officers, as well as the Dean, Senior Tutor, Chaplain, or Welfare Advisor. Any staff member wishing to transition, or to discuss their gender identity in confidence, may do so with the Senior Tutor (academic staff), Domestic Bursar (support staff), Chaplain or HR manager. The staff/student's wishes and needs will be respected at all times, and the process will be staff/student-led. If the member of staff/student wishes to go through the process of changing their name and gender officially, any of those named above will work with the student or staff member and other relevant members of college so that the staff member/student has as little stress placed upon them as possible. Wadham understands that a student may require some time out of their studies during the transitioning process for a variety of reasons, and a student may therefore request to suspend their status while transitioning. College will support the student and help to provide them with all the relevant information throughout the process.

Wadham is understanding of the wide and varying needs of students' and staff members' individual gender identities, and strives to support each student and staff member as much as possible; as part of this, College welcomes constructive feedback to ensure our support is correct. Staff members and students may speak to any relevant member named above to discuss their experiences.

The College supports the University Transgender guide and policy available at

<http://www.admin.ox.ac.uk/eop/transgender/>

The College's Equality Committee, in consultation particularly with SU LGBTQ(I) reps or others, will consider and develop College practices and policies in line with this guidance.

18<sup>th</sup> June 2014