

LANCASTER UNIVERSITY STUDENTS' UNION

Trans+ Rights Policy	
Meeting and date:	Union Assembly, 14/05/2024
Purpose of paper:	To codify our commitment to Trans+ rights & support advocacy through endorsing the continuation of the Gender Affirmation Fund, recognising the need for cross Union commitment, and resolving necessary next steps to foster equity and inclusion across the University community.
Intended outcome:	For Approval
Paper submitted by:	Josh Newsham, Vice-President Welfare
Restricted business:	No
Key contact(s):	Josh Newsham, su.vp.welfare@lancaster.ac.uk Jack Watson su.vp.sport@lancaster.ac.uk Thomas Cross, su.lgbtq@lancaster.ac.uk
Persons/committees consulted to date including student engagement (where appropriate):	Groups consulted <ul style="list-style-type: none"> • Full-Time Officer Group • LGBTQ+ Liberation Forum Executive Committee, • Trans+ Network (Sub-Forum of the LGBTQ+ Forum) Membership Individuals consulted <ul style="list-style-type: none"> • Vice-President Sport • The LGBTQ+ Liberation and Campaigns Officer • LGBTQ+ Forum's Trans+ Officer
EDI considerations	<p>This policy has been written with consultation with the relevant student communities and representatives to ensure relevance of the policy to Trans+ students' experiences.</p> <p>LGBTQ+ inclusive language has been used throughout this paper with "Trans+" being used to reference students who identify as Transgender, Nonbinary, and those who also identify outside of these terms.</p> <p>The proposer of this paper invites members of Union Assembly to understand Trans+ inclusive language ahead of discussion of this policy Language matters: An introduction to trans-inclusive language by Lal Zimman Trans Talk Medium</p> <p>An easy read version of this policy has been provided to Union Assembly and Student Membership for those with disabilities on page 4.</p>
Date paper produced:	23/04/2024

1) The Union Notes:

- a) The diverse identities within our student body, including transgender, non-binary, and gender-nonconforming individuals.
- b) The systemic discrimination and barriers faced by transgender individuals in accessing education, healthcare, sport and societies, employment and other aspects of life.
- c) The Union understands the importance of creating a safe, inclusive, and supportive environment for all students, regardless of gender identity or expression.
- d) The Union has been actively engaging in Trans Rights advocacy and campaigning through the work and manifestos of individual officers, and case by case political statements - without this being clearly set out under formal Union policy.

LANCASTER UNIVERSITY STUDENTS' UNION

- e) Earlier this term, our Vice-President Welfare announced the creation of a Students' Union Gender Affirmation Fund to support Trans+ students accessing gender affirming care and support during the cost-of-living crisis.
- f) The pre-existing Pronoun Policy which Union Assembly renewed in year 2022/23.

2) The Union Believes:

- a) Every individual has the right to self-identify their gender and to have their gender identity respected and affirmed without discrimination or prejudice under the Equality Act (2010).
- b) Transgender and gender-nonconforming students deserve equal access to all programs, services, facilities, and opportunities provided by the Students' Union and the broader university community.
- c) Education and awareness are crucial in combating transphobia, prejudice, and discrimination. The Union is committed to promoting understanding, acceptance, and respect for all gender identities and expressions.
- d) The LGBTQ+ Liberation Forum should not be expected to be the only ones actively engaged in this area of campaigning and we should have a wider and whole Union commitment towards liberating our Trans+ students.
- e) While we have a responsibility to advocate for our Trans+ students, it is important we continue to be involved in the wider Trans Rights Movement.
- f) All our student leaders and student groups have a responsibility to foster an inclusive environment and report, tackle, and challenge discrimination and micro-aggressions within their roles.

3) The Union Resolves:

- a) To adopt a zero-tolerance approach towards discrimination, harassment, or violence based on gender identity or expression within the Students' Union and affiliated spaces.
- b) To advocate for further provision of gender-inclusive facilities, such as gender-neutral toilets and changing rooms, and ensure that all campus facilities are accessible to individuals of all gender identities.
- c) To offer support services, resources, and advocacy for transgender and gender diverse students, including access to gender-affirming healthcare and mental health support.
- d) To actively include transgender and gender-nonconforming individuals in decision-making processes, ensuring their voices are heard and their needs are addressed within the Students' Union and university policies.
- e) To collaborate with the University Executive Board, faculty, staff, and other student organisations to implement policies and initiatives that promote Trans+ diversity, inclusion, and equity across the university community.
- f) To provide ongoing education and training for Students' Union members, staff, and volunteers on issues related to gender identity, inclusion, and allyship.
- g) To advocate for the incorporation of transgender-inclusive curricula, policies, and practices within academic departments and programs.
- h) To celebrate and support transgender cultural events, awareness campaigns, and activism efforts both on and off-campus.
- i) To uphold the Union's Gender Affirmation Fund and work towards expansion of the fund through university, local government, and charitable funds.

LANCASTER UNIVERSITY STUDENTS' UNION

- j) To strive towards removing barriers to Trans+ participation in sport by constantly reviewing the classification of sport teams and creating more open gendered teams where possible.
- k) To continue to publish information on reporting and pro-actively support victims of harassment or discrimination.
- l) To lobby parliament and the national government to introduce further protections and support for Trans+ people through Lancaster's Member of Parliament (MP), students home constituency MPs, and the National Union of Students.
- m) To regularly review and evaluate the effectiveness of this Trans Rights Policy and make revisions as necessary to ensure its relevance and impact within the Students' Union and the broader university community.

This policy is a reaffirmation of the Students' Union's commitment to upholding the rights, dignity, and well-being of all Transgender, non-binary, and gender non-conforming students, regardless of gender identity or expression.

Lancaster University Students' Union Trans+ Rights Policy (Easy Read Version)

The purpose of easy read versions of policy is to provide clearer reading with less jargon to make the policy more accessible for members of Union Assembly and our student members with disabilities. If there is any additional support or access needs required, please contact su.vp.welfare@lancaster.ac.uk

Acknowledgment

We recognize the different identities among our students, including transgender, non-binary, and gender-nonconforming individuals. We understand the challenges they face in various aspects of life.

Our Beliefs

- Everyone has the right to identify their gender and be respected without discrimination.
- Transgender+ students deserve equal access to all services.
- Education is key to fighting prejudice and discrimination.

Our Commitments

- We have a zero-tolerance policy for discrimination based on gender identity.
- We provide gender-inclusive facilities and support services.
- We include transgender individuals in decision-making and advocate for their needs.
- We work with the university and other groups to promote gender diversity and equity.
- We educate our members on gender issues and advocate for inclusive curricula.
- We support transgender events and activism efforts.

LANCASTER UNIVERSITY STUDENTS' UNION

- We uphold and expand our Gender Affirmation Fund.
- We strive to make sport more accessible and inclusive for Trans+ students.
- We lobby government for more protections and support for transgender people.
- We regularly review and update our policies to ensure effectiveness.

Conclusion

This policy shows our commitment to supporting Trans+ students and seek to continue to push for better national and local policies and support for them.