

Glossary

Terms to support the ‘Trans & Non-Binary Policy’ and the ‘Transition Policy for Staff & Students’ as well as associated guidance documents

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Please note that terms change regularly, and we aim to keep this online glossary up to date. If you would like to see a part of this updated please contact lgbt@salford.ac.uk



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What are the key terms?

The protected characteristic (Equality Act 2010) of **Gender Reassignment** applies to a person who is proposing to undergo, is undergoing or has undergone a process to change their gender. To qualify for protection from discrimination a Trans(gender) person does not have to show that they are under medical supervision.

The University prefers to use the term **Gender Identity** instead of Gender Reassignment. Gender Identity is a more inclusive term and includes people who do not see themselves as having their gender reassigned. We use Gender Identity rather than gender reassignment throughout this policy. Someone's gender identity is a person's internal, deeply held sense of their own gender. For Trans* people and many Non-Binary people, their own sense of who they are does not match the sex that society assigns them with when they are born.

Gender Expression refers to the ways in which people manifest their gender. For example, through what they wear, how they speak and how they act.

Trans(gender). This word is an umbrella term to describe a person whose identity does not match or sits uncomfortably with that they were assigned at birth. In the UK we tend to shorten it to 'Trans*'. Trans* is an adjective and should always be used as such – so use 'Trans* people' or 'person' or 'the Transgender community'. Never use words like 'Transgendered', 'Trangenderism' or 'a Transgender'. However, some people, just like the words 'Gay' and 'Lesbian', feel that capitalisation politicises the word so this is also acceptable.

Additionally, Trans* has nothing to do with sexual orientation and all Trans* people have their own sexual orientation separate to their gender identity.

Although some people do identify as '**Transsexual**' this word can also be seen as derogatory by many Trans* people and should not be used unless you are sure the person identifies as such. It is mostly used by some, but not all, older Trans* people. Never use 'Tranny' which is almost always derogatory.

Trans* man. Describes someone who is assigned female at birth but identifies as a man. FTM (female to male) is sometimes used.

Trans* woman. Describes someone who was assigned male at birth but identifies as a woman. MTF (male to female) is sometimes used

Cisgender (commonly shortened to Cis) refers to anyone whose gender identity matches that which was assigned to them at birth. So, people who do not identify as Trans or Non-Binary will be 'cis'. 'Non-Trans*' is also used. It is important for Cis people to use their own gender identity as doing this normalises Trans* identities.

Sex The two main sexes (male and female) are assigned to a person on the basis of primary sex characteristics, hormones and reproductive functions at birth. Intersex, is someone who has characteristics of both sexes, and may or may not see themselves as Trans*.

Non-binary is an umbrella term covering any gender identity that doesn't fit within the gender binary i.e. man or women. The label may also be used by individuals wishing to identify as falling outside of the gender binary without being any more specific about the nature of their gender.

Sometimes the word **Enby** is used to describe non-binary people. For the purpose of our policies and processes, we include non-binary people as Trans*, but recognise that some Non-Binary people do not see themselves as Trans*. Under the Non-Binary umbrella falls identities such as genderfluid, queer, agender, bi-gender, pangender and polygender.

Transphobia This is what the fear, dislike or prejudice of Trans* people is called and is similar to homophobia, racism or sexism. **Cisnormativity**, or the belief that everyone is assumed to be non-Trans* is linked to transphobia.

Gender Dysphoria. This is a clinical diagnosis for someone who does not feel comfortable with the gender they were assigned at birth. A diagnosis of Gender Dysphoria is not a route that all Trans* people choose to go down and many do not agree with the process. A diagnosis of Gender Dysphoria is not the basis for many people for a transition and a diagnosis is not necessary to undergo transition at work.

Gender Recognition Certificate. This enables Trans* people to be legally recognised in their self-identified gender and to be issued with a new birth certificate. Most Trans* people do not have or want one and should never be used as a basis of supporting someone. An employer should never ask to see a GRC or have a need to confirm a person has one. This is illegal.



General Discrimination Terminology

Discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see 'perceptive discrimination'), or because they associate with someone who has a protected characteristic (see 'associative discrimination').

Associative Discrimination occurs when someone is treated less favourably than another person because they are linked to someone with a protected characteristic. For example, you cannot refuse to recruit somebody because you/ they are married to a foreign national or refuse to promote a person because they care for a relative with a disability.

Perceptive Discrimination occurs when someone is treated less favourably than another person because others think that they possess a particular protected characteristic, even if the person does not actually possess that characteristic. For example, you cannot refuse to recruit somebody because you think they are Muslim (whether they are or not) or refuse to allocate a job to a person purely because you think they don't look old enough.

Indirect discrimination can occur when you have a condition, rule, policy or practice that applies to everyone but which particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that your actions were a proportionate means of achieving a legitimate aim and, as such, are objectively justified.

An **Objective Justification** is when an otherwise discriminatory action can be objectively justified as a proportionate means of achieving a legitimate aim – that is, the way of achieving the aim is appropriate and necessary.

Harassment

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, humiliating or offensive environment for that individual. Employees are also protected from harassment because of perception and association.

Bullying includes persistent criticism, intimidation, personal abuse and/or ridicule which humiliates or demeans the individual involved, eroding their self-confidence.

Victimisation occurs when an employee/ student is treated differently because they have made or supported a complaint, raised a grievance, or because they are suspected of doing so. An employee/ student is not protected from victimisation if they have maliciously made or supported an untrue complaint.

Positive Action

Some people with protected characteristics are disadvantaged or under-represented in some areas of life, or have particular needs linked to their characteristic. They may need extra help or encouragement if they are to have the same opportunities as everyone else.

Positive Action refers to a range of lawful actions that seek to overcome or minimise disadvantages that people who share a protected characteristic have experienced, or to meet their different needs.

Affirmative Action is another term for Positive Action. It occurs when positive steps are taken to increase the participation of under-represented groups in the workplace or in uptake of services.

Positive Discrimination, the act of treating someone with a protected characteristic more favourably to counteract the effects of past discrimination, is illegal in the UK. For example, it is illegal to choose a black candidate over a white candidate for a job solely on the basis of their colour. However, in trying to address a low representation of ethnic minorities in the work place positive action – such as advertising jobs through local BME groups, is acceptable.