



BOOTH
UNIVERSITY
COLLEGE

The Salvation Army
William and Catherine
BOOTH UNIVERSITY COLLEGE

TRANSGENDER POLICY

POLICY:

Booth University College is committed to providing a welcoming and inclusive environment for its students, staff and faculty. Transgender students are accommodated according to the gender they identify with and are supported in that identity. Booth University College recognizes that all situations will be unique and that the implementation of this policy will require collaboration between the student and Booth University College. Faculty and staff will use the name and pronoun that was specified by the student on their application form and keep the person's transgender status confidential. Booth University College has a zero tolerance for harassment, bullying, discriminatory language, violence, sexual assault, and any other behaviours that undermine transgender student's feelings of safety and dignity within the University College.

Definition

A "transgender" person is a person whose gender identity or gender expression does not match the sex assigned to them at birth. "**Transgender**" is an umbrella term that includes:

- People who identify as "male" or "female". For example, a person who was assigned male at birth, but identifies as female, is a trans woman or transgender woman. MTF is the acronym for Male-to-Female. A person who was assigned female at birth, but identifies as male, is a trans man or transgender man. FTM is the acronym for Female-to-Male.
- People who identify as genderqueer, two-spirited, or gender non-conforming. For example, people who identify as both male and female; people who identify as having no specific gender; people who identify as belonging to a "third gender"; and people who identify somewhere along the gender spectrum between male and female. The term "two-spirited" is culturally specific to North American Indigenous communities and refers to queer Indigenous people who identify with both a male and female spirit. This term is not exclusive to gender identity, and can also refer to sexual orientation.

Transgender is an adjective and should never be used as a noun. For example, instead of saying: "X is a transgender", say: "X is a transgender person".



BOOTH
UNIVERSITY
COLLEGE

The Salvation Army
William and Catherine
BOOTH UNIVERSITY COLLEGE

TRANSGENDER POLICY

Procedures

1. Collecting Information:

- All students will be asked what name and which gender pronoun they prefer on their application form.
- This will be communicated to faculty and staff.
- Assumptions about a person's gender identity will not be made.

2. Confidentiality

Faculty and staff will use the student's name and pronoun specified by the student in all interactions, as well as when discussing the student with other faculty or staff. Faculty and staff will not disclose the student's transgender status, unless the student has provided clear permissions to do so and for only that purpose or within that context.

3. Harassment and Violence

Booth University College has zero tolerance for harassment, bullying, discriminatory language, violence, sexual assault, and any other behaviors that undermine transgender clients' feelings of safety and dignity with the University College.

4. Washrooms

Students will have privacy when using washroom facilities.

5. Resident Students

- Will use the sleeping area that they identify as matching their gender identity and as supporting their safety and dignity.
- Booth University College will share the available options with the student and ask where they would feel most comfortable sleeping.

Policy Sources

- Manitoba Human Rights Code, Policy on preventing discrimination because of gender identity and gender expression, current version as of August 2, 2017 has been in effect since November 5, 2015.
- The Salvation Army Policy 0305
P1 – Person Centred Care Transgender – Sample Policy