



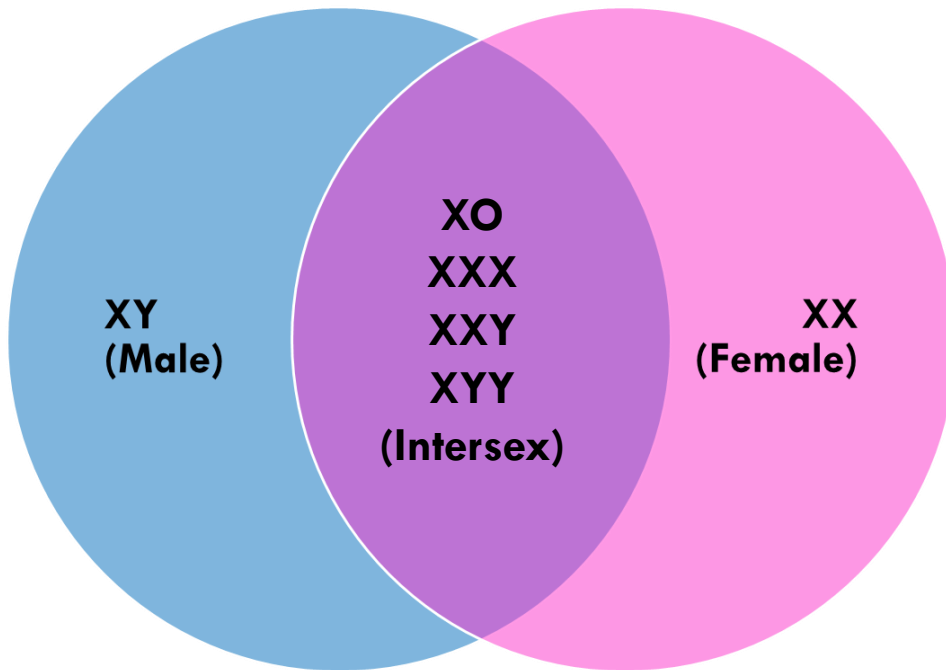
GENDER IN THE WORKPLACE:

PUTTING POLICY INTO PRACTICE



**Fond du Lac
Pride Alliance**

SEX VS. GENDER



Biological Factors

- Genitals + Chromosomes + Hormones

Assigned Sex at Birth

- Visual Inspection of External Genitals
- A Label/Check Box on a Form

Intersex

- Born With Sex Characteristics Outside M/F Binary
- Wide Range of Natural Variation
- **Intersex \neq Transgender**

WHAT IS GENDER?

Gender Identity

A deep-seated, internal sense of self
Can be male, female, both, between, or other

Gender Expression

Individual characteristics/behavior that may present or communicate gender
(E.g. appearance, dress, mannerisms, speech patterns, social interactions)

Gender Roles

Societal expectations about how a person should think, feel, speak, dress, behave, and interact based on their assigned biological sex.

Nonbinary

Having a gender identity that is not exclusively aligned with either male or female concepts.

Gender Non-Conforming

An individual whose behavior, characteristics, and/or expression does not conform to current societal expectations of their gender.

CISGENDER/TRANSGENDER

Cis-

- “On this, or the near, side of”
- Cisgender: Assigned Sex and Gender are Congruent or Matched

Trans-

- “Across from, or on the other side of”
- Transgender: Assigned Sex and Gender are Incongruent or Different

Transition

- Social = Name, Pronouns, Gender Expression
- Medical = Changes to the Physical Body

GENDER DYSPHORIA

What is it?

- Distress and Discomfort Due to Mismatch Between Gender and Assigned Sex

Three Potential Types

- Physical, Psychological, Social

Dysphoria is a Mental Health Condition

- Not All Transgender People Have Dysphoria
- Neither Dysphoria Nor Medical Transition is a Valid Requirement/Expectation

BEING TRANSGENDER IS NOT A MENTAL ILLNESS

TRANSGENDER POPULATION STATISTICS

U.S.	Wisconsin	Dodge County	City of Beaver Dam
<ul style="list-style-type: none">• 0.58%• 1,397,150	<ul style="list-style-type: none">• 0.43%• 19,150	<ul style="list-style-type: none">• 0.43%*• 378	<ul style="list-style-type: none">• 0.43%*• 70

PERSPECTIVE: THE GLOBAL POPULATION OF NATURAL REDHEADS IS 1-2%

TRANSGENDER POPULATION STATISTICS

U.S.	Wisconsin	Fond du Lac County	City of Fond du Lac
<ul style="list-style-type: none">• 0.58%• 1,397,150	<ul style="list-style-type: none">• 0.43%• 19,150	<ul style="list-style-type: none">• 0.43%*• 443	<ul style="list-style-type: none">• 0.43%*• 185

PERSPECTIVE: THE GLOBAL POPULATION OF NATURAL REDHEADS IS 1-2%

WISCONSIN STATE LAWS AND POLICIES

Employment

- Sexual Orientation Discrimination Protections ONLY

Gender Marker Changes on ID Documents

- Birth Certificate: Requires Gender Confirmation Surgery Documentation
- Driver's License: Requires Physician Affidavit of Surgical Procedure or Court Order

Hate/Bias Crimes

- Sexual Orientation Discrimination Protections ONLY

WISCONSIN STATE LAWS AND POLICIES

Housing

- Sexual Orientation Discrimination Protections ONLY

Public Accommodations

- Sexual Orientation Discrimination Protections ONLY

Transgender Health Care Coverage: Gender Confirmation & Hormone Therapy

- State Employees: 1/1/2019
- Medicaid: August 2019



Model Transgender Employment Policy

negotiating for inclusive workplaces



Transgender Law Center

Making Authentic Lives Possible

**Policy Excerpts and
Recommendations**

MODEL EMPLOYMENT POLICY

Privacy and Confidentiality

- Assigned Sex, Birth Name
- Gender Status, Medical Information

Official Records

- Name Tags, Email Addresses, Photo ID, Company Directories
- Payroll, Tax, and Retirement Records

Names and Pronouns

- Emails, Correspondence, Forms, Introductions
- Volunteer Yours, Ask Theirs, Use Consistently

Sex-Segregated Job Assignments

- Use Employee's Gender, Not Assigned Sex at Birth

MODEL EMPLOYMENT POLICY

Health Insurance

- Choose Contracts That Include Coverage for Transition-Related Care

Discrimination/ Harassment

- Failure to Hire or Promote, Unlawful Termination
- Anti-Retaliation

Locker Rooms

- Usage Based on Gender Identity, Not Assigned Sex at Birth
- Reasonable Alternative Arrangements for Increased Privacy

Restrooms

- Usage Based on Gender Identity, Not Assigned Sex at Birth
- Offer, Don't Require Single-Stall Restroom for Increased Privacy

DRESS CODES



DRESS CODES



HR SUPPORT FOR TRANSITIONING EMPLOYEES: DO

Let the employee set the timetable.

Respect the transgender worker's privacy.

Select a point person who will listen to & assist the transitioning worker.

Let the employee decide how to tell coworkers.

Be vigilant against subtle forms of harassment, exclusion, or other hostile treatment.

HR SUPPORT FOR TRANSITIONING EMPLOYEES: DON'T

Ask personal questions about medical or surgical history.

Provide unsolicited “advice” on grooming, dress, mannerisms, or other forms of gender expression.

“Out” transgender colleagues or assume everyone is aware of a coworker’s transgender status.

Ask what someone’s “real” name is.

Evaluate a transgender person by how successfully they conform to idealized gender standards.

REFRAMING THE CONVERSATION

ALLY IS A VERB

PC = PERSONALLY CONSIDERATE



HOW TO “VERB” YOUR EVERYDAY ALLYSHIP: MORE OF THIS!

Pronouns and Names

- Emails, Correspondence, Forms, Introductions
- Volunteer Yours, Ask Theirs, Use Consistently

Less Gender Roles, More Sushi/Cinnamon Rolls

- Inclusive Forms of Group Address, Family Relationships, Terms, Events
- Hobbies & Interests are Gender-Neutral

Be Willing to Stick Your Neck Out

- Counter “Jokes,” Generalizations, Inappropriate Behavior **Yourself**
- Anticipate and Address Pushback

Turn Policy Into Culture

- LGBTQ+ Diversity is a Feature, Not a Bug
- Inclusion and Equity is an Organizational Responsibility

HOW TO “VERB” YOUR EVERYDAY ALLYSHIP: LESS OF THAT

“Lifestyle” and “Preference”

- “This is about far greater things than plumbing and gymnastics”
- “Do you have to flaunt it?”

Don’t Ask What You Wouldn’t Want to Tell

- Google is a Free Service
- “Outing” is a Breach of Trust and Potentially Dangerous

Avoid Assumptions & Generalizations

- Appearance, Behavior, Interests, Roles, or Relationships Aren’t Evidence
- One Does Not Represent the Whole

Don’t Do it For The Applause

- “But I Have Queer/Trans Friends, Family, Staff, Coworkers, Peers”
- “Rare Pokemon” Status Symbols

- **Growing Pains Can Be Uncomfortable**
- **Inclusive Language, Practices, and Spaces Benefit Everyone**
- **Tolerance ➡ Acceptance ➡ Inclusion**



FURTHER RESOURCES

FDL Pride Alliance

[**www.fdlpride.org**](http://www.fdlpride.org)

WI Transgender Health
Directory

[**www.witranshealth.org**](http://www.witranshealth.org)

Transgender Law Center

[**www.transgenderlawcenter.org**](http://www.transgenderlawcenter.org)

National Center for
Transgender Equality

[**www.transequality.org**](http://www.transequality.org)

Human Rights Council

[**www.hrc.org**](http://www.hrc.org)