

Sexual Orientation Policy

Loughborough University supports equality of opportunity and the promotion and celebration of diversity. The University is committed to eradicating discrimination on the grounds of Sexual Orientation in order that staff, visitors and contractors can feel safe and supported in a learning, working and living environment, which positively reinforces equality of opportunity. The University recognises the divisive and harmful effects of homophobia and heterosexism, which subjects lesbian, gay and bisexual people to negative attitudes and treatment. This policy requires equal treatment for all as set out under The Employment Equality (Sexual Orientation) Regulations 2003 (see Appendix A). The Employment Equality (Sexual Orientation) Regulations 2003 apply to discrimination on the grounds of sexual orientation, namely whether someone is lesbian, gay, bisexual or heterosexual.

The University aims to ensure that staff and applicants at Loughborough University are treated solely on merit, ability and potential in recruitment, selection, training, development and promotion. Compliance with the regulations will ensure that individuals are not subjected to unlawful direct or indirect discrimination based on their sexual orientation.

Association of Sexual Orientation

The Regulations also cover association, ie. being discriminated against on the grounds of sexual orientation of those with whom the individual associates, for example, friends and/or family.

Loughborough University Commitment

The University will create an environment free from discrimination. All employment opportunities at the University will be open to all, irrespective of their Sexual Orientation and appointments will be made purely on the basis that individuals best meet the requirements of a specific post's Job Description and the attributes and abilities as described in the Person Specification.

The University will promote its commitment to Equality and Diversity and in this particular context Sexual Orientation by endeavouring to:

Create a secure environment by ensuring that lesbian, gay and bisexual employees at all levels in the organisation feel safe to be open about their sexual identity if they so wish.

This will be achieved by:

- Ensuring that lesbians, gay men and bisexuals are not treated less favourably than anyone else in recruitment, terms and conditions, promotions, transfers, dismissals and training
- Reviewing all practices, policies and procedures to make sure that they meet legislative requirements to ensure they are non discriminatory

- Considering disciplinary action against staff who discriminate on the basis of Sexual Orientation against employees, people seeking employment, visitors or contractors
- Ensuring that the guidelines for staff to follow are clear if they feel they have been discriminated against, harassed or victimised
- Consulting on relevant issues through the Staff Lesbian, Gay, Bisexual and Trans (LGBT) Group
- Ensuring that staff are allowed appropriate time off to attend the Staff LGBT Group if they so wish, where this is operationally possible
- Recognising the right of individual staff to be open, or to “come out” about their sexuality and for their position to be respected or to be recognised
- Recognising the individual’s right for their Sexual Orientation to be kept private if they prefer this to be the case
- Avoiding and eliminating discrimination on the grounds of sexual orientation by including this in mandatory equality training programmes to heighten awareness, challenge homophobic behaviour and encourage good practice
- Providing other appropriate training for staff on issues concerning lesbian, gay men and bisexual people, which also clarifies their responsibilities
- Ensuring that procedures and processing of information are confidential and reassuring staff that this is the case.

Recruitment

The University will:

- Regularly review and monitor recruitment and selection procedures to make sure that they are fair and reflect current best practice
- Ensure that all managers who recruit new staff attend recruitment and selection training
- Promote the University as an Equal Opportunities employer

Responsibilities

At the institutional level, the Vice-Chancellor, Council and the Registrar have overall responsibility for ensuring the University complies with the Sexual Orientation Regulations 2003 and that all policies and practices do not discriminate on these grounds.

The Human Resources Committee and its Sub Committee for Equality and Diversity are responsible for the development and implementation of this Policy.

Heads of Department and Section at the University have a particular duty to ensure that none of the staff for whom they are responsible are subjected to disadvantage on the grounds of their sexual orientation.

University staff, visitors and contractors all have a responsibility and to ensure that individuals do not suffer unlawful discrimination.

Personnel Services will provide information about equality policies for lesbians, gay men and bisexuals, as well as strategies for preventing discrimination, including training, publications and events.

Employment Tribunals may hold individuals responsible for discrimination and harassment if this occurs in the workplace, or at a time and place associated with the workplace, for example, a work related social gathering. Individuals who harass may also be ordered to pay compensation.

Confidentiality

The disclosure of a person's sexual orientation is an issue of confidentiality. The University's standard confidentiality protocol means that an individual's sexual orientation will only be discussed or disclosed with their consent. Disciplinary action may be considered if this is not respected.

Complaints

Complaints about discrimination on the basis of sexual orientation against staff are taken very seriously at Loughborough University and could, on full investigation, provide grounds for disciplinary action that may lead to dismissal or expulsion from the University. Furthermore, individuals may render themselves liable to prosecution under the Protection from Harassment Act (1997).

Dealing with Discrimination

Staff are strongly advised not to delay if they feel there is grounds for a complaint. Before things get out of hand there may be steps that can be taken to resolve matters, for example, by contacting a member of the Harassment Panel (now called "Confide"), a trade union representative or Personnel Adviser. All complaints are dealt with in confidence and action will not normally be taken without the consent. It should be noted that if it is deemed that the safety of an individual(s) is at risk of serious harm, confidentiality in these circumstances may be overridden by legal obligations to disclose.

For guidelines on the University's grievance procedure for staff please see the Personnel Website: **Grievance procedures** and associated guidance

Please also see the **Harassment and Bullying Policy**.

Appendices There are appendices which should be read in conjunction with this policy, as follows:

Appendix A - Employment Equality (Sexual Orientation) Regulations 2003

Appendix B - Definition of Discrimination and the Harassment and Bullying Policy

Appendix C - Definitions - Sexuality

Appendix D - Contacts

Equal Opportunity Codes of Practice

The University has agreed the following Codes of Practice and Equal Opportunities guides which are available from Personnel Services and also on the Personnel Services website:

<http://www.lboro.ac.uk/admin/personnel>

Equal Pay Policy

Race Equality Policy

Religion and Belief Policy

Two Ticks Disability Scheme

Code of Practice on Disability and Employment

Code of Practice for the Employment of Research Staff

Code of Practice on Equal Opportunities

Code of Practice on Inclusive Language

Code of Practice on ICT Pornography

Policy Statement on the Employment of Ex-Offenders

Good Recruitment Guide

Sexual Orientation Policy Appendix A

Employment Equality (Sexual Orientation) Regulations 2003

On 1st December 2003 "The Employment Equality (Sexual Orientation) Regulations 2003" came into effect, which protects against discrimination on the grounds of Sexual Orientation in the work place, in recruitment, terms and conditions, promotions, transfers, dismissals, training, including vocational training and in some cases after the employment relationship has ended.

The Regulations govern the training, employment and membership of the following categories of people:

- Employees
- Contract Workers
- Office Holders
- Members of Trade Organisations
- Members of Professional Bodies
- Career advice or employment agency clients
- Students of further and higher education

The Regulations' provisions are intended to encourage tolerance and protect the dignity of people in the workplace.

What Grounds Do the Regulations Cover?

The Regulations only relate to sexual orientation - that is lesbians, gay men, bisexual and heterosexual people.

Perceived Sexual Orientation

The regulations cover discrimination on the grounds of perceived as well as actual sexual orientation, for example if you assume, correctly or incorrectly, that someone is lesbian, gay, heterosexual or bisexual.

Association of Sexual Orientation

The Regulations also cover association, i.e. being discriminated against on the grounds of sexual orientation of those with whom you associate, for example, friends and/or family.

The Regulations also outlaw discrimination on grounds of sexual orientation by:

- Barristers in relation to an offer of pupillage or tenancy;
- Advocates in relation to taking anyone as a pupil;
- Partnerships within firms;
- Trade organisations;
- Qualifications bodies;

- Providers of vocational training;
- Institutions of further and higher education;
- Employment agencies.

What Grounds Are Not Covered?

Trans(gender) people are not covered by these Regulations but by the Sex Discrimination (Gender Reassignment) Regulations 1999 and the new Gender Recognition Act 2004.

Any laws relating to sexual practices, whether gender or non-gender specific, consensual or otherwise remain unchanged. The Regulations are clear in that they do not cover employees whose sexual preferences are, for example sadomasochism or pedophilia.

What Behaviours Do The Regulations Cover?

Direct discrimination - treating people less favourably than others on grounds of sexual orientation

Indirect discrimination - applying a provision, criterion or practice which disadvantages people of a particular sexual orientation which is not justified, as a proportionate means of achieving a legitimate aim;

Harassment - unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment;

Victimisation - treating people less favourably because of something they have done under or in connection with the Regulations, e.g. made a formal complaint of discrimination or given evidence in a tribunal case.

See also **Appendix B: Definition of terminology** - Discrimination and the Harassment and Bullying Policy

Recruitment

Genuine Occupational Requirement (GOR) - this may apply if it can be demonstrated that the job holder must be of a sexual orientation in relation to the nature of the work and the context in which it is carried out. However the definition is intended to be very narrow and employers must still be able to show that it is a requirement of the job in order to adhere to the ethos of the organisation and that it is proportionate to apply the requirement.

For example, a youth project for young lesbian, gay people, providing it can show that only a person who is lesbian or gay can provide an appropriate service, may be able to apply a genuine occupational requirement, (GOR), to jobs. However, they may also be required to show that each GOR is reasonable, when considering the nature of a post and the context within which it is carried out.

Responsibilities

Employer Responsibilities

Employers cannot instruct staff to carry out a discriminatory practice.

Burden of proof - the onus is on the employer to show that any difference in treatment was justified once an Employment Tribunal or Court is satisfied from the facts that there is a case to answer.

Relationships, which have come to an end - it is unlawful in certain circumstances for an employer to discriminate against a former employee, after the working relationship between them has ended. If it can be shown that the act is closely linked to the former relationship this may be discriminatory, for example if the employer refuses to give a reference because of someone's sexual orientation.

Staff Responsibilities

Staff could be personally liable for discrimination arising out of harassment and this may also constitute a disciplinary offence.

Positive Action

All selection for recruitment or promotion must be on merit, irrespective of sexual orientation, otherwise it may be deemed to be discriminatory.

However, if lesbian, gay and bisexual people are in a minority in the workplace, it is legal to take certain steps to redress the effects of previous inequality of opportunity.

Such positive action measures that are legal include:

- Advertisements which encourage applications from lesbian, gay and bisexual people
- Placing recruitment advertisements in certain publications
- Providing specific training for lesbian, gay and bisexual people

References:

Information has been taken from a number of sources including:

ACAS - Employment Equality Regulations 2003: Sexual Orientation and the Workplace - Guidance

<http://www.acas.org.uk/publications/pdf/sexual.pdf>

DTI Equality and Diversity – Employment Regulations 2003.

http://www.dti.gov.uk/er/equality/eeregs_a.htm#b1

Sexual Orientation Policy

Appendix B

Definition of terminology - Discrimination and the Harassment and Bullying Policy

Discrimination

To be discriminated against means to be treated less favourably on the grounds of sexual orientation and includes discrimination. There are now four definitions of discrimination in law in Britain: direct, indirect, victimisation and harassment.

Direct Discrimination

To treat someone less favourably than others because of their actual or perceived sexual orientation.

The law prohibits less-favourable treatment based on:

- a person's sexual orientation
- the perception of a person's sexual orientation, whether that perception is correct or not
- a person's association with someone of a particular sexual orientation

Example:

If a job applicant states she has a same sex partner but the interview panel decide not to offer her the job, because of her sexuality, even though she has all the skills and competences required in the job description. This is direct discrimination

Indirect discrimination

This can take place where a criterion, provision or practice is applied which has a disproportionate impact on Lesbian, Gay and Bisexual people, unless it can be objectively justified.

For example, a policy requiring workers and job applicants to disclose all criminal convictions, (including spent criminal convictions), could be discriminatory in light of the fact that certain consensual homosexual acts were once illegal.

Example:

Having a policy which restricts promotion to staff who are heterosexual and refusing to promote staff who are lesbian, gay or bisexual.

Indirect discrimination will not be unlawful if it can be justified. An employer must be able to show that there is a legitimate aim, there is a real business need and that the practice is proportionate to that aim. In other words, there is no alternative to the provision, criterion or practice which is in place.

Policies or procedures, which appear to treat everyone equally, may have the effect of disadvantaging certain groups disproportionately and these should be examined on this basis.

Indirect discrimination is unlawful whether it is intentional or not.

Harassment (See also: Harassment and Bullying Policy)

Bullying and harassment are behaviours which, if based on a person's sexual orientation, are unlawful. Additionally, there are legal implications coming from Health and Safety legislation. Any bullying and harassment may be a source of great distress to the recipient and the University has a legal 'duty of care' under Health and Safety legislation to protect its staff.

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment

Bullying and harassment are unacceptable forms of behaviour and contrary to the aims of fostering an environment where staff, students, visitors and contractors will be treated with dignity and respect.

An employer can be liable for third party harassment, but only if it can be shown that the employer deliberately put them in that position because of their sexual orientation.

Additionally, the complainant does not have to be the object of the comments. If the discriminatory comments offend someone else then that person has the right to pursue a claim against the perpetrator and the employer.

Example 1:

A male staff member, who has a same-sex partner, is continually referred to by female nicknames, which he finds humiliating and distressing. This is harassment.

Example 2:

A female staff member has a daughter who is lesbian. People in the workplace often tell jokes about lesbians and tease her about her daughter's sexual orientation. This may be harassment on the grounds of sexual orientation, despite it not being the victim's own sexuality that is the subject of the teasing.

Victimisation

This would occur if someone is treated less favourably when they make or intend to make a complaint or allegation, have given or intend to give evidence in relation to a complaint of discrimination on the grounds of sexual orientation.

Victimisation applies if an employee is treated less favourably for taking action, or assisting someone else who has taken action

Example 1:

A staff member gives evidence for a colleague who has brought an Employment Tribunal claim of discrimination on the grounds of sexual orientation. When that person applies for promotion, her application is rejected, even though she is able to show she has all the necessary skills and experience. Her manager maintains she is a 'troublemaker' because she had given evidence at the Tribunal and therefore should not be promoted. This would be victimisation.

Example 2:

If someone refuses to comply with a discriminatory instruction and an employer then takes action against them, this could be regarded as victimisation and is unlawful.



Sexual Orientation Policy

Appendix C

Definitions - Sexuality

Bisexual

The term which refers to women and men who are emotionally and sexually attracted to people of the same or different sex.

A person capable of sexual attraction for, sexual activity with, and/or falling in love with people of either or both genders.

Gay

Men who are emotionally and sexually attracted to other people of the same sex. A man capable of sexual attraction for, sexual activity with, and/or falling in love with other men.

Homosexual

This term was constructed in the 19th Century it literally translates as "of the same sex." It is a hybrid of the Greek prefix *homo-* meaning "same" (as distinguished from the Latin root *homo* meaning *human*) and the Latin root *sex* meaning "sex."

Homosexuality

A type of sexual orientation characterised by sexual desire or romantic love exclusively or almost exclusively for people who are identified as being of the same sex.

Lesbian, bisexual and gay are terms which most lesbians and gay men prefer, rather than 'homosexual'.

Internalised Oppression

The process by which a member of an oppressed group comes to accept and live out the inaccurate myths and stereotypes applied to the group.

Lesbian

The term which refers to women who are emotionally and sexually attracted to people of the same sex, women capable of sexual attraction for, sexual activity with, and/or falling in love with other women.

Lesbians often prefer the term 'lesbian' rather than 'gay women' because it reflects their separate identity and experiences. Dyke may be used between women in the lesbian community but this is not felt to be appropriate terminology if used by heterosexual people.

Pink Triangle

An inverted pink triangle was a Nazi symbol used to identify homosexuals during the Holocaust. The symbol has since been adopted by lesbian and gay activists to remember those who were tortured and killed in Nazi concentration camps.

Rainbow Flag

The flag was originally designed by San Francisco artist, Gilbert Baker, in 1978 and was intended to be a symbol of lesbian and gay pride. It was inspired by the Flag of the Races which had five stripes, each one representing the colours of human kind. The six colours of the flag — red, orange, yellow, green, blue, and purple — represent the diversity and unity within the LGBT movement. The widespread use of the flag is due less to any official recognition of it as a symbol and more to its adoption by members of the LGBT community.

Sexual orientation

Sexual orientation is the legislative term in Britain used to describe how an individual chooses to identify their sexuality, that is, lesbian, gay, bisexual or heterosexual. However, it is best practice to use the terms largely favoured by the community which are currently: lesbian, gay and bisexual.

Sexual orientation, sexual preference or sexual inclination

All describe the focus of a person's amorous or erotic desires, fantasies, and feelings. A person's **Sexual orientation** is most often classified, by the gender(s) one is "orientated" to, as:

heterosexual, if the focus is primarily a person of the opposite sex

homosexual, if the focus is primarily a person of the same sex;

bisexual if it may be a person of either sex

asexual in the absence of romantic or sexual inclination

General

Heteronormativity/Heteronormative

Heteronormativity is a term used in the discussion of gender and society, mostly, but not exclusively within the field of critical theory. Closely linked to "heterosexism" this covers all those punitive rules (social, familial, and legal) that force us to conform to pervasive heterosexual standards for identity. The term is a short version of "normative heterosexuality."

Heteronormativity is often seen as one of the pillars of a patriarchal society: the traditional role of men is reinforced and perpetuated through heteronormative mores, rules, and even laws that distinguish between individuals based upon their apparent sex, or based on their refusal to conform to the gender roles that are “normal” to their society.

It is used to describe, and, frequently, to criticise how many social institutions and social policies are seen to reinforce certain beliefs. These include the belief that human beings fall into two distinct and complementary categories, male and female; that sexual and marital relations are normal only when between two people of different genders; and that each gender has certain natural roles in life.

Heterosexuality is considered to be the only normal sexual orientation. The norms this term describes or criticises might be overt, covert, or implied.

Heterosexism

Heterosexism is the belief that every individual is heterosexual and if they're not, they should be. Thus heterosexuality is regarded as natural and universal and the basis on which society is built, a template for all interpersonal and social relations and therefore, the “norm”. It acts to enforce heterosexuality, leaving no option other than to assume that heterosexuality is the only sexuality.

It is a failure to acknowledged individuals or relationships that are not heterosexual. It relies on discrimination and homophobia to ensure that lesbian, gay and bisexual people remain invisible. If they refuse to be invisible then they are regarded as being deviants.

Heterosexism has become institutionalised in policies and practices in social and economic life. This is how heterosexism operates to maintain the assumption that heterosexuality is the only sexuality

Heterosexual

Heterosexual is the term which refers to a man or woman who is emotionally and sexually attracted to people of the opposite sex.

Homophobia

Homophobia describes the aggressive and fearful feelings and behaviour directed at lesbians, gay men and bisexual men and women. These can range from jokes, graffiti, insults and threats, to physical attacks.

Origins of “homosexuality”

The term **homosexuality** appears in print for the first time in 1869 in an anonymous German pamphlet 143 “**des Preussischen Strafgesetzbuchs und seine Aufrechterhaltung als 152 des Entwurfs eines Strafgesetzbuchs für den Norddeutschen Bund,**” (“Paragraph 143 of the Prussian Penal Code and Its Maintenance as Paragraph 152 of the Draft of a

Penal Code for the North German Confederation") written by **Karl Maria Kertbeny**.

This pamphlet advocated the repeal of Prussia's sodomy laws (Bullough et. al. ed. (1996)). Kertbeny had previously used the word in a private letter of 1868 written to Karl Heinrich Ulrichs. Kertbeny used Homosexualität in place of Ulrichs's Urningtum; Homosexualisten instead of Urninge, and Homosexualistinnen instead of Urninden.

The term was first used in English by Charles Gilbert Chaddock in his translation of Richard von Krafft-Ebing's *Psychopathia Sexualis*, a study on deviant sexual practices, and was popularized in the 1906 Harden-Eulenburg affair.

Stereotype

A negative and generalised picture of a person, which is created without taking the whole person or their situation into account. This happens because we often make assumptions without basing our judgement on fact.

When we stereotype a group of people, we depict all of the individuals within that group as having the same characteristics.

This becomes translated into our everyday perceptions, where we view people and judge them by the stereotype, rather than viewing them as individuals. Using stereotypes can affect our lives and that of others as we translate this into how we act and interact towards each other.

Acknowledgements

The information has used a number of sources for the above definitions. It should be noted that the language of Equal Opportunities is constantly forming and taking new shape. Discussion with relevant community groups is important to ensure current usage.

Bristol City Council
Integrated Equality Policy

Equality Challenge Unit and HEFCE "Good Talking" The HE
Communicators Equality and Diversity Toolkit, June 2004

Felluga, Dino. "Terms Used by Theorists of Gender & Sex. "**Introductory Guide to Critical Theory** <http://www.purdue.edu/guidetotheory/narratology/terms/>

Heterosexism Enquirer www.mun.ca/the

Human Rights Campaign (USA) for Lesbian, Gay, Bisexual and Transgender
Equality
http://www.hrc.org/Content/NavigationMenu/Coming_Out/Get_Informed4/Allies_and_Safe_Zones/Be_Aware.htm

Mansell Lesley and Gough Darryl
"It Takes All Sorts" Leicester Housing Association, 1993

Wikipedia - Online dictionary. For discussion on: heterosexism, heteronormative and history of homosexual.

Please note that information from this site can only be reproduced if its is available free of charge. http://en.wikipedia.org/wiki/Main_Page

Disclaimer

This list was correct at the time of going to press.

None of these groups or websites have been checked and none are recommended by Loughborough University or its staff.

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Sexual Orientation Policy Appendix D – Contacts

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Loughborough University Lesbian, Gay, Bisexual and Trans Group
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E Mail: G.M.Reed@lboro.ac.uk

Loughborough University Equality and Diversity Adviser
Lesley Mansell, Personnel Services
Telephone: 01509 228026
Fax: 01509 223903
E Mail: L.A.Mansell@lboro.ac.uk

Loughborough University Trades Union Contacts

Telephone: 08452 413092 Answerphone - calls will be answered as soon as possible.

UCU

Local Contact: Jo Aldridge Chair of UCU Branch. Telephone: 01509 223670.
E Mail: J.Aldridge@lboro.ac.uk

National Contact: Rachel Curley, Assistant General Secretary, Telephone: 020 7670 9700, Fax: 020 7670 9799. E Mail: rachel.curley@aut.org.uk

UNISON

Local Contact: Dave Jordan. Telephone: 01509 228298. E Mail: D.Jordan@lboro.ac.uk

Regional Joint Secretaries LGBT Group: Jill Day or Brian Crosby
Telephone: 0115 847 5400 or Text phone: 0115 847 5462
E Mail: j.day@unison.co.uk or b.crosby@unison.co.uk

Unite Local Contact: Karen Bedwell Telephone: 01509 223865. E Mail:
K.H.Bedwell@lboro.ac.uk

**Unite Lesbian, Gay, Bisexual and Trans National Confidential Helpline
(External)**

Leicester Lesbian, Gay and Bisexual Centre

Community Centre providing information and support to lesbian, gay and bisexual people. Contact:

David Graham
Corin Desborough
15 Wellington Street
Leicester
Drop In: Wed 12 - 6pm
Tel: 0116 2547412
Fax: 0116 2547412
Email: david@llgbc.com

Leicester Lesbian, Gay and Bisexual Helpline

Thurs 7:30 to 10pm
Tel: 0116 255 0667

London Lesbian and Gay Switchboard

PO Box 7324
London N1 9QS Helpline: 020 7837 7324 24 hours

Leicester Gay Group

Gay Mens social group
Tel: Chris 01509 415272

Out2Play

Lesbian and bisexual women's social group
Tel: c/o 0116 254 7412
Email: manager@llgbc.com

QUEST

Lesbian and Gay Catholic group
Tel: 0808 8080234 or 254 7412

Leicester Wilde Cats

Lesbian and gay football team
Tel: Alison 0116 210 6599 or Gareth 0116 270 0137

Leicester Parent Support Group
Families & Friends of LGB people
Tel: c/o (0116) 254 7412

TUC

Peter Purton TUC Policy Officer for Disability and Lesbian, Gay, Bisexual and Trans Rights.

Telephone: 020 7467 1271. E Mail: Ppurton@TUC.ORG.UK

Bisexual

British Bisexual Federation

BBF

PO Box 3325

London

N1 9EQ

United Kingdom

E mail: BBF@biout.demon.co.uk

East Midlands Bi Network - runs a mailing list. Send a blank email to: embn-subscribe@yahoogroups.com

Trans(gender)

The Gender Trust

The Gender Trust is a registered charity; their web site carries details of the regional support organisation and affiliated groups around the UK and across the world.

Mermaids

Mermaids is a support group formed by and for the parents who have Trans children and who, whatever the eventual outcome may be, want to know how to support those young people.

The FTM Network

The FTM Network is an informal and Ad Hoc self help group, open to all female to male transgender and transsexual people, or those exploring this aspect of their gender.

Depend - Voluntary organisation whose aim is to provide support, advice and information for anyone who knows, or is related to, a transsexual person.

The Gendys Network

GENDYS is a UK-based network for all trans(gender) people, their families, and care professionals. To this end, the network produces a quarterly journal, and holds biennial conferences in Manchester.

Transgender Community Website

The transgender community website lists comprehensive links to a wide variety of sites around the world.

Transgender Forum's Resource Guide

Formerly IFGE International Transgender Resource Guide, this is a really

comprehensive listing of support organisations, and how to contact them, around the world.

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