

Promising Practices for
LGBTQ Inclusion

Assume there are Trans, Gay and other
LGBTQ people in your community.

If you build welcome, and reinforce practice with policy,
we will more likely be visible

Best Practices for Safety and Privacy

- **Confidentiality:** Maximize privacy of any transgender medical or social history including names used. Know this is a safety as well as a privacy concern.
- **Names Used and Identity Documents:** Recognize a trans person's used name and gender in all systems and documents. Show how any requirement for a person's "legal" name and gender is legitimate and necessary.
- **Collecting info on sex and gender:** Is there a legitimate need to collect information about sex/gender? To the greatest extent possible, allow people to self-identify their sex or gender identity. The option of a blank box, is the most inclusive.
- **Dress Code:** Make policy inclusive of trans people, and identify that everyone may dress in accordance with their lived gender identity or gender expression.

Reduce errors by reducing gendered situations

- Use gender neutral terms: partner, parent, child
- Let people know how they will be addressed – add non-gendered options to titles [Ms / Mx / Mr / Rev / Dr]
- Include pronouns to nametags, email signatures and other identifying information [She/Her, They/Them, He/Him]
- Advise customer service staff to use non-gendered greetings

Change and Washroom Guidelines

WASHROOM FOR EVERYONE



- Recognize people's right to access the space appropriate to them.

- Ensure that staff are aware of change room harassment and communicate that users will not be required to use a separate facility because of others' reactions.
- Provide alternate arrangements to the person complaining (not the person they target).
- Provide privacy options that anyone in a change room may choose to use (screened urinals, shower curtains, dividers, stalls).
- Provide information on where people can find accessible, all-gender washrooms.

Pride Centre of Edmonton

Education and Consulting

educationpridecentre@gmail.com

780 488-3234