



**Equality, Diversity and Inclusion**  
**Governance and Legal Services**

# **Policy on protecting and supporting Trans, gender fluid and non- binary staff and students**

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## 1. What this policy covers:

- DMU's commitment to support trans, gender fluid and non-binary staff and students;
- The relevant legal framework;
- Behavioural expectations.

Links to further information and guidance on:

- Identity, names and records management
- Contacts
- Guidance on announcing transition
- Support
- Language
- The importance of pronouns
- Facilities
- Dress code
- How to be a supportive ally
- Guidance for managers

## 2. DMU's statement of support

- 2.1 The university supports staff and students to live in their affirmed gender(s) (or lack thereof), regardless of that which was assigned at birth.
- 2.2 This policy aims to help ensure that the university's staff, students and visitors are treated with dignity, respect and fairness, and are able to study, work and visit DMU free from harassment and discrimination regardless of their gender identity.
- 2.3 It applies to all prospective, current and former DMU staff and students, and in relation to the avoidance of discrimination, and promotion of good relations, visitors to the university.
- 2.4 This policy applies to non-binary, gender fluid and trans people and is not restricted to those planning, going through or having been through a process of gender confirmation.
- 2.5 This policy should be read alongside DMU's policies and statements available on the DMU website and intranet (such as the Dignity at Work and No Space for Hate policies), which together ensure the values of DMU are upheld and legislative  
This policy s5ate



without having first sought the student's written permission to do so.

### **3.10 The Data Protection Act 2018 and the UK General Data Protection Regulation**

3.11 DMU understands that legislation around trans status and gender reassignment under the Data Protection Act 2018 and the UK General Data Protection Regulation, are complex and unclear as regards whether these constitute 'special category data'. However, we recognise the vulnerabilities of our trans staff and students, and accordingly, we will treat this information similar to special category data. This means that information relating to a person's trans status should not be recorded or passed to another person unless certain conditions are met.

3.12 It should be noted that the definition of 'processing' under the Act is very broad, defined as any operation or set of operations performed upon personal data. The processing of sensitive personal information/special category data requires data controllers to take additional precautions to protect the data beyond those required for the processing of less confidential personal information.

3.13 Whilst not applicable in all circuy-1 (pec) 12 72 548-0nvonatTk5tion.



## 5. Time Off

5.1 **Staff** - DMU recognises that time off associated with transitioning may be required. All

student records. However, DMU records can be derived or automatically updated using the records held by external organisations. As such the university strongly recommends that applicants inform other relevant organisations involved in the recruitment process (such as UCAS) of name changes.

admissions process and cannot be responsible for correspondence from them adopting an applicant's preferred name.

- 6.5 Trans applicants who have not yet applied for or received new supporting documentation should contact the Head of Admissions (students) or the Assistant Director of Human Resources (staff).



- 8.2 DMU wishes to support students to participate in their chosen sport, however, competitive sports governing bodies set regulations which DMU must follow in order for students to participate, which may not always make this possible.
- 8.3 Due to sporting regulations set out by national governing bodies or international federations, staff within DMU Sport may need to ask certain questions related to a trans person's history. However, this will be limited to those which are absolutely necessary to determine the categories in which a trans athlete can compete. This information will be limited only to those who absolutely need to know, and will be discussed with the individual before this is passed to the governing body or federation.
- 8.4 If you are interested in participating in competitive sport during your time at DMU, please contact DMU Sport for further information, who will be able to advise you on the current regulations and available options.