How you can support your Transgender colleagues

At Macquarie, we want to foster an inclusive, supportive and diverse community, where everyone feels safe and respected.

Here are some suggestions and ideas to think about:

- **‘Trans’** is an umbrella term describing someone whose gender identity or gender expression is not the same as, or doesn’t sit comfortably with, the sex they were assigned at birth. A Trans person may use a wide variety of terms to describe their gender identity, for example Transgender, Non-binary, Gender queer, or Gender fluid.

- **Respect how someone identifies** - Remember that gender identity is not limited to male or female.

- **Avoid personal or intrusive questions** - Not all Trans people will have had or ever intend to have gender affirmation surgery. It is not appropriate to ask personal or intrusive questions about anyone’s body or any other personal or intrusive questions.

- **Use their pronouns** – some people choose to use pronouns you may not be familiar with, such as They / Their Ze / Zir. If someone has stated their pronouns, use them. If you’re unsure, mirror their language or ask what they would prefer. If you make a mistake, apologise and move on.

- **Respect boundaries** – don’t assume that the person will be willing to discuss their identity with you. If you know the person well, and feel it is appropriate to ask personal questions, confirm first if it is ok.

- **Respect privacy** – if someone has confided in you, or has disclosed something about their identity – don’t share this with others.

- The person is entitled to use the bathroom or changing facilities that is appropriate to the gender they identify as or their affirmed gender.

- **Be an Ally** – do not participate in any inappropriate jokes or comments about the individual or gender identity & where appropriate and safe to do so – challenge it.

- **Question the gender binary** - not someone’s ability to ‘pass’ as male or female – someone’s gender identity should be respected regardless of whether they meet social expectations of gender identity, expression and presentation.