

# How to be: a trans ally

Transgender and non-binary people today still face disproportionately high rates of discrimination than any other community. Trans and non-binary people are among our colleagues, service-users, neighbours, family and friends. Becoming an ally is a step towards creating an inclusive and accepting culture for all at Leicestershire Partnership NHS Trust.

## 1 Call it out

Don't tolerate, or dismiss language, remarks or jokes that could be disrespectful and hurtful.

## 2 Respect pronouns

If you're not sure which pronouns someone uses (he, she, they), just ask. Try to use gender-inclusive terms when addressing a group.

## 3 Don't assume

Trans and non-binary people don't all look a certain way, and it may not be immediately obvious.

## 4 Respect privacy

If someone has shared their gender identity with you, keep it confidential.

## 5 Keep it appropriate

Do you really need to know about a trans person's genitals, sex life, or surgical status?

## 6 Listen to trans voices

Be respectful, kind, and keep your mind open to the experiences of trans people.

The Human Rights Act 1998 protects the privacy and dignity of gender variant people which protects people from being misgendered. The Equality Act 2010 protects those who are intending to undergo, are undergoing or have undergone changes to reflect their gender identity against discrimination and harassment.

