



be open about their gender identity, trans status or trans history. To 'out' someone, whether staff or student, without their permission is a form of harassment and, in a number of contexts may amount to a criminal offence. The RVC will include gender identity issues in equality training.

- 1.6** The RVC welcomes and will provide appropriate facilities for, trans student and staff groups. The RVC will consult with trans staff and students and the trans community, in developing any further practical trans guidance. The RVC will include gender identity in employee surveys, and when monitoring complaints of harassment. In providing accommodation for students, any concerns or issues raised by trans students will be handled by the Advice Centre and will be treated fairly and in line with RVC's obligation under the Equality Act 2010.
- 1.7** Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from the RVC to meet their particular needs during this period. It recognises that trans staff and students come from diverse backgrounds and will strive to ensure they do not face discrimination on the grounds of their gender identity or in relation to other aspects of their identity, for example, their race, age, religion or belief, disability or sexual orientation. In addition, assumptions will not be ma

TRANS

An inclusive term for those who identify themselves as transgender, transsexual or transvestite, but not only. In fact, it is also used as an umbrella term to be more inclusive of people with more fluid and/or non-conforming gender identities (for example genderqueer people). The term 'trans' can be used without offence but should only be used as an adjective, for example 'a trans student'. Sometimes it is considered as an abbreviation of transgender understood as an umbrella term.

TRANS MAN

A person may describe themselves as a trans man – this is a person who is transitioning, or has transitioned from female to male. The term female-to-male (or FTM) indicates the direction of a person's transition and may occasionally be used to describe a trans man.

TRANS WOMAN

A person may describe themselves as a trans woman – this is a person who is transitioning, or has transitioned from male to female. The term male-to-female (or MTF) is a medical term indicating the direction of a person's transition and may occasionally be used to describe a trans woman.

TRANSGENDER

An umbrella term for people whose gender identity and/or gender expression are different to ones associated with the assigned sex at birth. People may use a variety of terms including transsexual or transgender. Many transgender people decide to take hormones prescribed by doctors. Others even undergo surgery. However it is important to remember that not all transgender people will take medical steps for their transition and others might not want/need to transition at all. Some people who see themselves as not clearly fitting into a male or female identity might use this term as well. The term transgender should only be used as an adjective, for example, 'transgender people'.

TRANSITIONING

Transitioning is the term used to describe someone changing from one gender to another, with or without medical intervention.

TRANSPHOBIA

Transphobia is a term used to describe discrimination that can be experienced by trans people, which arises as a result of their expression of th

