

# FTEC STAFF WELLNESS

'Gender transition' refers to the process of changing one's physical body to align it with one's gender identity. It is a complicated, multi-step process that can take years. A transition can take different forms - some people may choose to take hormones only, while others may undergo various forms of surgery.



## THE SITUATION FOR LGBT WORKERS

Discrimination based on sexual orientation and gender identity can take many forms. It can range from interpersonal animosity and offensive jokes, to verbal, physical and even sexual abuse. LGBT workers have also spoken about biased employment practices, such as having job duties restricted, being passed over for a promotion, or not being equitably rewarded for tasks completed. LGBT employees exposed to these forms of discrimination can experience anger, low self-esteem, limited job satisfaction and emotional withdrawal from work, often accompanied by feelings of isolation, stress and other mental health issues.

Below are some common forms of discrimination experienced by LGBT workers. Some specific issues facing transgender workers have been listed separately.

- Being passed over for promotion because of one's sexual orientation or gender identity
- Differential treatment, either in terms of task allocation or recognition of achievements
- Difficulty accessing health and other benefits related to same-sex partners
- Harassment (for instance, name-calling, repetitive requests for dates, homophobic jokes, being ridiculed or mocked in front of colleagues and so on)
- Having no recourse to raise complaints and grievances in relation to experiences of discrimination
- Being forced to hide one's sexual orientation or gender identity
- Being forced to reveal one's sexual orientation or gender identity
- Getting dismissed on spurious charges.

## Specific issues facing transgender workers:

- Limited knowledge among colleagues and employers regarding gender transitioning
- No protocols to facilitate a name change (for instance, ensuring names are changed on all workplace records, including payroll)
- Gender markers in identity documents that specify a different gender to what a worker presents
- Being dismissed for starting a job while presenting as a certain gender, but then subsequently presenting as a different gender
- Not being able to adopt a workplace dress code matching one's gender identity
- Not being able to use facilities matching one's gender identity (for instance, toilets and changing rooms)
- Difficulty accessing leave for medical treatments relating to gender transitioning
- Being provided with a job reference in one's birth name
- Having academic or technical qualifications in one's birth name.

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## The gender galaxy – defining womanhood

### Gender Parity focus for Women

## LUNCH TIME WEBINARS

Wednesday 23 August 2023 - 12h00

TEAMS LINK <https://msteams.link/8H2V>

