Important to Remember

Unfamiliarity with transgender people and their experiences navigating day-to-day life is central to other’s voicing concern about transgender people and spaces such as restrooms. A lack of personal connection is also an important factor in one’s assumptions and/or biases.

The National Alliance to End Sexual Violence, an entity of over 300 of the nation’s leading sexual assault and domestic violence prevention organizations, agrees restricting transgender and gender non-conforming individuals’ access to restrooms that match their lived gender is harmful. Further, claims that restrictions should be made based solely on biological sex for public safety and to prevent sexual violence are false.

Suggested Approaches for Discussion

- **Build Familiarity with Transgender People** – a simple acknowledgement of one’s unfamiliarity can be a very effective tool to help people realize that what they are feeling and/or thinking through may be common.
  
  “It can be hard to understand what it’s like to be transgender, especially if you’ve never met a transgender person.”

- **Emphasize Safety**
  
  “Safety and privacy in restrooms is important for all of us,” and “We all care about safety in restrooms.”

  After stating this is something we all care about, remind people laws are already in place that make it illegal to harm people in restrooms.
  
  “All of us, including transgender people, are concerned about safety in restrooms. And when we stop and think about it, it’s already illegal to enter a restroom to harm someone, period.”

- **Humanize the Experiences of Transgender People in Restrooms**
  
  “Transgender people are part of our University community, and they need to be able to use the restroom just like everyone else.”

  Consider walking individuals through an example involving a transgender person.
  
  “Every student should have a fair chance to succeed at our University. Forcing transgender students into restrooms that do not match the gender they live every day makes their lives that much more complicated. For example, forcing a transgender student who lives life every day as a woman to use the men’s restroom may put her at risk for harassment, or even assault.”

Things to Avoid

- **Terminology that can confuse people, such as “cisgender,” and “genderqueer.” While familiar for many people, they tend to confuse someone conflicted about a transgender...**
person in a restroom.’

“People who are not transgender...” Instead of “cisgender”

➢ Reference to transgender people “choosing” a particular restroom. Instead reinforce transgender people use restrooms that match their lived gender.
➢ Back and forth discussion that may further conflict the individual. Rather, focus on personal narrative and relatable language that opens doors and reminds them that we are all part of the Red Raider community.

Campus-Based Resources

➢ [Office of LGBTQIA](#)
  Jody Randall, M.S., she/her/hers, Director

➢ [Office of Human Resources](#)
  Jodie Billingsley, SHRM-SCP, she/her/hers, Assistant Vice President

➢ [Risk Intervention and Safety Education (RISE) Office](#)
  Brittany Todd, M.Ed., she/her/hers, Director

➢ [Title IX](#)
  Kimberly Simon, Ph.D., she/her/hers, Title IX Administrator

Other Resources

➢ The Bottom Line (Video courtesy of the Equality Texas Foundation)

➢ The Complete Guide to Transgender in the Workplace by V. Sheridan

➢ Transgender Employment Experiences: Gendered Perceptions and the Law by K. Bender-Baird

Noted Institutional Policy

OP 40.02 Non-Discrimination and Anti-Harassment Policy and Complaint Procedure for Violations of Employment and Other Laws

The university does not tolerate discrimination or harassment based on or related to sex, race, national origin, religion, age, disability, protected veteran status, genetic information, or other protected categories, classes, or characteristics. While sexual orientation and gender identity are not explicitly protected categories under state or federal law, it is the university’s policy not to discriminate in employment, admission, or use of programs, activities, facilities, or services on these bases.