

WAHT Supporting Colleagues Who are Transgender, Non-Binary or Gender Non-Conforming Policy

Appendix 1

Abbreviations and Definitions **Adapted from Stonewall (2022).**

AFAB/AMAB	Acronym assigned female at birth/assigned male at birth.
Assigned Sex	Sex assigned to a person at birth.
Cisgender ("Cis")	A person whose gender identity is the same as the sex they were assigned at birth.
Deadnaming	Calling a person by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.
Direct Discrimination	Where a person is treated less favourably because of a protected characteristic
Discrimination by Association	Where a person is directly discriminated against because they associate with someone with a protected characteristic
Discrimination by Perception	Where a person is directly discriminated against because someone thinks they have a protected characteristic. This applies regardless of whether the person has the protected characteristic or not.
Dyadic	A person who does not present with an intersex condition.
Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
Gender Dysphoria	Used to describe where a person experiences discomfort or distress because there is a mismatch between

	<p>their sex assigned at birth and their gender identity.</p> <p>This is also the clinical diagnosis for someone who does not feel comfortable with the sex they were assigned at birth.</p>
Gender Expression	How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.
Gender-Fluid	A person whose gender identity may be transient and change. Someone who is gender-fluid may feel like a mix of two traditional genders, more masculine on some days, more feminine on others, etc. Identifying as gender-fluid is not related to sex characteristics or sexual orientation.
Gender Identity	A person's innate sense of their own gender, whether male, female or something else. This identity may or may not correspond to the sex assigned at birth.
Gender Identity Clinic	A specialist transgender health service
Gender non-conforming	Behaviour or gender expression by an individual that does not match masculine or feminine gender norms
Gender Reassignment	<p>Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.</p> <p>Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and is one that Stonewall's Trans Advisory Group feels should be reviewed.</p>

Gender Recognition Certificate (GRC)	This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.
Non-Binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
Outed	When an individual's trans status and/or gender identity is shared with someone else without their consent.
Passing	If someone is regarded, at a glance, to be a cisgender man or cisgender woman.
Pronoun	Words we use to refer to people's gender in conversation, e.g "he/his" or "she/her". Some people may use gender-neutral pronouns, e.g. "they/them".
Protected Characteristics Equality Act 2010	<ul style="list-style-type: none"> • Age • Disability • Race • Gender Reassignment • Marriage and Civil Partnership • Pregnancy and Maternity • Religion or Belief • Sex • Sexual Orientation
Transgender ("Trans")	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, gender-queer

	(GQ), gender-fluid, non-binary, gender-variant, genderless, agender, non-gender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.
Transgender man	A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man or FTM, an abbreviation for female-to-male.
Transgender woman	A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shorted to trans woman or MTF, an abbreviation for male-to-female.
Transitioning	The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.
Transphobia	The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.
Transsexual	This word was used in the past as a more medical term to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many prefer the term "trans" or "transgender".