



Trans Equality Policy Statement

This Policy Statement supports the delivery of the University's Equity, Diversity and Inclusion Strategy 2022 in pursuit of our vision to use our collective talents, expertise and shared endeavour in research and education to address local and global challenges, achieve social justice, reduce inequalities, and help achieve the UN Sustainable Development Goals, and to enable our students to thrive through a sense of belonging.

The Statement sets out our commitment, intent and principles for trans equality and it applies to all our prospective applicants for employment and study, employees and students, contractors, visitors and partners.

The University of Leeds will not discriminate against people on the grounds of their gender identity or gender expression. Where this Statement refers to 'trans staff and students', or 'trans people', it has in mind everyone whose gender identity is not expressed in ways that are typically associated with their sex assigned at birth. This includes those who have non-binary, non-gender, agendered or gender-fluid identities.

The University celebrates and values the diversity of our staff and students and believes that the inclusion of trans people enriches our University environment and community. The University will treat all trans staff and students with respect and strive to provide a positive working and learning environment free from bullying, discrimination, harassment or victimisation, to enable the best outcomes for all. To this end, the University undertakes the following:

- The University will strive to provide a positive working and learning environment where trans staff and students do not face discrimination on the grounds of their gender identity or gender expression or in relation to other protected characteristics.
- Bullying or harassment of staff and students relating to gender identity or gender expression will not be tolerated. Instances of such behaviour will be dealt with under the University's [Staff and Student Policies and Procedures on Preventing and Addressing Bullying, Harassment and Sexual Misconduct](#).
- Students will have access to opportunities, courses, progression to other courses, and will be treated fairly and equitably while on courses regardless of their gender identity or gender expression.
- Staff will have access to opportunities for employment, promotion and progression and will be treated fairly and equitably regardless of their gender identity or gender expression.
- The University will provide a supportive environment for staff and students who wish their trans status or gender identity to be known. However, it is the right of the individual to choose whether they wish to be open about their gender identity, gender expression or trans history. To 'out' someone, whether staff or

student, without their permission may be considered a form of harassment and, in some contexts could amount to a criminal offence. In addition, assumptions will not be made about the gender of partners of trans staff or students. Using a person's preferred pronouns is a way in which respect can be demonstrated.

- The University will respect the confidentiality of our trans staff and students' identities and will not reveal information relating to their trans status without the prior agreement of the individual.
- The University will strive to ensure that its curriculum is inclusive and respects the dignity of trans people and other members of the community, in a manner which is compatible with its legal and regulatory obligations in relation to securing for its staff and students lawful freedom of expression and academic freedom, as set out in the [University's Freedom of Expression Policy](#).
- The University will ensure that its environment, in terms of its images, publicity materials and literature, reflects the diversity of our staff and students.
- The University will remove material or content on its premises which is reasonably considered, on an objective assessment to amount to bullying or harassment, taking account its obligations as described in the Freedom of Expression Policy.
- The University will provide a range of single sex, gender neutral and accessible facilities to meet the needs of all our students and staff.
- Requests to change staff and student titles, name and gender on records will be handled promptly and individuals will be made aware of any implications of the changes.
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from the University to meet their particular needs during this period, in line with our regular staff and student procedures.
- In providing accommodation for students, any concerns or issues raised by trans students or other members of the student community will be handled by the Accommodation Office and will be treated fairly and in line with the University's obligations under equality law.
- Having consulted with trans staff and students, the University will include gender identity in relevant internal attitudinal surveys and when monitoring complaints of harassment.
- The University will include gender identity within equality training.
- The University is committed to securing academic freedom and freedom of expression through providing an environment for the peaceful and respectful exchange and exploration of diverse viewpoints; this includes peaceful protests

and demonstrations. The framework is set out in the [Freedom of Expression Policy](#), and includes how the University manage our legal and regulatory obligations. For the avoidance of doubt, nothing in this Policy Statement should be taken to justify sanctioning staff for exercising their freedom, within the law, to carry out teaching and research, including the publication of the outcomes of research, in a way which questions and tests established ideas and received wisdom, and presents controversial or unpopular points of view, or for expressing lawful views and opinions freely including those that may offend, shock or disturb others. Any person concerned that their lawful right to academic freedom or freedom of expression have been restricted may lodge a complaint and/or raise such concerns through the relevant grievance procedure.

The University will review this policy statement periodically. Further information, advice and guidance on this policy statement is available from the Equality and Inclusion Unit at equality@leeds.ac.uk

Please also contact the Unit if you require this document in an alternatively published format.

Equality and Inclusion Unit
University of Leeds
February 2017, updated in May 2025 and September 2026