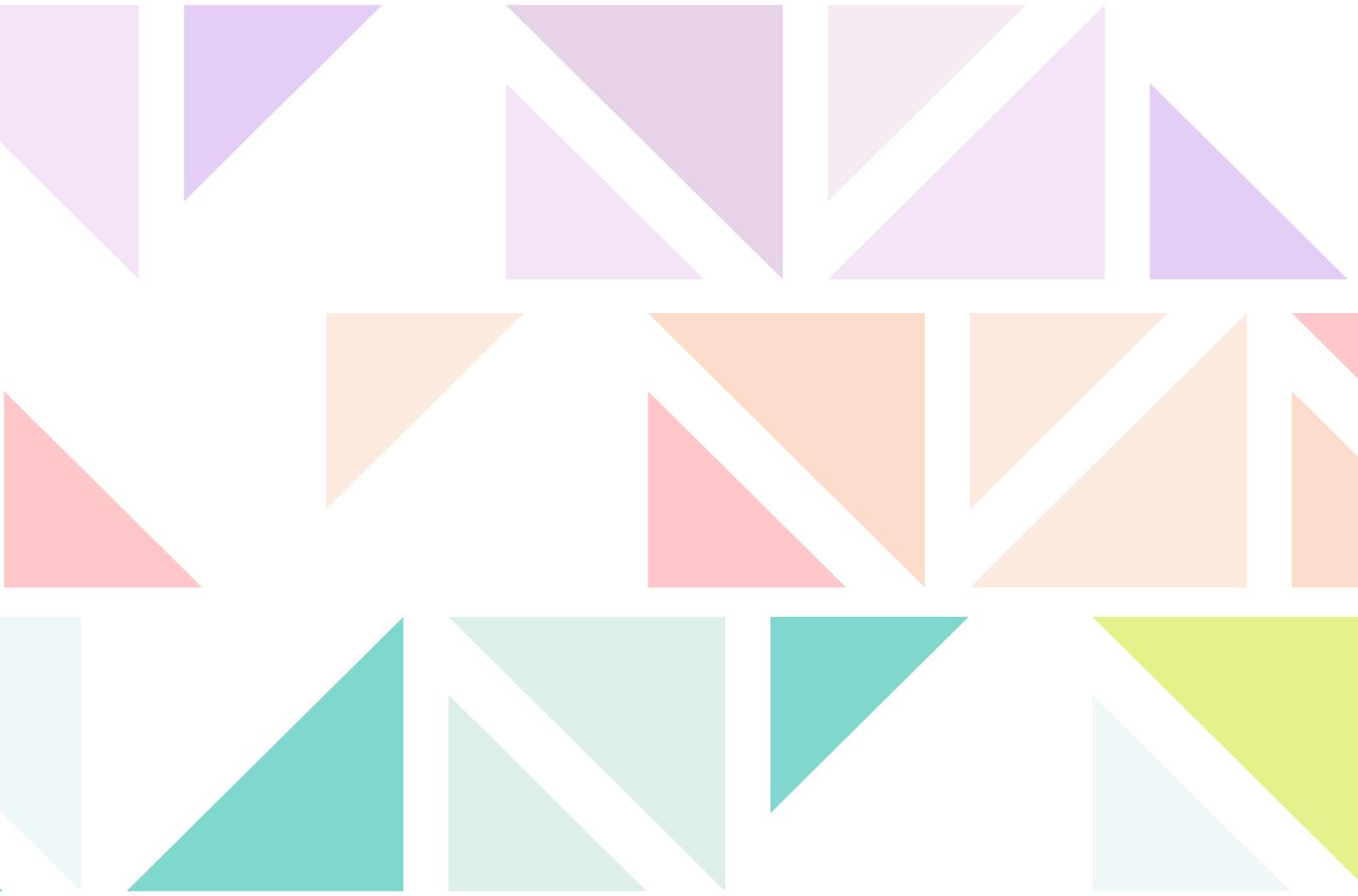




simon fraser
student society

Out on Campus

Trans and Gender
Diverse Guide to SFU
(Online Edition)



Online Edition of the Trans and Gender Diverse Guide to SFU

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Introduction

Hello, all! My name is Brianna, and I'd like to welcome you to the Trans and Gender Diverse Guide to SFU! University can be great, but it can also be complicated and difficult, especially for trans and gender diverse students. This guide will try to help those students better understand the university by giving them the information they might need in a way that they can trust. Throughout the guide, we will look at the following:

- Policies at SFU concerning transgender and gender diverse students
- Advice for issues trans and gender diverse people might deal with
- Some resources trans and gender diverse people might find useful or relevant.

Transgender and gender diverse students can encounter unique challenges at a university. Schools are often very gendered spaces with gendered segregated services, such as bathrooms, and trans and gender diverse students may worry about transphobic violence and harassment.

You can often feel overwhelmed by the amount of barriers and challenges there seem to be. In addition to the sorts of concerns that affect all students, there are challenges with changing gender markers on various university documents, dealing with the health and counselling department in regards to trans-related health concerns, and other, often unexpected issues. Additionally, trans students who also deal with racism, sexism, classism, ableism or other forms of oppression experience unique problems that can impact their health.

But with all these bad experiences come good ones too. Many find that university is the first time they get to think about their identities and come to conclusions about who they are. Others are getting the chance to be themselves for the first time. And during our studies, we often learn important things that allow us to go through the world with more care and respect for all people.

With an understanding of both the challenging and exciting experiences we can encounter in university, we discuss the following policy areas:

- Athletics and Recreation
- Discrimination and Harassment
- Health and Counseling
- Housing and Residence
- Records and Documents
- Staff Training
- Washrooms

These topics are modeled after the Trans Needs Committee Policy Scan from the Memorial University in Newfoundland. Our guide will use relevant SFU policy manuals as well as information from interviews with the university staff. We will also present some advice and resource sections that cover the following:

- Discovering Your Identity
- Finding Support
- Safety
- Coming Out
- Medical Transition & Healthcare
- Legal Name & Gender Change
- Getting People to Change
- Out On Campus
- Other SFU Resources
- Non-SFU Resources

This guide has a physical counterpart, copies of which can be found at various locations at the university. That version of the guide is shorter and includes fewer links, but can be easily transported without internet. Either version will hopefully serve as a helpful and informative summary of what you need to know about being a trans or gender diverse person at SFU.

Glossary

This glossary gives definitions for terms used throughout the guide, as well as some other terms that are often used to discuss trans and gender diverse people. Keep in mind that many of these terms are self-defined and that every person's definition will be slightly different. If someone identifies with a term in a way that does not exactly fit these definitions, trust their explanation and their experience.

These definitions only describe a shared language that is useful when talking about gender issues; they should be thought of as descriptive, not prescriptive. It's important to remember that culture, race, class and other factors affect the ways we use language. For example, the term "Two-Spirit" is often seen as comparable to "queer" and/or "trans", but it also carries specific cultural significance to various Indigenous communities. To use the word outside of the context of Indigenous identity is improper and culturally appropriative, furthering colonial oppression.

Be mindful that words change as communities change. Language is dynamic, and that it is important to respect the preferences of those the language affects. Hopefully, the terms you discover in this glossary will increase your understanding of both the guide and the communities that have helped form these terms!

AFAB: Shorthand for "assigned female at birth"; used to describe someone who was originally designated as "female" because of a specific grouping of bodily characteristics. Often preferred over "born a female" or "biologically female", because it implies that there is nothing inherently female about a body, and that it is society that constructs meaning from the body.

Agender: A gender identity that is literally "without gender" or "genderless". Many people use the term to describe how they do not have a gender, while other people use it as a gender identity that is gender neutral.

Anti-Oppressive Psychotherapy: A form of counselling that focuses on how different facets of oppression affect a person's life, and seeks to help them heal from past oppression and deal with its continued impact.

AMAB: Shorthand for "assigned male at birth"; used to describe someone who was originally designated as "male" because of a specific grouping of bodily characteristics. Often preferred over "born a male" or "biologically male", because it implies that there is nothing inherently male about a body, and that it is society that constructs meaning from the body.

Aromantic: A person who experiences little or no romantic attraction towards others. Romantic attraction is separate from sexual or platonic attraction, so an aromantic person may still experience other forms of attraction. They may also want to experience romantic behaviours, as behaviour is

separate from attraction. Often said as “aro” for short.

Asexual: A person who experiences little or no sexual attraction towards others. Sexual attraction is separate from romantic or platonic attraction, so an asexual person may still experience other forms of attraction. They may also want to experience sexual behaviours, as behaviour is separate from attraction. Often said as “ace” for short.

BC Human Rights Code: A code of law protecting people in BC from discrimination and harassment. SFU must abide by the regulations outlined in the BC Human Rights Code.

BC Services Card: A provincially-issued piece of government ID that allows people to access provincial government services including MSP. The BC Services Card used to be the Care Card, but the name was changed when the photo ID purpose was added.

Bona Fide: Sincere or genuine; without intention to deceive. Often used in legal policies.

Binary-identified: People (cis or trans) who identify exclusively as either a man or a woman. Used to clarify that not all trans people identify inside the binary.

Centre for Students with Disabilities (CSD): The SFU-run centre created to manage students with disabilities, including subjects such as accessibility, information and counselling.

Cisgender: Someone who identifies as the gender they were assigned at birth. Sometimes shortened to “cis”.

Cissexism: Related to transphobia, cissexism is the belief that cisgender people are superior to, or more “normal” than, trans people. Cissexism often erases trans identities, such as believing trans people are “not really” the gender they say. An example of a cissexist assumption is the claim that women and only women can get pregnant, as it does not account for trans identified folks who are not women but can still get pregnant.

Coming Out: Shorthand for “coming out of the closet”, a process where one goes from not being open about their LGBTIQ+ status, to sharing that information with some or all people.

Community Advisors (CA): Staff members in Housing and Residence who help take care of different residence floors and their students.

Criminal Code of Canada: A code that classifies most criminal offenses and procedures in Canada. Can be relevant in certain legal proceedings of discrimination and harassment cases.

Deadnaming: Using a trans or gender diverse person’s birth name when you are aware of the name they actually use. Deadnaming is a form of misgendering.

Demigirl: A person who identifies partly, but not entirely, as a girl or woman.

Demiboy: A person who identifies partly, but not entirely, as a boy or man.

Discrimination: Unfair or different treatment of a person or group of people, often on the basis of gender, sexuality, race, or other marginalized criteria.

Folks: A casual, gender neutral term meaning “people” or “a group”. Often preferred to “guys”, as not all people in a space may be comfortable with being referred to as a “guy”.

FTM: Shorthand for “Female to Male”, this term has been used to describe the transitions of AFAB people, often in a medical context. The term is controversial, as it assumes that a person’s gender was once female and is now male, which is not always how a person views their gender. It also reinforces the gender binary by assuming there is only one way to transition, and only two genders to transition between.

Gender Binary: The socially enforced notion that there are only two genders, male and female, and that masculinity is reserved for men and femininity is reserved for women.

Gender Diversity: The idea that gender is diverse, and not contained by conventional labels. Gender diversity rejects the gender binary and sees gender as complex and a spectrum of identities.

Gender Expression/Presentation: How one expresses their gender, be it through clothing, mannerisms, or other aspects of their appearance. Gender expression is often, but not always, linked to gender identity. The only way to know a person’s gender for certain is to politely ask them.

Genderfluid: A gender identity that varies over time. Genderfluid people may feel that their gender changes by the week, the day, the hour, or any other period of time. Sometimes written as “gender fluid”.

Gender Identity: A person’s internal sense and subjective experience of being a particular gender (or not being a gender).

Gender Neutral: Available to people of all genders, or not decided on the basis of gender. Can also describe a person’s gender identity.

Genderqueer: An umbrella term covering a variety of identities; can often be synonymous with non-binary. Used to describe gender identities that are neither man nor woman, but that could be a combination of the two, or changing. Can also be used as a person’s specific gender identity, i.e. a person can identify as “genderqueer” without any other qualifying identities.

Graduate Student Society (GSS): The student organization for graduate students at SFU. The SFSS covers undergraduate students, and the GSS is its graduate equivalent.

Harassment: Systematic or continued unwanted actions towards a certain person or group, often on the basis of gender, sexuality, race or other marginalized criteria.

Hormone Replacement Therapy (HRT): A medical treatment in which a person's "naturally-occurring" hormones are replaced with hormones typically associated with other bodies. In most cases, this includes suppressing and replacing testosterone with estrogen (typically for AMAB trans folks), or replacing estrogen with testosterone (typically for AFAB trans folks). The treatment can take many forms, including pills, patches and needles, depending on which hormones are being replaced.

Intersex: Intersex is a term sometimes used to refer to the condition of having a sex anatomy that is not considered standard for a male or a female. Like "disorders of sex development" (DSDs), it is an umbrella term that covers many different conditions that appear in humans as well as other animals. Someone who is "intersex" may consider themselves transgender, but the two are not equivalent.

Legal Name: A term referring to the name someone must use in legal contexts, such as on a birth certificate or piece of ID. Trans people often have different legal names and preferred names, so it's important to differentiate between the two and use the person's preferred name.

LGBTQ+: An acronym standing for Lesbian, Gay, Bisexual, Asexual/Aromantic/Agender, Transgender, Queer, and more. The "+" is used to signify that the community is large and diverse and includes sexualities and gender identities outside the LGBTQA and Q.

The Learning Online Network with Computer Assisted Personalized Approach (LON CAPA):

A course management program used by many people in the Faculty of Sciences.

Medical Transition: The process of changing one's body to alleviate dysphoria or fit better with one's identity and needs. May include hormone replacement therapy, gender-affirming surgeries, or other processes.

Misgender: To refer to someone in a way that reflects a different identity than the one they hold. Misgendering can be accidental or intentional, and is best avoided in all possible situations.

MTF: Shorthand for "Male To Female", this term has been used to describe AMAB people's transition, often in medical contexts. This term is controversial, as it assumes that a person's gender was once male and is now female, which is not always how a person views their gender. It also reinforces the gender binary by assuming there is only one way to transition, and only two genders to transition between.

Narrative Therapy: A newer form of therapy that focuses on externalizing and contextualizing the problem and empowering the client to see themselves as being able to make changes.

National Collegiate Athletic Association (NCAA): An association that regulates the athletic programs of many universities across North America. SFU is the first Canadian school to be accepted

into the NCAA, and must follow the regulations of the NCAA (including those that concern trans students playing on athletic teams).

Non-Binary: A catch-all term for gender identities other than male or female. Sometimes an identity on its own

Permanent Residence: When a person has immigrated to Canada in a way that is government-approved and documented, but is not a Canadian citizen.

PharmaCare BC: The government program that covers certain drugs and prescriptions for people in BC

Qmunity: An LGBTQ+ organization in Vancouver that provides support and education on sexual orientation and gender identity.

Queer: A slur that has been reclaimed by much of the LGBTQ+ community to describe people who identify outside the labels of heterosexual and cisgender. Often used within the community as a less hierarchical, more encompassing term than LGBT.

Real Life Experience (RLE): When transsexual, transgender and other gender diverse people live full-time as their self-identified gender, often to appease medical professionals. Some medical professionals will not prescribe hormone therapy without proof of RLE, and most surgeons will not perform surgery without RLE, though this process is considered harmful and obsolete.

Self-Care: Any intentional action you take to care for your physical, mental and emotional health. This includes food, sleep, eliminating toxic relationships, finding time for fun activities, etc.

Self-Identified _____: A person's gender identity. Used to include all people who are a certain gender, whether trans or cis.

Standards of Care for the Health of Transsexual, Transgender and Gender Nonconforming

People: Nonbinding protocols for the procedures and standards of medical care for trans and gender diverse folks. Formerly the Harry Benjamin Standards of Care. These standards can be found here:

http://www.wpath.org/site_page.cfm?pk_association_webpage_menu=1351

Stereotypes: Generalized assumptions about a group of people, usually based on some sort of prejudice and/or oversimplification of a complex issue.

Teaching Assistant (TA): A (usually graduate) student teacher who assists in courses by running tutorials, grading papers and helping students.

Trans: An umbrella term for those whose gender identity is at least sometimes incongruent with the gender they were assigned at birth. Sometimes an asterisk (*) is put at the end to mark that the word is intended to encompass transgender, transsexual, genderqueer, cross-dressers, drag kings/queens and others, but this is considered controversial (This guide will not be using the asterisk).

Trans Exclusionary Radical Feminist (TERF): A subset of radical feminists who practice transphobia and exclude transgender women from their feminism. They enforce the gender binary and believe that the only “real women” are those who are assigned female at birth.

Transfeminine: A term used to describe AMAB transgender people who identify with femininity to a greater extent than masculinity, including trans women, demigirls, and certain people who identify with other terms. Can be written with a space, i.e., “trans feminine”.

Transgender: An umbrella term meant to encompass those whose gender identity is at least sometimes incongruent with the gender they were assigned at birth.

Transgender Health Information Program (THiP): A Provincial Health Services Authority (PHSA) program designed to be a BC-wide information hub for “gender affirming care and supports” for transgender people in the province. This resource can be found at: <http://transhealth.phsa.ca/>

Transsexual: An older term used to mean “transgender”, often in a medical or transition-based context. Some people who use transsexual seek hormones and surgery to alter their body or have already gone through this process. People who do not identify as transsexual may still take hormones and get surgery.

Transphobia: Discrimination, hatred and/or prejudice towards people who are trans or perceived to be trans.

Transmasculine: A term used to describe AFAB transgender people who identify with masculinity to a greater extent than femininity, including trans men, demiboy, and certain people who identify with other terms. Can be written with a space, i.e., “trans masculine”.

Transmisogyny: A form of oppression that comes from the intersection of transphobia and misogyny. Usually covers specific issues faced by trans women or trans feminine people.

Two-Spirit: A term used in certain Indigenous communities to describe people who have both “male” and “female” spirits. Used exclusively by Indigenous people in a specific cultural context, with specific definitions for different nations.

For more terms that may not be used in this guide, but that you may find useful, check the Transgender Health Information Program glossary here: <http://transhealth.vch.ca/trans-101/glossary>

A Note on Pronouns

Many people use many different pronouns, and you should always use the preferred pronoun of people you meet. When trying to figure out what those pronouns may be, avoid asking, “What are you?” and instead ask, “What are your preferred pronouns?” If you are in large groups, ask everyone for their preferred pronouns and not just the people that “look trans.” This helps many trans people feel safe and not segregated because someone thinks they “look trans”. Another way to figure out someone’s pronouns is to wait for the person to use pronouns for themselves. Make sure you respect people’s pronouns and if you mess up, say sorry, correct yourself and move on. Do not argue with people about the grammatical implications of their preferred pronouns, as what they need to be respected is more important than grammatical precedent. More information on pronouns, including what to do if your pronouns are not being respected, can be found in the Advice & Resources section of the guide.

Context and Justification for This Guide

Out On Campus first developed the guide when we saw a gap in services being provided for trans and gender diverse folks at the university. One of the goals of this guide is to strengthen the trans community on campus, as trans and gender diverse students have helped prepare and maintain the guide, as well as ensure the information contained within is as accurate as possible.

What is the need for this guide?

It is important for trans folks to have access to policies that affect them in order to reduce stress and negative mental health issues, as well as to ensure trans folks have equal opportunities to participate in post-secondary education. The guide will attempt to help foster a stronger trans community and network of support at SFU as it will centralize trans experiences to help trans members of the SFU community feel less isolated.

How reliable is the information in this guide?

The information has been primarily gathered from SFU official policies and interviews with members of various departments at SFU. Much of it has also been tested by a group of volunteers; especially checking the list of gender-neutral washrooms to ensure they are working and usable.

How was this guide developed?

This guide was put together throughout a number of years and a number of different stewards. The original concept, research and drafts were done by Devyn Davies, the former Trans and Gender Diversity Project Worker, starting in 2013. The project was then picked up again in 2016 by Brianna Price, when research and drafts were updated, confirmed, and continued. Student editors, including Cooper White, Sara Penn, Taylor Cmajdalka, Grace Ann Straw, Santina Sorrenti, Tammy Yim, Calvin Chou, Margaret Lei, and Shanelle Elizabeth Sham gave crucial feedback and edits on the guide that brought it to a more finished state. Crucial support from within Out On Campus, the Women's Centre, SFPIRG, the SFSS and SFU has been extremely valuable, and this guide was developed primarily in the Out On Campus office on Burnaby campus, which is on unceded Coast Salish territory.

Athletics and Recreation

For many students, being active is an important part of their lives. When those students are trans or gender diverse, they often have complex relationships with the highly gendered world of sports, and they find navigating policies to be quite a bit harder than it is for their cis classmates. SFU is no exception, so it's important to know just what you'll need to know if you want to be involved with SFU athletics or recreation.

There is a pervasive cultural attitude regarding who has the right to access recreational spaces, and trans folks are often ridiculed for being trans within such spaces. For example, the fact that washrooms and change-rooms are designated either male or female excludes those of us whose identities fall outside those categories, and sports are typically divided into men's teams and women's teams, further excluding non-binary folks from participating.

Even for binary-identified trans folks, it is common to feel ostracized from the social world of sports. For example, a trans woman accessing a women's locker room can be exposed to verbal, physical and even sexual harassment. It creates a cycle in which trans people who hear about or experience harassment and exclusion may feel unsafe in accessing athletic spaces. This furthers the idea that trans folks don't deserve a place in sports and athleticism. This leads to more harassment, leading to fewer trans folks accessing these spaces, and so on.

SFU is not a campus that is immune from the transphobia that runs rampant in our society. The issues described above affect our trans students, and SFU Athletics and Recreation need to actively challenge them, in order to prevent their trans and gender diverse students from feeling as if these spaces on campus are not for them.

There are two gender neutral washrooms in the athletics facilities that can be used as change rooms. SFU considers both to be wheelchair accessible.

- The first is near the West Gym, around where the men's and women's washrooms are, and it has no shower.
- The other is located directly across from the Athletics and Recreation information office just beside the swimming pool, and does have a shower.

There are no policies within SFU athletics and recreation that specifically protect or deny trans people's right to change in their identified gender's change-room, so a person's safety level would be left up to the social environment of each space, as well as SFU's policies about harassment in general.

Athletics and Recreation are both located in the same facilities, but programming is run separately. Therefore, information on SFU Recreation will not necessarily be true for SFU Athletics, and vice versa. SFU Rec is open to everybody, while students with SFU Athletics must be specifically recruited.

SFU Recreation

SFU Recreation has not received formal training regarding trans issues, but describes their environment as open and welcoming for all students. There has been at least one case of discrimination and harassment that Athletics and Recreation are aware of, where a former staff member who transitioned experienced harassment from students who were using the facilities.

Most recreation spaces are gender neutral, but there are women's hours at the fitness centre and women's drop-in sports, both of which are open to all self-identified women. SFU Rec says that they do not "check" people's genders when they attend, and assume that all people who attend identify as women. They also say that trans or gender diverse people of any gender who feel more comfortable attending this specific programming would be welcome, though it is specifically identified as "for women".

The codes of conduct for recreation do not specifically discuss trans and gender diverse people, but do offer general regulations to "treat all staff, facilities and equipment with respect", and to "act with courtesy and integrity while respecting the rights, welfare and dignity of other members and participants". These can be seen as providing protection to trans and gender diverse participants and staff, though trans concerns are not mentioned explicitly.

Athletics and recreation services do not know of a presence of non-binary students using their services and so have not much considered concerns involving that population, but says that they focus on educating themselves when issues come up that they were not previously aware of.

Varsity Athletics

SFU is a member of the NCAA (National Collegiate Athletic Association), which has its own set of policies in regards to how trans athletes participate in varsity athletics. These policies are required of

all institutions that are members of the NCAA; however, the logistical process of these policies (such as the issue of which change-rooms trans athletes should use) is left up to individual institutions. At SFU, there are no formal policies for what these logistical processes might look like and they would likely be discussed on a case by case basis.

According to the NCAA, NCAA policies are designed to allow transgender athletes to participate in sport, yet remain fair for cisgender athletes. They state the following:

- A person who wishes to participate on a men's team and identifies as male will be allowed to do so without seeking medical transition.
- Once a person begins medical transition that includes testosterone they are no longer eligible to play on women's teams.
- If someone wants to participate on a women's team and is "testosterone dominant" (for example, many transfeminine people who are not on HRT), that person must undergo testosterone suppression treatment (such as HRT) for at least one calendar year before they are allowed to participate on women's teams.

The NCAA's policies do not explicitly prevent or condemn transphobic bullying on these teams, although the NCAA does provide inclusion training for varsity groups that discusses trans issues.

The NCAA has several best practice resources for coaches, teams and administrators. These resources can be accessed at: <http://www.ncaa.org/about/resources/inclusion>

At SFU, there have been, and are, trans students playing on varsity teams. Athletics is not aware of any issues accommodating those students, though they acknowledge that that doesn't necessarily mean no issues have come up.

Did You Know?

Caster Semeyna, a South African runner who won gold in the women's 800 meter at the 2009 World Championships. Shortly after her win, she was subjected to what the media called "gender testing", because it was felt she was not a "real" woman and thus had an unfair advantage. It was later revealed that she was born intersex, and the scrutiny calmed down, but the media's sensationalist coverage of the story caused distress both for her, and for many trans folks who were led to feel further ostracized from the world of sports.

Discrimination and Harassment

SFU has a Human Rights Office specifically for dealing with cases of discrimination and harassment. There are also other avenues, including Campus Security, the Ombudsperson and the Academic Integrity and Good Conduct office. If you'd like to access resources through your Student Society, you can check out the Women's Centre and Out On Campus, or external groups like SFPIRG and the FNSA.

Non-Discrimination Policies

First, let's define discrimination. SFU's Human Rights Policy (Policy GP18) states:

"Discrimination" – The University expressly adopts the definition of discrimination articulated by the Supreme Court of Canada, i.e. intentional or unintentional differential treatment for which there is no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the **Human Rights Code**.

In other words, anything that differentiates someone who is trans or gender diverse, without a "sincere and reasonable justification", counts as discrimination. The definition of what counts as a "sincere and reasonable justification" is fairly subjective, but the SFU Human Rights Office defines it as falling within the realm of "common sense", giving the example of denying a job as a bus driver to a person who is visually impaired.

Within the human rights policy, gender identity and "gender transitioning" are mentioned as part of the "sex" designation of prohibited grounds of discrimination. This means that any discrimination based on your trans or gender diverse status would be a violation of the human rights policy. Gender expression is not, however, explicitly mentioned on this list, presumably due to the assumption that it is already covered in the policy. It should also be mentioned that the human rights policy uses only he and/or she pronouns when referring to singular persons, despite the fact that the policy does apply to people who use pronouns other than he or she.

Under the BC Human Rights Code, SFU is required to ensure they do everything in their power without "undue hardship" to prevent discrimination, provide procedures to handle complaints, resolve problems and remedy situations when a violation of the Human Rights Code or SFU's own human rights policy takes place. This policy applies to everyone at the university, including students, staff and faculty.

There are also several non-discrimination policies that are unique to certain departments, such as Housing and Residence or Athletics and Recreation. For information on those, see their relevant policy sections.

Human Rights Office

SFU's Human Rights Office (HRO) is responsible for responding to violations of the human rights policy by students, staff or faculty towards students, staff or faculty. This includes issues relating to discrimination, threats, sexual harassment, and personal harassment. In general, the Human Rights Office seeks to ensure that the allegations they respond to are valid and fall under the jurisdiction of the human rights policy.

If you feel like you've been discriminated against, you can go to the Human Rights Office and ask for advice about what to do. You will need to bring your name, address, contact information and student number, as well as some information about what brings you there, supporting documents, and information about if anyone else was present at the time of the offense.

In doing this, you can receive a variety of responses. You may simply be given information on how to deal with the issue on your own, rather than directly calling the offending party into the office. This can be useful in situations where you want your complaint to the HRO to remain anonymous, or when you feel that bringing the offending party in would cause more problems than it would fix.

However, if you decide that a person should be called into the office, the person will be told why they are being called in, who has complained about them, and are allowed to bring an advocate (Again, this is only done if you believe that this is the best path to take). From there, the office works to confirm what happened, and makes sure that the offending party understands that what they did was wrong. They may also be given a task to complete to show this understanding.

You must give permission for every step that is taken, and work will be done to protect you from further harassment. Acts of retaliation are dealt with very seriously, and the offending party may be told they are not to go near you during the process.

If the issue is not resolved by those options, then you can take the complaint to the formal state. This means that you are identified to the person being accused (if you have not already been), and the office would lead a formal investigation to uncover the facts of the case, usually involving external lawyers. In this situation, the office's role is to act as a mediator. Some of the possible outcomes of this process include suspension and expulsion from the university. It is worth noting that no complaint has gone to the formal state for 10 years, but it certainly can.

When organizers come to the HRO with concerns about trans and gender diverse people, the HRO generally advises a lack of interference. For example, if a person comes out as trans and is living on a single gender floor in residence, Housing and Residence may come and ask about what accommodations need to be made. Or field schools may come in; asking questions like "what gender dorms do we place people in?" or "What washrooms should trans folks use?" In many of these cases, they would be told that the person saying they are male or female is enough, and that they should avoid "making an issue where none exists", and place them in their identified-gender's dorms.

Since 2002, the office has had some experience and training in terms of trans and gender diverse issues. However, if for any reason you have a concern about an experience at the Human Rights Office, you could contact the University Secretary.

The Human Rights Office website can be found here: <https://www.sfu.ca/humanrights.html>

The HRO can be contacted by phone at 778-782-4446 or by emailing betaylor@sfu.ca. The office itself is located in AQ 3045. A full copy of the SFU Human Rights Policy can be seen here: <http://www.sfu.ca/policies/gazette/general/gp18.html>

Campus Safety and Security

If you've experienced something unsafe on campus, Campus Security can serve as a starting point for support. They offer assistance to all members of the SFU community, including visitors, faculty, staff and students. **Because SFU Burnaby is a 20 minute drive away from the nearest ambulance, we also recommend that you call Campus Security in an emergency at SFU rather than 911.**

Campus Security has received training on trans and gender diverse issues through a few avenues. All security officers go through a basic diversity training by the RCMP through Concord Security, the organization that provides security staff at SFU. Out On Campus will also provide Positive Space Network workshops to security staff in the near future.

Campus security responds to safety concerns in a few different ways. Security is focused on immediate response and deployment, helping provide support for a person who is currently in an unsafe situation. Security can help with issues ranging from opening a door, to assisting a motorist, providing a SafeWalk, or a variety of other responses.

If the situation threatens someone's personal safety, the Personal Security Office will be contacted as well as Campus Security. If desired, the PSO will have a representative contact the person who experienced the safety threat to discuss their options and their access to support resources.

The Personal Security Office also deals with situations on or off campus in which someone is affected by a threat to their personal safety (such as sexual and/or domestic violence, harassment, stalking, threatening or obscene behaviour). They can help develop a safety plan for the person, and can meet them at a location where they feel comfortable discussing support and reporting options. They can also:

- Arrange transportation to hospital for medical care and/or forensic testing.
- Provide referrals to SFU Health and Counselling for doctor and/or counselling services.
- Provide information about supports on and off campus. (i.e. Women's Centre, Out on Campus, Victim Services, WAVAW, community counselling groups).

- Assist with safety planning.
- Provide individual consultation about reporting options.
- Assist individuals in reporting to police, if they choose to do so. Can arrange transportation to the police if required.
- Assist in navigating court processes.
- Provide information packages to give to a friend who has experienced a personal security incident such as sexual assault, harassment, domestic violence, etc.
- Offer options to protect anonymity where possible

The discussion is typically balanced around the person's specific needs. They might be just wanting information, or a police officer, or to have a report put on record. Of course, they may also want a full investigation, and that could be with or without police involvement.

Full investigations may come from a security incident report. Security incident reports are developed when any issue that Campus Security comes across is determined to go beyond a "standard issue", and requires more detail to be captured (as decided by the Security Supervisor). It may also come about for criminal matters, or when an incident needs to be recorded to be dealt with later. The Personal Security Office also looks through security incident reports for personal security issues that need to be addressed.

The person also doesn't have to decide if they want to pursue an investigation immediately. A report could be filed and held onto for later, and then worked on when the person is more comfortable. Additionally, as long as there is no larger risk to the university community (such as a possible violent offender who has been reported multiple times), they can discuss options with Campus Security completely anonymously. However, if they go through the investigation process from there, the reporting party will be identified to the accused party.

In order to prevent further harassment of the reporting party, a variety of options are presented to them. Usually, the Personal Security Officer would ensure the accused party understands what they are allowed and not allowed to do, though they can also involve police.

Campus Security will deal with anything that impacts a person's safety and security. This may mean using the Student Code of Conduct, Criminal Code of Canada, or no code at all. Their focus is simply to help create safety for students and community members in unsafe situations.

The emergency numbers for Campus Safety and Security vary by campus:

Burnaby Campus Security Emergency – 778.782.4500

Surrey Campus Security Emergency – 778.782.7511

Vancouver Campus Security Emergency – 778.782.5252

For general inquiries, Campus Security can be contacted at 778-782-3100. The personal security office email is safe@sfu.ca, and Julie Glazier, the community safety and personal security advisor, can be contacted at 778-782-8473 or julieg@sfu.ca. The Campus Security website can be found here: <http://www.sfu.ca/srs.html>

Student Conduct Office

As their name implies, the student conduct office deals with violations of the student code of conduct. Most of the time, they deal with issues from security incident reports, but students can also come to them directly. Their job is to decide whether the issues they deal with are classified as violations of the student code of conduct, and if so, find the best way to deal with those violations.

The office has no formal training with trans issues. Because of recent rehiring, it could not be determined if the staff of the office have any background in the area.

The student code of conduct has a few general categories of violations that can occur, but the major one is dangerous and disruptive behaviour. This includes behaviour that is either threatening, harmful, or has the potential to be harmful or impact well-being. When this sort of behaviour crosses over into harassment, it would usually be recommended that the person go to the Human Rights Office (if the person feels comfortable doing so), but the specific issue will determine which office it will end up at.

The Student Conduct Office also deals with use of fraudulent documents, theft, hazing, damage to property, unauthorized entry, and (rarely) firearms and weapons. Incidents can also violate multiple parts of the policy.

When the office considers an incident to be a breach of the student code of conduct, the Student Conduct Office invites the violating party in and talks with them about the situation and why they have done what they done. The office operates on the idea that any misconduct is an attempt to meet some sort of need, and so while the violator must be held accountable, it may also be appropriate to refer them to another service.

In these scenarios, the office works with the victim the whole way along. When they receive the security incident report, they let the victim know that they have received it, and give them the chance to tell the office what result they'd like to have. They won't always follow exactly that, but they consider it in their decisions.

As mentioned, the Student Conduct Office can refer people to the Human Rights Office if the issue they're dealing with fits better into the definition of harassment. However, if it is found that it doesn't actually meet the definition of harassment there, students are welcome to return to Campus Security or the Student Conduct Office, as each of the policies are geared to address different types of behaviour. Generally, if you tell any service covered here about an issue, they should help you find the resource that works best for your situation, even if it doesn't come from their department.

The Student Conduct Office can be contacted by phone at 778-782-9456 or by email at aigco@sfu.ca. The website for the Student Conduct Office can be found here: <https://www.sfu.ca/students/studentconduct.html>

The Ombudsperson

The Ombudsperson is another impartial avenue for you to gather information, advice and other forms of assistance in the case of discrimination and harassment.

It is rare that someone comes to the Ombuds' office with a trans-specific issue so the Ombudsperson has no trans-related training.

The office does not exclusively work on situations of discrimination and harassment, but in those situations, the Ombudsperson can provide you information on various SFU policies and processes, and can refer you to other parts of the university. They can also investigate or research the issue you come with, but their goal is always to resolve issues at the lower level and to prevent things from going formal.

Their priority is diplomacy and want to make sure everyone feels as if situations are fair. They don't represent students; their structure is focused on fact-finding and often consists of going between students and the university to get clarity on how the system works. Often, the office can access information that isn't easily accessible, and can be more aware of changes that may not be entirely publicized. They can also go a bit deeper into policies and examine the case-by-case discretion that is often a necessary part of them.

In situations of discrimination and harassment, the Ombuds' office can help you feel less afraid to come forward. This may be relevant when there is a power imbalance, such as between students and faculty. The Ombuds' office cannot guarantee that there will not be consequences if the person takes action, but they can make them aware of their rights and the policies and processes that may be relevant to them. They can also give helpful strategies, as well as supports if the issue is affecting their schoolwork.

They can also refer to Health and Counselling, CSD, Academic Advising, and a variety of other internal (inside of SFU) resources. They cannot refer to outside resources, but they can give you an indication of what parts of SFU they should look into to get access to those outside resources.

The Office of the Ombudsperson website can be found here <http://www.sfu.ca/ombudsperson.html>. They can be emailed at ombuds@sfu.ca or phoned at 778-782-4563.

Human Rights Policy Board

At SFU, there is a human rights policy board that provides policy advice to the vice president of legal affairs and carries out the functions of the policy. The policy board is made up of the Human Rights Office staff person, representatives from the SFU Faculty Association (SFUFA), representatives from the Canadian Union of Public Employees (CUPE), representatives from the Administrative and Professional Staff Association (APSA), representatives from the Graduate Student Society (GSS), and representatives from the Simon Fraser Student Society (SFSS).

They meet once a semester, and give their recommendations every five years when the policy is up for review. The last time the policy was reviewed was in 2014, when gender identity and “gender transitioning” were added as explicitly protected classes. The general community are also given the chance to comment on the policy whenever it is up for review, so keep an eye out in 2019!

Simon Fraser Student Society

Sometimes, you may not find any of the options satisfactory. You may want to get the word out about an issue you’ve come across at SFU without taking it to an SFU-based organization, you may want some peer support, or just some advice. In these cases, organizations who are more independent of the university, such as the Simon Fraser Student Society and other student organizations may be more what you are looking for.

One part of the Society, the Women’s Centre, often has users of the Centre or others coming in who have experienced discrimination. In these situations, they thank them for coming, emphasize that they believe them, and see what it is that they need, whether that is support, advice, or a person to rant to. Their focus is on affirmation, mental health and first aid. Additionally, if the person wants assistance contacting the Human Rights Office or composing a letter or email to a person or organization, they try to give that assistance.

They also provide peer support, both formally and informally. Users can sit down with the Women’s Centre coordinator Leah either confidentially or not, and talk with her about what has been bothering them. There are also often people in the space who can provide support and encouragement to people accessing the Centre. They will also often have some volunteers who do off-site peer support at various events if people come across a problem there, and the Centre can also help the person gather or access resources that they need, whatever those are.

The Women’s Centre can be found in TC 3013 on Burnaby campus. In the front, there is a 24/7 lounge that is open to all self-identified women. In the back, there is a resource office open to all genders that operates 9:30-4:30 Monday-Thursday. Their website is <http://wctr.sfss.ca/>, and they can also be contacted at womenscentre@sfss.ca or 778-782-3670.

Out On Campus is a great space for queer and trans folks on campus looking for resources and connection. If you've experienced discrimination and harassment, please don't hesitate to drop by and ask for a listening ear and some support from the Coordinator. Many of the folks at OOC have lived experiences as well as professional expertise, and would love to help. Please reach out if you need help! For more information on Out On Campus and the types of service we provide, please see the section near the end of the guide labelled "Out On Campus". You can contact the OOC Coordinator at oooc@sfss.ca, or by phone at 778-782-5933.

The Rotunda

SFPIRG (the Simon Fraser Public Interest Research Group) is separate from the SFSS, but responds to discrimination and harassment in a fairly similar way to the Women's Centre and Out On Campus. When someone comes to them with experiences like that, they make sure the person feels that they can share their feelings, and focus on student support. Then they see if there's any practical help they can give.

Practical support SFPIRG can provide has included referring to human rights organizations, attending meetings with students, writing letters, gathering resource, helping navigate systems, supporting in cases of emotional unrest, or even referring to lawyers. Every situation is different, and they ensure that their response is going to be what is best for the student. If they don't know who to refer a person to, they may ask their board members (made up of students) who or what would be the best to support them.

They have dealt with issues all over the spectrum, including sexual harassment, misgendering, racism, ableism, or even situations where a student has disclosed sexual violence to a TA or prof.

When providing peer support, they do a lot of work to help people untangle the issue and find its root. They will sometimes offer an anti-oppressive frame for the person, especially if they have internalized prejudice that makes them feel as if they are at fault. They will also work with those who are unsure of where the shame actually lies to find out where that is, and help them with it.

SFPIRG can be found in TC 326 on Burnaby campus, contacted by email at info@sfpirg.ca or by phone at 778-782-4360. Their website is <http://www.sfpirg.ca/>.

Many times, these three groups work together and with other organizations. It may come that when someone goes to one to get help with discrimination and harassment, the group will introduce them to people at another group who might be able to better help with their issues. Along with the First Nations Student Association (FNSA), CJSF and Students of Caribbean Ancestry (SOCA), these groups make up the Rotunda that centers around the Transportation Complex and works to support students.

The FNSA provides a safer space, social opportunities, and advocacy for First Nations students. They can be found in the Rotunda at TC 3108 and TC 3112 or contacted by email at fnsa-board@sfu.ca

and their website can be found at <http://www.sfu.ca/olc/indigenous/fnsa>.

Often, when we experience discrimination and harassment, we feel that the best idea is to just keep it to ourselves. Whether that is because of guilt, shame or fear, you may find it really hard to openly talk about these issues. However, there are many resources available to people who go through these experiences, some of which that are affiliated with the university and some of which that aren't. Not all involve reporting, not all involve legal action. Many are just talking it out, or based on whatever it is that the person needs. It's often way more damaging than we realize to not talk about it, and while you're not doing anything wrong by keeping quiet, these resources can often be a great way to prevent hurtful behaviours, or to take care of yourself in the aftermath of them.

Did You Know?

Discrimination and harassment is a major problem for trans and gender diverse people all over the world, including trans and gender diverse people in Canada. Recently, bill C-16 was introduced in the House of Commons by the Liberals, and would list gender identity and expression in hate crime provisions of the Criminal Code and as a prohibited ground of discrimination in Canada. This provides one example of legislation that seeks to protect trans and gender diverse people.

Health and Counselling

For many trans and gender diverse people, health & counselling services are a necessary part of transition and daily life. For those who attend university, it makes sense to first seek out the services offered by your school. However, it can also be intimidating when you may not know exactly how SFU's health and counselling services deal with trans students. In this section, we'll talk about gender-based procedures, training and confidentiality, as well as give a general overview of how health services and counselling services each run.

Health

The health and counselling departments have many similarities but they serve various functions and have a number of different considerations for trans and gender diverse students.

Health services operate with the hope that they are providing good medical care to all people, regardless of gender. That being said, not every member of health services has expertise as to the various processes of transition.

The only training completed by staff was four to five hours of general LGBTQ+ training with Qmunity two years ago. All staff (health, counselling, and the front desk staff) were present for the training, which means that most of the current staff have received training. It was not specific to trans and gender diverse issues, but did deal with discussions of the LGBTQ community and how to best support them.

There are no specific questions about trans or LGBTQ+ issues within the hiring process, so health services cannot be aware of how trans-inclusive potential hires are. This makes it even more difficult to predict how each doctor will react to trans issues.

A first appointment with health services would start out with information gathering. After filling out a form that asks for general information, the patient is taken to an exam room and asked the reason for their visit. The appointment then proceeds in different ways based on the issues presented.

At HCS, when a patient discloses their trans status to a physician, the patient may be asked a variety of questions related to medical history and health needs (such as genitalia status). While Health & Counselling Services assert that physicians would be respectful, this is certainly dependent on the doctor, given the lack of trans-specific training and hiring checks.

The medical services at HCS are able to prescribe and monitor hormone replacement therapy, though each doctor has a different level of expertise with the process. For surgeries, unfortunately, the most they can do is help you find some information or recommend some community health clinics. They admit that often students are more knowledgeable in that area than they are.

There is a specific nurse, Barb Chick, who is able to perform and teach hormone injections for trans and gender diverse patients. In order to see her, a student must make an appointment with a physician, who will give Barb an “order” to see the student, who can then make an appointment with her.

Some of the gender-specific parts of health and counselling may include reproductive health, STI testing, and pap smears. These are often referred to with the misnomer “Well Woman’s Exam”, despite the fact that not all people who need them are women, and not all women need them. Many posters carry this identifier, and doctors also use it, though there is consideration being taken towards changing the name.

To accommodate trans people within gender-specific procedures, they will ask questions (such as “how do you want your biology addressed?”), attempt to use inclusive language within the sessions, and make use of the preferred name and gender information provided on the forms. As much of the process is pretty binary, it is worth noting that apart from these accommodations, there have been no specific actions taken to promote acceptance of non-binary people within the health department.

Counselling

SFU’s counselling department uses a self-described human-focused approach, preferring to see its patients as people rather than the issues that they may be dealing with. Most staff there are trained in counselling psychology rather than clinical psychology, so diagnoses tend to be less important than the student themselves. However, there are times when a counsellor will change their approach to better suit the student’s needs, with examples given of when a student has autism or ADHD.

They may also work with other doctors or psychiatrists to ensure that their patient is safe if they come across a situation such as a student hearing voices or contemplating suicide. Doctors’ first goal is to understand what the student is dealing with, and make decisions on how best to support them. This may be group counselling, one-on-one counselling, or consulting with a physician.

SFU’s counselling department does not have a policy about receiving formal training in regards to trans and gender diverse issues. However, in addition to the previously-mentioned Qmunity training, the Transgender Health Program (now known as the Transgender Health Information Program) did a counselling-specific training several years ago. Two-thirds of the current staff in counselling have received this training.

The content of the one-day training included early experiences of trans individuals, the social challenges of being trans, and the process of medical transition (surgeries, hormones, etc.). The staff was also taught about addictions in trans communities and how substance abuse is largely attributable to social stigma and oppression. Finally, they were taught about a therapeutic process used when assisting a person in transition, including advice on speaking to loved ones.

If a patient discloses to a counsellor that they are trans or gender diverse, the counselling department emphasizes that this information does little to affect the care provided by the counsellor. If a student seeks counselling related to their trans status and the counsellor feels that they are not competent enough to assist them, the counsellor would instead provide outside resources that might be more helpful to the student.

There are no services within the counselling department that are currently gender-specific. However, if a gender-specific service (such as a group) did exist in the future, the counselling department assures that it would be self-identification that determines eligibility for such services.

Counsellors are not legally allowed to prescribe hormones; however doctors on the health side can do so. Counsellors will help students explore their options and find out what's best for them, but acknowledge that it is difficult to recommend specific professionals because of a lack of knowledge.

Information & Confidentiality

Confidentiality is a major concern when accessing Health & Counselling Services, especially for trans and gender diverse students who may not be entirely "out". In SFU's case, most information gathered or shared by Health & Counselling is done only with your consent. However, there are some "exceptional circumstances" in which information you have shared would be disclosed to various groups. Health & Counselling lists these circumstances as the following:

1. If you are under the age of 19 and disclose abuse (sexual and/or physical) by a specific person, the abuse must be reported to the Ministry of Children and Families.
2. If you are 19 or older and disclose abuse (sexual and/or physical) by a specific person who has access to people under the age of 19, the abuse must be reported to the Ministry of Children and Families.
3. If there is a serious possibility that you may harm yourself or others, staff must take reasonable action, which may include contacting the police or other responsible authorities.
4. If you are impaired by drugs or alcohol and intend to drive, staff must report this to the Motor Vehicle Branch and/or the Police.
5. In some court actions, professional staff and/or their records may be subpoenaed.

The department also notes that the disclosure of this information is not a frequent occurrence. However, it is good to be aware of these limits to confidentiality if you are sharing personal information that might fall into one of these categories.

Given that these restrictions exist, one might be curious as to what information they must share when they use health and counselling services. Generally, required information for both services includes name (both legal and preferred), gender (both legal and self-identified), birthdate, address, phone number, emergency contact, medical history, and a few other “medically relevant” pieces of information. Counselling also has an additional form which asks about the student’s current mental state, reason for visiting, and questions that classify whether the situation is an emergency or not (such as suicide attempts or recent sexual assaults).

Most information is collected directly from you, but there may be times where health and counselling need to collect information from “other health care providers, friends or family.” Health & Counselling notes that this is rare, and that when information is taken from other sources, you are advised of this, and it is done only with your consent.

Most of the washrooms in Health & Counselling are gender neutral and have signage indicating them as such. The health and counselling website can be found here: <http://www.sfu.ca/students/health/>. Information on many (but not all) of the services they offer are on the website.

To contact HCS directly, you can call 778-782-4615 for Burnaby campus or 778-782-5200 for Vancouver or Surrey campuses. You can also email questions and comments to hcs_feedback@sfu.ca; or, for counselling-specific questions, intake@sfu.ca. Their office is located on Burnaby campus in MBC 0101. For more contact information, follow this link: <https://www.sfu.ca/students/health/contact-us.html>

Did You Know?

WPATH (The World Professional Association for Transgender Health) provides standards of care for healthcare professionals when working with transgender patients. The most recent version, the 7th edition, was released in 2012 and provides a variety of recommendations.

These include administering hormone replacement therapy using informed consent, respecting individual communication preferences in voice therapy and treating sex reassignment surgery as effective and medically necessary for those who would like it.

Housing and Residence

Students have all sorts of reasons why they might make use of SFU Housing and Residence. Many students are coming to SFU from other parts of BC, other parts of Canada, or other countries entirely. Students may find that it can be very time-consuming to travel to their required campus(es), or are not permitted to live where they grew up. These services become a vital part of the SFU experience for a lot of students, and for trans and gender diverse students, it's often a part that can feel complicated and worrying.

SFU's housing policies are officially 'gender neutral', though students are asked to identify their gender as "male", "female", "transgender", "other", or "I do not identify". SFU asks for identification because one can request to be placed with people of the same gender, but if not specifically requested, the resident is integrated with people of all genders. If a trans person requested to be placed on a same-gender floor, Housing and Residence say they would "work with the student to place them in a community where they feel comfortable, and where their gender identity is respected."

There have been openly trans and gender diverse students living in housing and residence, and the SFU housing and residence office reports that they are unaware of any cases of gender identity and/or expression-related harassment. The office stresses that it's definitely possible that harassment has taken place, but that no cases have been brought to their attention.

Housing and Residence staff have varying levels of training in trans issues. As of 2016, the live-in student and professional Residence Life Staff have undergone diversity and inclusion training which addresses issues of race, gender, sexuality and religion. However, no formal training has been offered to the staff in the Residence Administration Office.

Washrooms in the towers are gender neutral by default, but some individual communities choose to designate the two washrooms by gender. This process is facilitated by live-in student staff.

There is a Residence Contract that students must sign before moving into residence. Section 3.04 of the agreement states

Activity (verbal, written, graphic, physical) that may be reasonably interpreted to be threatening, racist, sexist, homophobic, or any other form of discrimination, harassment, sexual harassment

or unwanted sexual attention is prohibited, and may result in eviction. This can include, but is not limited to: posting or distributing material and/or behaving in a manner that is offensive and may contribute to an intimidating, hostile or uncomfortable environment; putting offensive posters/pictures in areas available to public view, including windows or common areas; using e-mail, voice mail, message boards, mail, computer networks, social networks or other mediums to convey nuisance, obscene, or otherwise objectionable messages or materials; writing graffiti

in residence buildings or encouraging or engaging in offensive acts or behaviour; repeatedly following or attempting to make unwanted contact with another person. Behaviour reasonably considered bullying and hazing will be considered harassment under this policy.

This contract means that any material or behaviour that discriminates against or harasses any group of people is prohibited and can result in eviction. The contract does not mention gender identity by name, but it does prohibit anything that could be “threatening”, as well as “any other form of discrimination, harassment, sexual harassment or unwanted sexual attention”. This can be assumed to include most situations trans students would experience.

There is also a specific policy dictating what external groups can advertise, publish, or display within Residence. This policy prohibits anything that:

- a) Indicates discrimination or an intention to discriminate against a person or a group or class of persons, or
- b) is likely to expose a person or a group or class of persons to hatred or contempt because of the race, color, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, or age of that person or that group or class of persons.

Unlike the Human Rights Policy for SFU, this policy does not specifically mention gender identity or gender expression as protected from discrimination. However, between part a) of the policy prohibiting discrimination against “a person or a group or class of persons”, and the mentioning of sex as a protected class in part b), it can be assumed that anything transphobic or transmisogynistic posted or published in residence would be prohibited.

If you are assigned a room in an area where you feel unsafe, you have several options. The first point of contact is usually the Community Advisors (live-in student staff members there to assist residents living in the community). There are also three live-in professional staff members called Residence Life Coordinators, to whom you could also speak. If you are unsure of who to talk to, you can contact reslife@sfu.ca to be directed to the proper resource. Room changes can be requested after the third week of classes for the relevant semester, and are facilitated by contacting resrooms@sfu.ca.

If there is a case of outright discrimination, you can contact a variety of resources, including campus security, SFU’s Human Rights Office, the Women’s Centre or Out On Campus. For information on these resources and more, check out the Discrimination and Harassment section of the guide.

Did You Know?

Housing can be difficult for trans and gender diverse people – university students included -- and various groups have organized to create projects to give safe housing to trans and gender diverse folks. The Transgender Housing Network is one of these projects, and offers people the option to post that they either have or need a safe place for trans or gender diverse people to stay for a limited period of time. The resource is heavily American-focused, but anyone in the world can post that they have a place available, and any trans or gender diverse person (or couple in which at least one person is trans or gender diverse) can post that they need a place. It can be found here: <http://www.transhousingnetwork.com/>

Records and Documents

Many trans and gender-diverse students know how difficult it is to make sure you have proper documentation of your name and gender. Legally changing your name and gender can be costly and time-consuming, especially when you have university documents to change on top of the others. If you haven't gotten the legal change done, it can feel like an uphill battle to even just get your preferred name and pronouns respected. And for non-binary folks who don't fit the legal categories of "male" or "female", the whole process can be even messier.

Here, we'll go over SFU's policies on name and gender designation, as well as the process it takes to change those designations with the university. For information on how to legally change name and gender markers on documents in BC, see "Legal Name & Gender Change" in our "Advice & Resources" section.

Preferred Name and Gender Designation

Currently at SFU, legal names are used for a significant portion of a student's experience. Any "official" documents, including diplomas, certificates, transcripts, reports to government, tuition invoices, receipts, and letters of attestation will use exclusively the legal name.

"Unofficial" documents, such as advising transcripts, class lists and grade rosters all have the legal name with the preferred name in brackets beside it. You can now get your preferred name on ID card due to a recent rule change. Unfortunately, however, this requires paying a replacement fee, which is \$17.27 for Burnaby campus students, staff or faculty and \$24.76 for Surrey campus students, staff or faculty (due to the increased uses of their cards).

To change your preferred name on SFU ID cards, fill out a Use of Preferred First Name form and take it to the Registrar. They will make the change and inform you of the effects of the change. The form can be found here: <https://www.sfu.ca/idcard/preferred-first-name.html>

To specify a preferred name through the Student Information System at go.sfu.ca, do the following:

1. Log in with your SFU computing ID and password
2. Scroll down to the Personal Information section and click **Names**
3. There, it will show your legal name and your preferred name. To change your preferred name click on "add a new name" or on "Edit" beside your current preferred name.
4. Fill in the form, and click save.

This preferred name will be used in the SFU Directory, the SFU Connect Global Address List, and SFU Canvas, as well as in brackets on class rosters and advising transcripts.

Changing your name in the Student Information System should automatically change it in Canvas, but there have been accounts of this not automatically happening. Additionally, staff and faculty may not have SIS accounts but still need to change their Canvas names. Here's how to specify a preferred name in Canvas:

1. Log in with your SFU computing ID and password
2. Click on Account
3. Click on Profile
4. click "Edit Profile" and change the name listed there.

To change the name used in SFU Connect, do the following:

1. Log in with your SFU computing ID and password
2. Click on Preferences
3. Click on Accounts
4. Change the name that appears in the "From" field of email messages.

It is possible to set up an email alias through IT Services, that can change how your email address appears to people (for example, instead of legalname_lastname@sfu.ca or legalinitials@sfu.ca, you could change it to preferredname_lastname@sfu.ca). To do this, contact IT Services at itsinfo@sfu.ca and provide the email you would like to change. This will only affect your email address, not your SFU Computing ID in general.

If your instructor uses Lon Capa, it will show the legal name as taken from the class list. However, there is someone who has offered to input preferred names into the system for people. In order to get your preferred name used in the system, email rgoyan@sfu.ca and explain what you would like to have done. This person also recommends that you speak to your professor if you're using a name on Lon Capa that is different than the one on the class list, in order to prevent confusion.

Gender designation at SFU only uses the person's legal gender, and can only be changed with a legal change of gender designation. Legal gender is only collected for reporting externally, (to the Ministry and Statistics Canada, for example) and is not typically shared within SFU.

There are currently no policies that enforce any comprehensive standards for different departments at SFU concerning preferred vs. legal name. Most forms are done in legal name (and sometimes legal gender), but many have a place for preferred name as well.

Accessibility with Records and Document's forms are based on recommendations from the Centre for Students with Disabilities (CSD), meaning that if a person is registered with CSD, they can sometimes receive alternative versions of forms to accommodate them.

When a student applies to SFU, there is no place for preferred name on the application form. Their first opportunity to create one is in the Student Information System after they've applied. However, a new student can make sure to get their preferred name on their original student card, if they are aware of the option. This will not require them having to pay the fee.

Legal Name and Gender Designation Change

Once you have legally changed your name with the BC government, you can change your legal name with SFU. To do this, go to the Student Services office in Maggie Benston Centre at SFU Burnaby. There, you will be asked to fill in a name change application, and to provide legal documentation confirming your change of name.

The change of name application requires you to fill in your former name, new “primary” (legal) name, and gives you the option to fill in a new preferred name, or establish that the preferred and legal names are now the same. The application can be found here: <https://www.sfu.ca/content/dam/sfu/students/pdf/change-name-application.pdf>

As mentioned, a change of gender designation at SFU can only be completed with a legal change of gender, meaning only male and female genders are recognized at SFU. If one does want to change between those two options, they will have to go in person to Student Services with their new birth certificate (it may also make sense to bring your legal change of gender certificate), and it will be changed internally by records staff. If physically going to the location is not possible, one could also fax the documentation or scan and email it.

Please be aware that even if you do legally change your name, it is impossible to change someone’s SFU Computing ID.

All trans and gender diverse people deserve the right to have their name and pronouns respected. Requiring legal changes creates barriers for people who don’t meet the considerable financial requirements to go through the process, which is especially problematic for a student body that has tuition to pay.

Did You Know?

Legal name and gender changes are often complex, especially for folks who identify as non-binary. Within the past few years, there has been a push to recognize a third gender option on certain legal documents. In particular, Passport Canada was considering the possibility of adding an “unspecified” option (X) to the gender designation on passports after advocacy by trans activists in 2012. In 2014, the change was unfortunately rejected, but there is still advocacy to reverse that decision, and to secure non-binary options on other legal documents.

Staff Training

Universities need to have proper training, and the subject of trans and gender diverse issues is no exception. Trans and gender diverse people face specific challenges that require awareness and openness, often in ways that must be learned. At SFU, there are no policies around trans and gender diversity training, except for a general anti-bullying training that is required for SFU staff. If any groups at SFU have training in trans and gender diverse issues, it is because they, or their department, have taken the initiative to seek it out. We will go over which groups have taken that initiative, as well as what some student experiences have been when dealing with staff and faculty at SFU.

Faculties and Departments

The Faculty of Arts and Social Sciences (FASS) has a large amount of departments and therefore, the best way to get an idea is to look at what specific departments have done, rather than what the faculty has done overall.

All Faculty of Arts and Social Sciences departments were contacted through the faculty, and asked whether they had training and how that training had looked.

The Department of Sociology and Anthropology explained that while they had not had formal training in these issues, they had an environment that acknowledges and discusses issues of gender and sexuality. Additionally, many of the faculty and sessionals have “good to excellent awareness of gender fluidity, discrimination issues and identity-based issues” as a part of their training in anthropology and sociology.

The Department of Gender, Sexuality and Women’s Studies had a student-led training done on trans inclusion in 2006, that “has helped to create an informed and trans-friendly atmosphere that is hopefully still evident today.”

The School of Public Policy had a half-day training session about two years ago, led by SFPIRG. It focused more broadly than LGBTQ+ or transgender issues, covering topics in “gender diversity, respect, -isms, etc.” A number of faculty attended, as did many students (who have since graduated).

No other responses have yet been given to our enquiries in the Faculty of Arts and Social Sciences.

The Faculty of Communications, Art and Technology responded that there had been no training specific to trans and gender diverse issues, but expressed interest in receiving some.

The Faculty of Applied Science has not participated in any training in LGBTQ+ or trans and gender diverse issues.

The Beedie School of Business has not had any LGBATQ+ or trans and gender diverse specific training. In the summer of 2015, the School gave trainings to all of its career and academic advisors on how to better advise students and diversity was “part of the conversation”. Those same advisors, and the graduate recruitment team also took a training in the summer of 2016 on working with international students and intercultural diversity.

The Faculty of Education informed us that there had been no training in LGBATQ+ or transgender issues up until this point, but expressed that it was to be discussed.

The Faculty of Health Sciences responded that it would try and find more information but that it was “unlikely” that they had had diversity training.

The Faculty of Environment informed us that to their knowledge, there had been no training on trans and gender diverse issues for faculty or staff.

The Faculty of Science responded that there had not been any formal training in their faculty.

Washrooms

Everyone needs to use washrooms. It's a simple fact of life for all people, regardless of their gender. But simple is the last thing it can feel like when you're trans or gender diverse, especially if you don't feel comfortable or safe in either binary-identified washroom.

SFU does not have an explicit policy condoning trans women using the women's washroom and trans men using the men's washroom, and while it can be assumed that gendered spaces would apply to people who identify as those genders (regardless of anatomy), it's difficult to guarantee your safety in these washrooms. Plus, the non-binary population finds itself completely left out of traditionally gendered washrooms and needs a better option available to them. This is why gender neutral washrooms haven't begun to spring up all over, in certain eating establishments, supermarkets, and a variety of other public places.

SFU is no exception. SFU's campuses have several gender inclusive washrooms in many of the buildings, largely because of a concentrated effort of past students to have them established. These washrooms are typically single stall (though some are not, such as some of the ones in the Maggie Benston Centre that are two stalled). Below you will find a list of all known locations of gender inclusive washrooms at SFU. Those in the first spreadsheet have been verified and checked by Out On Campus. The others listed were provided by facilities.

Location	Accessibility	Traffic in Area	Clean? Usable?
W.A.C. Bennett Library 1 st floor, next to LAM Books A-GR	Floor is in construction so washroom may not exist yet (only on one of the maps on the floor)		
W.A.C. Bennett Library 405	Wheelchair accessible	Moderate	6/10
W.A.C. Bennett Library 723	Wheelchair accessible	Low	8/10
Maggie Benston Centre 10000 level, between gendered washrooms 0342 and 0343	Wheelchair accessible	Moderate	8/10
Maggie Benston Centre 9000 level, between gendered washrooms 0243 and 0242	Wheelchair accessible	Low	9/10
Maggie Benston Centre 0115	Not wheelchair accessible	Only for Health and Counselling clinic use	9/10

Maggie Benston Centre 0117	Not wheelchair accessible	Only for Health and Counselling clinic use	9/10
Maggie Benston Centre 0119	Somewhat wheelchair accessible	Only for Health and Counselling clinic use	9/10
Maggie Benston Centre 0120	Wheelchair accessible	Only for Health and Counselling clinic use	9/10
Location	Accessibility	Traffic in Area	Clean? Usable?
Transportation Centre, by Out on Campus	Wheelchair accessible	Moderate	9/10
Transportation Centre, by SFPIRG	Wheelchair accessible	Low	9/10
West Mall Centre 0355, third floor, adjacent to parking and across from women's washroom	Mostly accessible, but sinks may be hard for wheelchairs	Low	Yes
West Mall Centre 0221, second floor entrance to the rest of the campus	Hard to maneuver, but small sink heights	High	Yes
Lorne Davies Complex first floor (level 8), adjacent to the pool	Wheelchair accessible	High	Yes
Lorne Davies Complex, level 7, near dance studio and West Gym	Tight, but maneuverable	Low (except when there are games)	Yes
Lorne Davies Complex basement/storage room, 000B	Inaccessible	Low	No
AQ 2016, by caf/safe study	No automatic door opener, otherwise accessible	High	Often used, moderately clean
AQ 2015, by caf/safe study	No automatic door opener, otherwise accessible	High	Often used, moderately clean
AQ 3009, by lecture theatres	No automatic door opener, otherwise accessible	High	Often used, well cleaned
AQ 3157.1, by Shrum	Wheelchair accessible	High	Somewhat used, well cleaned
AQ 3141D.7, by Renaissance	No automatic door opener, otherwise accessible	High	Not often used, well cleaned, no trash receptacle

Applied Science Building 990, in atrium	No automatic door, bars beside toilet indeterminable, tight floor space	Moderate	Yes
Location	Accessibility	Traffic in Area	Clean? Usable?
Shrum Science Centre K 954	Bars beside toilet indeterminable, otherwise accessible	Moderate	Yes
Shrum Science Centre C 7084	Bars beside toilet indeterminable, otherwise accessible	Low	Moderately
Surrey Campus Galleria 3 North, G316	Wheelchair accessible	High	Yes
Surrey Campus Galleria 4 North, G416	Wheelchair accessible	Moderate	Yes
Surrey Campus Galleria 5 North, G516	Wheelchair accessible	Moderate	No
Surrey Campus, T235	Wheelchair accessible	Moderate	Yes
Surrey Campus, T228	No automatic door opener, otherwise accessible	Moderate	Yes
Surrey Campus T335, Beside SIAT	Urinal too tall, otherwise accessible	Low	Moderately
Surrey Campus 2799, Gerontology (NOT PUBLIC)	Wheelchair accessible	Low (Not Public)	Yes
Surrey Campus T320, SIAT Grads Podium 3	Wheelchair accessible	Low	Yes
Surrey Campus T329, Down Faculty of Science Hallway	No automatic door opener, otherwise accessible	Low	Moderately
Across from HC 1535 1 st floor South West side of building	Has change table, sink and dryer questionable accessibility, otherwise accessible	High	No
HC 1364 1 st floor East side of building	Safe needle return box in washroom, no automatic door opener, sink height questionable, otherwise okay	High	No

HC 1020 – In Library 1 st floor Marked STAFF ONLY South East side of building	Not wheelchair accessible. Marked staff only, but no key required for access Clearly noted as STAFF ONLY and without any wash-room signage.	High	Moderately
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The rest of our known washroom locations come from a list from facilities. Those marked as accessible or inaccessible are marked as such by SFU, who have been known to have been wrong in the past. Those marked as “Restricted” are in private areas only accessible by certain people, such as offices, departments, or labs.

Education Building

864 – Accessible

Dining Hall

114 – Inaccessible

115 – Inaccessible

Discovery 1

1222 – Inaccessible – Restricted

1398 – Inaccessible

150.3 - Accessible

2002.1 - Accessible

3004 – Accessible

Discovery 2

102 – Accessible – Restricted

204 – Accessible

Facilities Services/Management

108 – Accessible

124C – Inaccessible

Science Research Annex

101 – Inaccessible

Alcan Aquatic Research Centre

101 – Inaccessible

Bee Research Building

4010 – Inaccessible

University Theatre

305 – Accessible

Robert C. Brown Hall

634 – Accessible

743 – Accessible

744 – Accessible

Diamond Alumni Centre

03 – Inaccessible

03.1 - Inaccessible

04 – Inaccessible – Restricted

05 – Inaccessible - Restricted

111 – Inaccessible

921 – Inaccessible – Restricted

9301.1 - Inaccessible – Restricted

Strand Hall

307 – Inaccessible – Restricted

314 – Accessible

Blusson Hall

10707 – Accessible

11707 – Accessible

9705 – Accessible

9707 – Accessible

South East Classroom Block

102 – Inaccessible

Technology and Science Complex 1

7312 – Accessible

7314 – Accessible

Technology and Science Complex 2

6403 – Inaccessible – Restricted

6470.1 - Inaccessible – Restricted

6746.1 - Inaccessible – Restricted

The Water Tower Building

1051 – Inaccessible – Restricted

Transit Loop Building

101 – Inaccessible – Restricted

102 – Inaccessible – Restricted

Goldcorp Centre for the Arts (Vancouver)

2915 – Accessible

2925 – Accessible

2935 – Inaccessible – Restricted

2950 – Inaccessible – Restricted

4920 – Inaccessible

4930 – Inaccessible

B2310 – Accessible

B2525 – Inaccessible – Restricted

B2535.1 - Inaccessible – Restricted

B2565 – Inaccessible – Restricted

B2590 – Inaccessible

Morris J Wosk Centre for Dialogue (Vancouver)

049 – Inaccessible

278 – Inaccessible – Restricted

288 – Inaccessible – Restricted

Segal Graduate School of Business (Vancouver)

0610 – Accessible – Restricted

Did You Know?

In 2015, a law passed by North Carolina that required people to use the bathroom that corresponds to the gender on their birth certificate generated formal and informal backlash. Many groups pulled support from the state, including companies who moved locations out of the state and artists who canceled concerts that had been planned for it. Eventually, the federal government issued a directive requiring public schools to allow transgender students to use the bathroom that corresponds to their gender identity, and were sued nearly immediately by several states. This battle continues on, but it's important to recognize the huge amount of public support given towards transgender people in the face of these legal decisions.

Coming Out

Coming out can be both anxiety-inducing and liberating. Deciding whether to do it can bring up a lot of emotions, and the act itself may bring up even more. It can be one more stressor on top of classes, homework, and extracurricular activities, but also a freeing step in your transition. If people react well, you can end up with more people using your name and pronouns, and if they don't, it can start them on the path towards acceptance.

Coming out is not a requirement of being trans – your gender is valid, whether it is public or not. Keep in mind that it is a process. If you choose to, you will be coming out many times throughout your life.

It is likely that you will be coming out to many different people, and that will look different depending on who you are coming out to and when. Coming out to your professors can be especially difficult because of the power relationship inherent in your positions.

Many people choose to inform their professor(s) by sending an email explaining their identity, and their preferred name and pronouns. If you do this, be respectful in your message; assume that they are on your side, and thank them for their time. You and your professor can have a conversation about whether or not you should come out to your class, which is ultimately your decision.

If you do decide to come out to your class, it can be most easily done at the start of a tutorial or seminar (let the tutorial or seminar leader know ahead of time that you would like to do this). A quick statement could work great, like “hey folks, just figured I’d let you know that I’m transgender and will be going by [name] and [pronouns] from now on”. If you are open to answering questions, include this in your announcement.

Of course, this can seem very daunting and awkward, which is why many people choose to come out at the beginning of a semester. While this delay can cause you to feel as if you’re “wasting time”, it can also mean that you will not have to deal with many of your classmates, and possibly the professor, trying to adjust. In this case, it may make sense to just say your name and pronouns when class introductions are being done. If you feel it is necessary, you can also email your professor and/or TA, to ensure they are aware of the discrepancy with the class roster.

Coming Out to Friends and Family

Coming out to friends and family is a very different process from coming out to classmates and professors. Friends and family are often much more emotionally involved in your life and, in the case of family, sometimes your main source of financial support. In making the decision to come out, it's important to consider that they might react negatively; if you are relying on them for some sort of support, have a plan in case they reject your identity, or put off coming out until you are living independently.

If they do end up being understanding, that's great! But if not, at least you have a plan for shelter, food and other forms of support. Everyone approaches the actual process of coming out differently, but there are two methods that many people choose, each with its own advantages and problems.

Method 1: The Letter

The letter method is just what the name implies: writing a letter to the people you're coming out to, explaining your gender. The letter method gives you time to consider exactly what you want to say and how you want to say it. It also allows you time to contemplate possible reactions and edit your letter accordingly.

When you actually give the letter, it allows your family and friends time to consider what you have said and respond delicately, rather than immediately.

The letter method can also be a thoughtful option if you want to come out to loved ones that live far from you. Email may feel too casual and long distance phone calls can be expensive. While the wait may induce anxiety, their response can be more careful than someone who lives nearby.

However, there are a few risks with this method. Some people may find a letter impersonal, and feel that you are not willing to engage with people on the topic further.

A possible solution may be to say in your letter that you do want to speak with them in person (if this is something you are actually willing to do). You may also want to clarify that you are willing to engage with people on this topic but clarify that this may be difficult for you to bring up in person, and that the letter allows both parties time to consider how this news can affect them.

There is also a risk with having a written record, as the person who receives the letter could share it with others. This is something most would hopefully not do, but it is a risk to consider depending on how "out" you are.

Method 2: In Person

This method involves sitting down with whomever you are planning to come out to. This method can be great because it is immediate, and conversation can flow easily. If the person you're coming out to is unclear on something you're saying, or if they are saying something you are unclear on, folks can give responses immediately to clear up any confusion which may arise.

The person you are speaking to may also feel that this is more personal than receiving a letter, and appreciate you sitting down with them. You can also have other people there to help support your explanation, either by backing up your words or by providing another perspective that the person might find helpful.

The disadvantages are mainly the inverse of the letter method's advantages. The response can be a gut reaction rather than a well-formulated response (which is not necessarily bad, but has potential to be). It also gives you less control over what you want to say, as you may not expect the way the conversation goes. It can also be difficult to remember all of the things you were meaning to say, especially when in an emotional state.

When coming out, it's probably good not to tell your parents (or whomever) everything at once. That may mean not simultaneously coming out to them about your identity while also telling them that you are going to start hormones and have surgeries (unless they ask you). It can take time for them to adjust, and giving them all of the information at once can often be overloading or intimidating. This does not mean you need to wait a long time, just that you may want to allow them some time to adjust and process.

Speak to your own experience and be as specific as you are comfortable with. Remember, this is about you and not all trans people. If your loved ones have further questions, have some recommendations for further readings on hand, whether they be books or blogs (such as the ones found in the External Resources section).

Coming Out to Others

While the above methods work well for family and close friends, it may not be realistic to use them for everyone that you are acquainted with. Luckily, the Internet allows us to announce information quickly and effectively. If you use Facebook, Twitter, Instagram, or a variety of other social media platforms, it can be as simple as changing your name and gender, and making a post explaining it to your friends and followers. You may find it useful to model this post similarly to how you would model the letter in the letter method, or to research how other trans and gender diverse folks have made these announcements.

Of course, not everyone is on those social media sites, or is even on the internet. For those folks, an email (if they are on the internet but not social media), a phone call, or a face-to-face conversation could each be good, depending on the person and your relationship.

During all of this, be sure to take care of yourself. Have a network, no matter how small, of accepting people that are on your side; if you can access one, a supportive counselor is also helpful. If you think your mental health or your safety could be compromised by being honest about your gender, you may want to put it off or make special preparations for a difficult reaction. You may choose to come out to some people, but not others, and that's fine! Communicate with the people you're coming out to that they are not to spread the information, and that it is your choice to tell people in your own time.

Another thing to be aware of is that people may try and talk you out of this. This may mean that you want to wait to come out until you've absolutely decided this is the right path for you, so you're not swayed by their fear or insecurity. On the other hand, you might still be unsure and want to talk it

through with the person, which is absolutely understandable. But remember that people's immediate reactions may not be fully thought out.

Coming out can be complicated and scary, but also freeing. Not having to hide your gender is wonderful, especially when people are supportive. It's important to trust yourself on whether or not coming out is safe, but remember that people can surprise you and react better than you expected.

Getting People to Change

Of course, not all parts of being trans are self-focused. There's also change that needs to happen within other people. You may want them to be changing the name or pronouns they use for you, or correct certain terminology issues. And sometimes, you'll come across people who are just plain difficult. Here, we'll talk about how to lightly – but assertively – deal with people who are being problematic and get them to change.

When trying to ask people to use different terms, names or pronouns, sometimes the easiest way is to just ask. Explain to the person that in order to respect you and make you comfortable, you need them to use different terms. Generally, you can usually assume that the person does want to respect you and make you comfortable, especially if they're your family or friends. So linking that purpose with the changing of the terminology could provide motivation to do so.

In this case, they may protest that they don't understand. A good response to that is to tell them that they don't need to understand, they just need to do what you've asked. If you have the time and energy, and they do seem like they legitimately want to be educated, you can also decide to explain to them why the change is important, and the underlying systems of oppression that require it. You can also tell them that while you don't have the capacity right now, you'd be willing to talk it through with them later. However, you are under no obligation to do this, and it's only if you think it's the best idea with that person and situation.

When you're trying to get people who have known you for a while (family, friends, coworkers, etc.) to change your name and pronouns, it is often a situation where you need to be adaptable. Sometimes, the person is willing to change name and pronouns right after you've come out. Often they will ask you what they should be calling you, and that makes it very easy!

Other times, however, they'll have a bit more trouble with the coming out, and therefore it can be beneficial to wait. You are probably not going to only have one conversation about this with them, so there will be other chances to ask them to change.

Once you have gotten people to change, it may take time for them to always refer to you correctly. Sometimes, they will realize their mistake and correct themselves. If they don't, however, that's where you can step in and subtly correct them, usually by simply saying your proper name or pronouns after they mess up.

If you don't feel comfortable correcting them yourself, it can be good to talk to an accepting friend or family member to take the initiative on correcting them. This, of course, only works if you are in a situation where you have that sort of person, and that sort of person is around. Sometimes, though, even just having someone with you who is using your proper name and pronouns can have an impact on the person you're trying to get to change.

Every so often, you may come across people who are particularly stubborn or challenging when you ask them to change their language or actions. It may not be enough to just ask them to change, or explain the issues underneath the changes. They may be antagonistic or even hostile.

If it is a possibility, you may want to see if you can find a way to avoid these people. That could mean seeing them rarely or never, or letting them know that you will not be contacting them unless they've indicated that they're ready to change. If the person has a relationship with people who are close to you, you may want to let those people know that you'd rather not be around that person, and if they ask, explain why. More often than not, people who care about you will respect your needs.

However, if you are not able to avoid these people (such as them being family who you have to live with for financial or legal reasons, coworkers or classmates), you may need a variety of other strategies. The first thing to consider is always safety. If you worry that you may be exposed to harm or be at risk of being kicked out, it may be a good idea to avoid coming out to those people, or to avoid bringing up material that could anger them.

If the people are difficult but you don't feel that you're at risk of harm, then you have a few other options. Education can often seem like the most obvious solution, but education takes time, energy, and a willingness of the other person to learn. It's by no means a bad idea to educate them, but it may not provide an immediate or significant solution.

One of the major things that can be done is to separate the issue from the person. This can be done by indicating your lack of hostility towards the person, while still condemning the issue. If, for example, the person is really adamant about not using your proper name and/or pronouns, you might say "Hey, as much as I recognize that it's hard to change the name and pronouns of someone you've known for a while, but it really hurts me when you refuse to. It makes a lot harder to be around you, and I don't want that to be the case."

This may not work immediately, but it does shift the issue from being about them being a bad person to it being about the effect their action has on you and your relationship with them. It may prevent them from becoming quite as defensive or hostile, and they may even be willing to listen to your suggestions on how to deal with the issue.

It's important to stay as calm as you can when dealing with these people. That way, tensions will not escalate, and you can still feel in control of the situation. This can be done by trying to depersonalize yourself from the issue, like acknowledging that the person does not specifically hate you, but rather has a warped worldview that has shaped inaccurate and harmful opinions. You can still be frustrated, but being diplomatic with the person, at least outwardly, can have a very big effect.

Of course, it won't always quite work out, and some people may take a long time to change. That's why, the other really crucial thing when dealing with these people is taking care of yourself. It can often be exhausting and frustrating dealing with transphobia, especially when it takes the form of difficult or stubborn people. It's important to practice self-care and find support from others. Surrounding yourself with supportive people, or searching out safe environments can provide you a place in which you can freely be yourself, and be happy. These may be support groups, friend groups, a class, community or LGBTQ+ centre, or any other number of places.

In the end, this person's disapproval or difficulty does not change your worth. Your identity is just as valid as it would be if they accepted you. The problem is within them, not within you, and you have to do what you need to ensure that you are as happy and healthy as possible.

Legal Name and Gender Change

Many trans people know how important it can be to have your name and gender respected. When you want that respect from your peers, you do not necessarily have to have them changed legally, but it can often make people's lives a whole lot easier (and happier!) if they have the legal change.

Applying for a Name Change

In B.C., you will begin by checking your eligibility. This eligibility requires you to

- be 19 years of age or older;
- be changing your own name, or the name of your child for whom you have custody who is 18 years of age or younger; and
- have lived in B.C. or had a permanent residence here for at least three months before the application date.

This means, that if you are over 19 and have lived in B.C. or have had a permanent residence here for three months or more, then you are eligible. If you are 18 or younger, your parent or guardian would be the one who needs to meet the requirements, and go through the process.

Once you've established that you fulfill the requirements, you will need to fill in an Application for Change of Name. The application can be found at this link <http://www2.gov.bc.ca/gov/content/life-events/legal-changes-of-name/legal-change-of-name-application>

The application is the most important piece of documentation, but not the only piece that you must provide. The Application for Change of Name will give you the specific information for your situation, but it will generally require an attachment of some sort of proof of identity, including birth certificate, permanent resident card, or Canadian citizenship card.

If you are 19 or older, the application on its own will cost \$137, with an extra \$27 for each child you have as a dependent. If you are 18 or younger, it will be \$137, with an extra \$27 dollar for each additional child in your family (and as mentioned, your parent or guardian would be the one filling out the form). For example, if you are 21, with one child, your name change application cost would be \$164. If you are 18, with two siblings, your name change application cost would be \$191.

There is also sometimes a requirement where you must submit fingerprints for a criminal record check. If you are **18 or older**, and it is your name that is being changed, you must have your fingerprints taken and submitted for a criminal record check. This can be done at most RCMP detachments, Vancouver Police, Victoria Police, or a number of RCMP-approved companies, listed here <http://www.rcmp.gc.ca/en/who-can-conduct-criminal-record-check>.

The criminal record check itself will cost \$25, and the fingerprinting cost will vary depending on where you do it, but will be around \$40, generally. The fingerprinting service will give you a receipt for the taking of fingerprints, which you should include a photocopy of in the application package.

There are a couple of options for payment. If you're 19 or older, you can pay by credit card through the online application process here (<https://ecos.vs.gov.bc.ca/>). Regardless of your age, you can also pay by attaching a certified cheque or money order to the application package. The cheque or money order should be addressed to the Minister of Finance.

For more complete information on the process, including the specific steps you'll need to take in the application, please read through the application itself or use the online application process.

When you have all of your necessary documentation collected (application, fingerprint receipt, certified cheque, etc.), you can apply in person or by mail. Either bring it in person to a Service BC location (a list of locations can be found here: http://www.servicebc.gov.bc.ca/locations/location_map.html) or mail it to the Vital Statistics Agency in Victoria, at this address:

Vital Statistics Agency
PO Box 9657 Stn Prov Govt
Victoria, B.C.
V8W 9P3

Application Successful!

Sweet! So you've legally changed your name. Now, you've got to change the rest of your legal documents. (For information on changing your name with SFU, go to the Documents and Records section of the guide.)

One of the documents people most often need to change is their BC Services Card. Health Insurance BC can instruct you on any details not covered here. If you're in the lower mainland, you can call them at 604 683-7151, and if you're elsewhere in BC, you can call them at 1 800 663-7100.

The process is slightly different based on whether you are covered by MSP or have coverage through your employer. If you just have MSP, you must submit a photocopy of your updated birth certificate or legal change of name certificate that was issued by Vital Statistics when you submitted your application, with your personal health number written onto whichever photocopy.

If you have health insurance coverage through your employer, you will also submit the photocopy of your updated birth certificate or change of name certificate with the personal health number, but you will additionally have your employer fill out a Group Change Form <http://www2.gov.bc.ca/assets/gov/health/forms/170fil.pdf> and then submit it with the other documentation.

I would also recommend submitting a short note explaining why you are sending this documentation, to make sure they know the purpose. There is no cost associated with changing your BC Services Card.

In addition to this, you will probably also need to change your driver's license or BCID. That process simply requires taking your change of name certificate to an ICBC office. Make sure to bring the legal change of name certificate. You can also bring your old and new birth certificates or permanent residence card, but it is the legal change of name certificate that is required.

You will also need to bring accepted ID in either your old or new name. Accepted ID consists of a piece of primary and a piece of secondary ID. Primary can be BC driver's or learner's license, BC Services Card, BCID, Canadian passport, or others. Secondary ID can be any of the above, or bank card, credit card, student card, etc. For a full list of primary and secondary ID, follow this link: <http://www.icbc.com/driver-licensing/visit-dl-office/Pages/Accepted-ID.aspx>

For you to change your SIN card name, you will need to gather some documents. If you are a Canadian citizen, that would mean your birth certificate or certificate of Canadian citizenship. If you are registered as Indigenous and you want your status to be registered in your SIN, you must provide your birth certificate and Certificate of Indian Status. For what you need to provide as a primary document in other scenarios, follow this link: <http://www.servicecanada.gc.ca/eng/sin/apply/proof.shtml>

Since you are changing your name, you also need a supporting document. In this case, your legal change of name certificate or court order document. Once you have gathered these documents, visit your nearest Service Canada office or point of service. If everything is in order, you'll get your proper SIN document during your visit.

Changing your name on your passport means you must apply for a new passport. This is the case even if your current passport is still valid. If, in fact, your current passport is valid for more than 12 months, you will need to provide a written explanation of why you are applying for a new passport. You will also need to submit your current passport with the application.

In order to apply for a new passport, you must fill out a new application. Assuming you are 16 years of age or older, the form can be found here: <http://www.cic.gc.ca/english/passport/forms/pdf/PPTC153.pdf>

For an adult application (16+), the fee is \$120 for 5 year validity, or \$160 for 10 year validity.

You will need some proof of Canadian citizenship, which would be either a birth certificate or certificate of citizenship. In this case, you will need to have the name on either one be in your new legal name. You will also need a supporting document, which must be a valid provincial/territorial government issued document that includes your legal name, legal sex, date of birth, a photo of yourself, your signature. This may be a driver's license, BCID, Certificate of Indian Status or your current passport (using a current passport can be complicated – it is recommended that one of the other options is used).

You will also need to have two identical, unaltered photos with each application. Information on the requirements of the photos can be found here:

<http://www.cic.gc.ca/english/passport/apply/photos.asp>

More information about BC Service Card name change: <http://www2.gov.bc.ca/gov/content/governments/government-id/bc-services-card/change-your-personal-information>

More information about driver's license or BCID name change: <http://www.icbc.com/driver-licensing/getting-licensed/Pages/Change-your-address-or-name.aspx>

More information about SIN name change: <http://www.servicecanada.gc.ca/eng/sin/apply/how.shtml>

For clarifications or information on changing other documents, contact transguide@sfss.ca

Changing Your Gender

So you want to change your gender designation. Awesome! Unfortunately, BC only supports male and female as officially recognized genders, so you can only change from M to F or from F to M. That said, it is a bit easier in BC to change that than in some other provinces in Canada.

If you are planning to change your birth certificate, you should probably do that first. However, if you are planning to change your BCID, BC Services Card and/or driver's license, and not your birth certificate, the first step is the same as if you were changing your birth certificate. In either case, you'll need a few forms. One is the Application for Change of Gender Designation, either the adult or minor version, depending on if you're 19 or older (adult) or younger than 19 (minor). If you are a minor and your family member is making the change, they will also need to submit proof of parentage and/or a copy of legal guardianship.

The other necessary document is the Physician's or Psychologist's Confirmation of Change of Gender Designation. This will need to be filled out by a registered physician or psychologist who will confirm your gender identity. For information about finding a physician or psychologist who is accepting and can provide this requirement, refer to the Resources section of the guide.

If you are changing your birth certificate, you will also need to provide payment for the fees associated with that change. The cost of the change is \$27, with an additional \$27 for a new birth certificate, or \$50 for a certified photocopy of the birth registration (which is not necessary).

You will also need to provide all previously issued BC birth certificates. Most likely, that is just your birth certificate that has the incorrect gender, or that one and the one with your previous name, if you've changed your name.

It's also important to make copies of the Application for Change of Gender Designation and the Physician's or Psychologist's Confirmation of Change of Gender Designation for your records, as those documents will not be returned to you (do **not** send the copies away).

If you are only changing your BCID, BC Services Card and/or driver's license and not your birth certificate, you'll need the specific forms for that process (you can find links to all forms at the bottom of the section). This will include the Physician's or Psychologist's Confirmation of Change of Gender Designation (the same one you would be using if you were changing your birth certificate), as well as the Application for Change of Gender Designation (Minor or Adult depending on whether you are under 19 or 19 and older). If you are a minor, it will also include a proof of parentage and/or legal guardianship.

Once you have gathered all this, you will need to make two copies of each of these documents. To change your BC Services Card, send a package that contains one copy of each relevant document to Health Insurance BC at this address:

Health Insurance BC
PO Box 9035 Stn Prov Govt,
Victoria BC, V8W 9E3

When you receive your BC Services Card, go to an ICBC Driver's Licensing Office to get your BCID or driver's license. You will need the other copies you made of all of the documents, as well as a piece of primary and a piece of secondary ID. For a list of the accepted primary and secondary ID, follow this link: <http://www.icbc.com/driver-licensing/visit-dl-office/Pages/Accepted-ID.aspx>

If you have changed your birth certificate, and are trying to change your BC Services Card, you will need to submit a **copy** of your updated birth certificate (and a note explaining your intention) to Health Insurance BC at this address:

Health Insurance BC
PO Box 9035 Stn Prov Govt,
Victoria BC, V8W 9E3

You will also need to visit an ICBC driver's licensing office with your updated birth certificate to change your BCID or driver's license. Again, to find the location nearest to you, go here: <http://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/technology-innovation-and-citizens-services/servicebc>

Changing your gender on your SIN record can be done either in person or by sending a request by mail (in some cases). If you apply to change your gender in person, you do **not** need an application form. All you must have is primary documentation that has your primary gender on it.

Only those who live "100km or more from the nearest Service Canada point of service, in an inaccessible area, or where outreach is very infrequent", or those who have "other extenuating limitations preventing them from visiting a Service Canada point of service and cannot use the assistance of another individual to submit an application on their behalf", can apply by mail. If you are applying by mail, you will need the "Application for a Social Insurance Number" form.

Only changing the gender on your birth certificate has a fee.

Application for Change of Gender Designation on Birth Certificate (Adult): http://www2.gov.bc.ca/assets/gov/health/forms/vital-statistics/vsa509a_fill.pdf

Application for Change of Gender Designation on Birth Certificate (Minor): http://www2.gov.bc.ca/assets/gov/health/forms/vital-statistics/vsa509c_fill.pdf

Physician's or Psychologist's Confirmation of Change of Gender Designation: http://www2.gov.bc.ca/assets/gov/health/forms/vital-statistics/vsa510p_fill.pdf

Forms for Changing Gender Designation WITHOUT Birth Certificate Change: <http://www2.gov.bc.ca/gov/content/governments/government-id/bc-services-card/change-your-personal-information>
(scroll down to "Forms and Instructions")

Application for a Social Insurance Number (Only for changing gender on SIN by mail): <http://www.servicecanada.gc.ca/cgi-bin/search/eforms/index.cgi?app=prfl&frm=nas2120&ln=eng>

For more information: <http://www2.gov.bc.ca/gov/content/governments/government-id/bc-services-card/change-your-personal-information>

Medical Transition & Healthcare

The world of medicine has a complicated relationship to trans and gender diverse issues. For many, finding healthcare that properly respects their identities is a painful hassle. Additionally, some trans and gender diverse people may decide that they want to pursue medical or physical transition to better align with their gender identity. This is by no means necessary, and your identity is valid regardless of whether or not you medically transition. But if this is a path you might be interested in (either now or in the future), we figured we'd give you some information on what it's all about, and how to get started.

In terms of hormone access in the community, Catherine White Holman Wellness Centre provides referrals and counseling services with staff who are trained in providing health care to trans communities. They work on an informed consent model, which means they explain all the benefits and risks of hormones and surgeries and let the person decide for themselves what the best course of action is. The Centre offers other services such as massage therapy, legal advice, general health care such as pre and post operation care, pelvic and chest exams, hormone support and mental health support. The aim of the center is provide low barrier access to health care of various kinds. More information can be found on their website: <http://www.cwhwc.com>

Health insurance in BC covers many of the medical procedures surrounding physical transition. There are different ways to conceive of transition, they are popularly known with the problematic framings of MTF (for "male to female") and FTM (for "female to male"). These terms are awkward, as they assume that a person's gender used to be male and is now female (or vice versa), when that is not how all trans people conceive of their gender and transition. They are also binary, which erases the fact that many trans folks who medically transition are non-binary people. For the purposes of this section, we will be using "AMAB" (Assigned Male At Birth) and "AFAB" (Assigned Female At Birth), but do not be surprised if many of the services you encounter use "MTF" and "FTM" as their descriptors.

The process of physical transition is complex, and, as stated previously the Medical Services Plan (MSP) of BC covers many of the aspects of physical transition. The first step in engaging in transition is to seek out a medical health professional, specifically a general practitioner, who is knowledgeable about trans related health care. From there you may be referred to a specialist in trans health care who will assist you in accessing hormones. Be aware that some of these health care professionals hold a "gatekeeper" mentality, in that they screen people to see who "really" has gender dysphoria enough to "allow" them to transition. Often this means they are looking for people to conform to certain gender norms and attitudes of the gender they identify as. This is certainly not always the case but it can be a concern for some trans folks accessing the health care they need. From there, if the health care professional agrees, you may start hormone therapy.

There are several ways of inserting hormones into the body. For the sake of clarity and ease this guide will go through them for AMAB people first, then for AFAB people.

Hormone Replacement Therapy (HRT for short) for AMAB people typically consists of testosterone suppressants, as well as the hormones estrogen and progesterone. One of the most common testosterone suppressants are anti-androgens, which typically serve to reduce hair growth and prevent further “masculinization”. Essentially, it tries to stop testosterone in its tracks. BC MSP covers the anti-androgen medication spironolactone (spiro for short) through Pharmacare, though the amount that it covers is based on income and as such varies. Income based assistance can be a barrier to access if you are living with unsupportive family and/or housemates because you are required to provide their income levels, which likely requires you coming out to them.

Estradoil patches are applied to the skin and release estrogen that way. Estradoil can also be taken orally once daily with varying doses based on health care providers recommendations. Estraderm and Oesclim also work via the skin, with both having different chemical formulas from Estradoil and each other. Any of the three of these are taken daily in varying doses. Estrace is taken orally but has the same effects.

Effects of estrogen include (but are not limited to):

- Growth of breast tissue
- Softening of the skin
- Redistribution of body fat to a more “feminine” configuration
- Decreased libido
- Reduced muscle development
- Reduction of body hair growth
- Shrinking of the testes

Of these options, Estrace and oral Estradoil are covered by Pharmacare in general, while Estradoil patches, Estraderm and Oesclim require special authority to be covered.

Next, we turn our attention to AFAB hormone replacement therapy. This typically involves one of a number of input methods of the hormone testosterone.

Testosterone input methods include syringe, gel, cream, patch, and oral. The oral method is not often employed, however, as the only effective drugs for it have been linked to liver complications.

Testosterone Enanthate, an injectable form of testosterone administered on a schedule that is between once a week to once every three weeks depending on individual circumstance. It is covered by MSP.

Testosterone Cypionate, another injectable form of administering testosterone, is also covered by MSP. The name brands covered are depo-testosterone and Testosterone Cypionate injection 100mg.

Transdermal testosterone, like all transdermal medication, is absorbed through the skin. This method is applied typically daily in small doses. Transdermal is popular amongst those with a phobia of needles, and can help alleviate the low levels of testosterone that can accompany the end of less frequent injection cycles. It is taken daily instead of weekly, once testosterone levels are often low near the end of a weekly injection cycle.

BC Pharmacare covers none of the gels, or transdermal forms of administering testosterone. Oral testosterone is not covered by BC PharmaCare for the reasons mentioned previously.

Effects of testosterone may include (but are not limited to):

- Deepening of the voice
- Development of facial and body hair
- Male pattern baldness in some individuals
- Enlargement of the clitoris
- Possible shrinking and softening of the breasts
- Redistribution of body fat to a more “masculine” configuration
- Cessation of menstruation and ovulation
- Increased sweat or body odor
- Acne

The Simon Fraser Student Society (SFSS) health plan for undergraduate students covers all medications listed on the BC Fair PharmaCare Formulary up to 80%, which includes Estrace, Estradiol (patch & pill), Estraderm, Oesclim, Testosterone Enanthate, Testosterone Cypionate, and Testosterone Undecanoate.

The Graduate Student Society (GSS) covers the same medications as the SFSS health plan, also offering coverage of up to 80% on prescription drugs.

Surgeries

Gender-affirming surgeries span a wide range of procedures that are dependent on people’s specific needs and wants. Many (but not all) of them are covered by MSP, but there is a process one must go through to be approved by that plan for the surgeries that are.

The AMAB surgeries insured by MSP include penectomy and orchiectomy (the removal of the penis and testes), vaginoplasty (the creation of a vagina and clitoris) and breast augmentation to enlarge the breasts. The AFAB surgeries insured by MSP include chest surgery (bilateral subcutaneous mastectomy), hysterectomy, clitoral release, metoidioplasty, and phalloplasty.

Penectomy is the removal of the penis, leaving the testes (unless the person decides they would like both a penectomy and an orchiectomy). It is relatively rare for trans people to choose to undergo, but for some, it is the most comfortable option.

Orchiectomy is the removal of the testes, leaving the penis (unless the person decides they would like both a penectomy and an orchiectomy). This procedure is more common for trans people than penectomies are, but as with all aspects of transition, the choice is whatever is best for the person.

Vaginoplasty is the creation of a vagina and clitoris, using tissue from the penis and glans, and involves the removal of the testes and scrotum. It is one of the most intensive surgeries and as such, only one clinic in Canada (the GRS in Montreal) can perform it.

Breast augmentation is the enlargement of the breasts, which many AMAB people may choose to undergo if they find their breast growth on estrogen insufficient. It is colloquially known as a “boob job”, and is done by many people, cis, trans, or gender diverse.

Chest surgery (by contrast to the last procedure) is the removal of the breast tissue and nipple repositioning, as well as some contouring of the chest wall, to create a male-appearing chest. There are a few different techniques that are used depending on original cup size; the surgeon will recommend which would be best for you.

Hysterectomy is the removal of the uterus. For trans and gender diverse people, it is often done in tandem with a bilateral salpingo-oophorectomy, which, despite its extensive name, is really just a removal of the fallopian tubes and the ovaries.

Clitoral release is a procedure to create a penis by giving the clitoris more length. This is done by cutting the ligaments around it and releasing it from the pubis. It is not meant to enable urination while standing or penetration, but it will allow for sexual stimulation and erections. The only clinic in Canada that can perform it is the GRS in Montreal.

Metoidioplasty is also a procedure to create a penis that is slightly more involved than the clitoral release. It also lengthens the clitoris by cutting ligaments around it, but adds to the previous procedure by grafting skin to give girth to the penis, as well as lengthening the urethra to allow urination from it. It also closes the vagina. Phalloplasty is yet another procedure to create a penis that is done in multiple “phases”. Grafts from your arm (and sometimes leg) are taken to create a penis of “average length” and extend the urethra to it. The labia is reshaped into a scrotum and testicular implants can be inserted a number of months later, along with an implant to allow for erections, if the person so desires. It allows standing urination, penetration, sexual stimulation, and (if so desired) erections on demand.

To start the process to get any of these surgeries, the first step is to get a surgical readiness assessment that approves your need.

Once a person has been taking hormones for a reasonable time (often 1 year) they may request surgeries, commonly referred to as sex reassignment surgery (SRS), gender reassignment surgery (GRS) or gender confirmation surgery. These are technically misnomers as there are more surgeries than one, and definitions of sex and gender are tenuous at best, but they are generally accepted.

The BC Medical Services Plan (BC MSP or MSP) covers many forms of gender confirmation surgery/sex reassignment surgery. They cover top surgery, which is chest reconstruction for trans masculine folks, and breast implants for trans feminine folks. You must meet the following four conditions for either:

- Persistent, well documented gender dysphoria
- Capacity to make a fully informed decision and consent for treatment
- Age of majority

If significant medical or mental concerns are present they must be reasonably well controlled. People getting chest surgery do not have to be the age of majority, but if they are under 18 they need two assessments rather than one. BC MSP will also cover gonadectomy (removal of reproductive organs) and genital surgery provided the following conditions are met:

- Persistent, well documented gender dysphoria
- Capacity to make a fully informed decision and to consent for treatment
- Age of majority
- If significant medical or mental concerns are present they must be reasonably well controlled
- 12 continuous months of Hormone Replacement Therapy consistent with the patients gender goals (unless HRT is not clinically indicated for the individual)
- 12 continuous months of living in a gender role that is congruent with their gender identity (not required for gonadectomy)

BC MSP requires one designated assessor for chest or breast surgery and two for gonadectomy and genital surgeries.

BC MSP is in the process of covering phalloplasty (the creation of a penis) for trans masculine people but will only cover five a year, how these five people are chosen is as of yet unclear.

There are additional surgeries some folks opt into as well, including the removal of the Adam's apple (also called tracheal shave) and facial feminization surgeries (FFS) for trans feminine folks, and metoidioplasty or phalloplasty (both genital surgeries) for trans masculine folks. These surgeries are not covered by MSP.

Even for surgeries that are covered by MSP, there are often additional costs incurred that are not covered. In Canada, for example, the only clinic that can provide vaginoplasty, clitoral release, metoidioplasty and phalloplasty is in Montreal, and that requires flying from Vancouver to Montreal, which is not an insignificant cost. Additionally, there is the cost of aftercare, including time off of work and certain supportive garments (for breast augmentation and chest surgery).

For flying costs, one of the options often used is Hope Air, a Canadian charity that arranges free flights with commercial carriers for Canadians who are travelling for health care. It involves an

application process, but is often recommended to people seeking GRS, especially people who are part of the working class.

For other costs (or a flight if Hope Air is not an option), many people choose to throw a fundraising party, start an online fundraiser (such as a GoFundMe) or take out a loan. While these options are not always comfortable, they do provide avenues to be able to undertake the surgery.

Out On Campus

Out on Campus is the LGBTQA+ center on campus. The goal of Out on Campus is to provide a safer space for students on campus and in the broader community. Safer spaces are a recognition that we all have unique life experiences and many of us face multiple forms of oppression along lines of race, class, ability, size and others. Due to these unique experiences, we may have various emotional and intellectual reactions to certain topics. Safer space policies ask us to be mindful of these experiences and be mutually respectful when engaging in conversation in the space.

Out on Campus provides a variety of resources on gender and sexuality issues including books, films, magazines and CD's. The library is a great resource for research for papers and general research. Out on Campus provides workshops for the broader SFU community on homophobia, transphobia, heterosexism, cissexism and other forms of marginalization and oppression. Out on Campus also has a lounge where folks can hang out and study amongst other activities. Out on Campus runs a volunteer program that provides various levels of training including office volunteering, workshop training, and more. There are volunteer opportunities for all levels of commitment and skill levels, such as the library committee, which maintains the library as well as suggests new titles for it. Collective, which is the decision making body of Out on Campus, meets once a week (day and time is decided at the beginning of each semester based on availability). Collective decides where Out on Campus's energies and some of its funding is directed. If you would like more information visit Out on Campus in the Rotunda, room TC314N or email us ooc2@sfss.ca.

Other SFU Resources

Out On Campus is not currently aware of any parts of the university administration itself that has resources, programming or supports that are specifically for trans or gender diverse people. While it is not impossible to believe it does exist, it is either not advertised or not available to the student body. This is unfortunate, as the research that has gone on to create this guide has identified a need for these sorts of resources, so relying on Out On Campus (and other non-SFU-affiliated organizations) indicates a lack of desire to address the issue and the needs of trans students as a whole.

External Resources

Counsellors & Psychologists

The following is a list of counsellors, psychologists and other related positions that have been personally evaluated by one of the writers of the guide. This list is not meant to be an exhaustive list of all counsellors and psychologists who are good with trans and gender diverse people, nor can all of these professionals be recommended in every single circumstance. Regardless, we hope this list at least points you in the direction of some counsellors or psychologists who may be able to help you. (If you come across a term you don't understand, check the glossary!)

Alisen Santa Ana

Pronouns: she/her/hers

Website: <http://www.alisensantaana.ca/>

Telephone: 604-445-9630

Email: alisen@alisensantaana.ca

Office: #306-1687 West Broadway, Vancouver

Washrooms: Gendered, not wheelchair accessible

Type: Individual and couples counselling

Approach: Existential therapy, can do CBT or draw from narrative therapy

Cost: \$110 an hour for individual, \$120 for couple. Sliding scale, typically \$60-70 an hour for students

HRT & Surgery Assessments?: No

Experience/Training: Attended a number of workshops, works with supervisor who has social justice and trans experience, has done reading, learned from clients

Additional Details: Alisen prefers to work with 19+ clients. She also wants to emphasize her openness to offering sliding scale, and her commitment to consent and safety in everything she does. She also has available a free 15 minute consultation to see if she fits well with what you're needing. She can and will refer clients to other resources if that isn't the case.

Amber Louie

Pronouns: they/them/theirs or she/her/hers

Website: <http://www.amberlouie.com/>

Telephone: 604-833-3139

Email: info@amberlouie.com

Office: Chinatown, also Dragonstone in Kitsilano

Washrooms: In Chinatown office: Wheelchair accessible but gendered. In Dragonstone: Gender neutral but not wheelchair accessible

Type: Individual, couple, family and group counsellor

Approach: Anti-oppressive psychotherapy

Cost: \$120 an hour with a limited sliding scale going down to \$80-90 an hour (not typical)

HRT & Surgery Assessments?: No, but can refer to others who can

Experience/Training: Work with Catherine White Holman Wellness Centre, facilitation of trans group at Qmunity, worked specifically in QTIPOC spaces, a number of gender identity conferences, personal experience

Additional details: Amber will only work with people who are willing to use anti-oppressive methodology, and their sliding scale is very limited and situational

Bhupie Dulay

Pronouns: She/her/hers

Website: <http://www.concordiacounselling.ca/therapists/Bhupie-D/>

Telephone: Not Given

Email: bhupie@concordiacounselling.ca

Office: 1755 West Broadway

Washrooms: Wheelchair accessible, gendered

Type: Individual, relationship and family counselling

Approach: Post-modern, collaborative, client-centered and strength-based, influence from narrative therapy, queer theory and feminist multicultural perspective

Cost: \$140, sliding scale to \$110 and below depending on people's accessibility

HRT & Surgery Assessments?: No

Experience/Training: Has been through several workshops, had experience working with a trans and gender inclusive program at Peak House, learning from others and their experiences, research to stay updated, practices built into anti-oppressive framework

Additional Details: Bhupie works through an intersectional, anti-oppressive methodology.

Dennis Dion

Pronouns: he/him/his

Website: <http://www.dennisdiontherapy.com>

Telephone: 778-839-9551

Email: info@dennisdiontherapy.com

Office: 200-1687 West Broadway, Vancouver or 202-585 16th Street, West Vancouver

Washrooms: Gendered, wheelchair accessible

Type: Individual, couple, family and group counselling

Approach: Biosociocultural model, narrative therapy

Cost: \$150 + GST, sliding scale all the way down to \$40 (for which there are a couple of spots)

HRT & Surgery Assessments?: No

Experience/Training: Informal and formal training on queer issues, including academic training and an undergraduate degree in queer theory, as well as continual education from queer and trans friends. Has attended conferences and travels in queer circles.

Additional details: People can call him if they have particular questions or concerns.

Fayza Bundalli

Pronouns: She/her/hers

Website: <http://www.fayzabundalli.com/>

Telephone: Not Given

Email: contact@fayzabundalli.com

Office: One in Chinatown, other in Kitsilano at Dragonstone

Washrooms: Chinatown: Wheelchair accessible, gendered. Dragonstone: Gender neutral, not wheelchair

accessible. Both fragrance free.

Type: Individuals and couples or people in relationships

Approach: Somatic therapy using a broad definition of trauma

Cost: \$115, sliding scale down to \$80

HRT & Surgery Assessments?: Not currently

Experience/Training: Professional, personal and community relationships with trans people, a year long internship with an LGBT organization, volunteering with Catherine White Holman Wellness Centre, anti-oppressive workshops, and generative somatics (anti-oppressive politicized healing work)

Additional Details: Fayza works with many queer people of colour and people who experience chronic illness

Jenn Matsui De Roo

Pronouns: They/them

Website: <http://www.genderoo.com/>

Telephone: 604-726-2183

Email: jenn@genderoo.com

Office: Chinatown, also Dragonstone in Kitsilano

Washrooms: In Chinatown office: Wheelchair accessible but gendered. In Dragonstone: Gender neutral but not wheelchair accessible

Type: Individual, relationship, some family

Approach: Complicated strength-based, anti-oppressive, feminist and making use of attachment theory within trauma work

Cost: \$110 an hour, standard sliding scale going down to \$80, spaces for low or no cost services available for queer/trans people who face other barriers to accessing services

HRT & Surgery Assessments?: Not currently, but is willing to provide referrals and advocate for clients

Experience/Training: Personal experience and identification, experience going to and putting on workshops, involvement with trans community, CPATH, clients

Additional Details: Very committed to helping trans and gender diverse people access services

Joachim Sehrbrock

Pronouns: he/him/his

Website: <http://www.drintegral.com/index.html>

Telephone: 604-366-3112

Email: drsehrbrock@gmail.com

Office: #806 525 Seymour St., Vancouver

Washrooms: Gendered, not wheelchair accessible

Type: Individual and couples counselling

Approach: Psychotherapy

Cost: \$185 per session

HRT & Surgery Assessments?: No, but can refer to others who can

Experience/Training: Has worked therapeutically with gender diverse individuals for close to 10 years, received supervision for this work, has taken trainings, has read about the field of psychotherapy with

trans individuals

Additional Details: Joachim's practice is located in downtown Vancouver, a few blocks away from Skytrain. He can refer clients to trans specific resources, and can contact colleagues if clients are looking for resources he is not aware of.

Olivia Kienzel

Pronouns: She/her/hers

Website: <http://www.compasscounselling.org>

Telephone: 604-700-4521

Email: olivia@compasscounselling.org

Office: #708 1155 W. Pender St., Downtown Vancouver

Washrooms: Gendered and not wheelchair accessible

Type: Individual and couples counsellor

Approach: Mixed, cultural and strength-based perspective, feminist, narrative therapy

Cost: \$117, Sliding scale from \$60-100 and multiple-session discount rates available for those who meet eligibility criteria.

HRT & Surgery Assessments?: No, but has connections with many professionals

Experience/Training: Practicum was with someone who wrote a book on counselling trans clients, volunteered with Catherine White Holman Wellness Centre for a year, has read reputable internet sources and learned from clients and colleagues.

Additional Details:

Clinics & Community Organizations

Catherine White Holman Wellness Centre

A low-barrier clinic providing health and wellness services to trans and gender diverse people.

Location: #202-1193 Kingsway, Vancouver, BC

Website: <http://www.cwhwc.com/>

Phone: 604-442-4352

Email: contactus@cwhwc.com

Directions Youth Services Centre

An organization providing food, a place to stay and other services for youth aged 13-24 who are homeless.

Location: 1138 Burrard Street, Vancouver, BC

Website: <http://directionsyouthservices.ca/>

Phone: 604-633-1472

Email: directions@fsgv.ca

Dragonstone Counselling

Counselling centre focused on providing different forms of holistically centered counselling to diverse clients.

Location: Kitsilano

Website: <http://www.dragonstonecounselling.ca/>

Phone: 604-738-7557

Email: info@dragonstonecounselling.ca

Options for Sexual Health

Non-profit provider of sexual health services, education programs and information.

Find a clinic: <https://www.optionsforsexualhealth.org/providers>

Website: <https://www.optionsforsexualhealth.org/>

Phone: 604-731-4252

Email: reception@optbc.ca

More contact information: <https://www.optionsforsexualhealth.org/contact>

QMUNITY

Non-profit organization in Vancouver working to improve queer and trans lives.

Location: 1170 Bute Street, Vancouver for main location OR 610-1033 Davie Street, Vancouver for accessible location

Website: <http://qmunity.ca/>

Phone: 604-684-5307

Email: resource@qmunity.ca

WISH Drop-In Centre Society

Organization working to improve the health, safety and well-being of women in Vancouver's street-based sex trade.

Location: 334 Alexander Street, Vancouver, BC

Website: <http://wish-vancouver.net/>

Phone: 604-669-WISH (9474) or 604-681-9244 for the drop-in clinic

Email: wishdropincentre@shaw.ca

Support & Social Groups

Trans and gender diverse people are often our own biggest support network through the form of social and support groups. These groups are both difficult to evaluate from an outside perspective and often shifting, so instead of a full examination of them, we're going to link you to resources which already have lists.

Transgender Health Information Program List: <http://transhealth.phsa.ca/support/bc-support-groups>

QMUNITY List: <https://qmunity.ca/groups/>

Gender Mosaic List: <http://www.gendermosaic.com/bc-support-groups/>

Canadian Trans Men List: <http://transmen.ca/bc/support-groups.htm>

Trans and Gender Diverse Books

As students, we read a lot. Most of us read for class, some of us read for work and many of us read for pleasure. Often, our readings don't talk about trans and gender diverse themes or give us authors and characters who are trans and gender diverse. Below, we've put together a list of trans and gender diverse books we've read, had recommended by other trans folks or seen get good reviews. We can't vouch for all of these, but we've tried to prioritize trans voices, and have organized them so you know which books are good for which purposes. For more books, try the Goodreads page of books with the genre "trans", and check the reviews: <http://www.goodreads.com/genres/trans>

Memoirs, Autobiographies and Other Non-Fiction

Beyond Magenta: Transgender Teens Speak Out by Susan Kuklin

Exile and Pride: Disability, Queerness, and Liberation by Eli Clare

First Spring Grass Fire by Rae Spoon

Gender Failure by Rae Spoon and Ivan E. Coyote

I Rise: The Transformation of Toni Newman by Toni Newman

Letters for My Sisters: Transitional Wisdom in Retrospect edited by Deanne Thornton and Andrea James

Make Love to Rage by Morgan Robyn Collado

Man Alive: A True Story of Violence, Forgiveness, and Becoming a Man by Thomas Page McBee

One in Every Crowd by Ivan E. Coyote

Queer & Trans Artists of Color: Stories of Some of Our Lives by Nia King

Recognize: The Voices of Bisexual Men by various authors (cis and trans), edited by Robyn Ochs & H. Sharif Williams

Redefining Realness: My Path to Womanhood, Identity, Love, & So Much More by Janet Mock

Seasonal Velocities by Ryka Aoki

Show Trans: A Nonfiction Novel by Elliott DeLine

Stuck in the Middle With You: A Memoir of Parenting in Three Genders by Jennifer Finney Boylan

Trans Bodies, Trans Selves: A Resource for the Transgender Community, edited by Laura Erickson-Schroth

Trauma Queen by Luna Merbruja

Wanting in Arabic by Trish Salah

Whipping Girl by Julia Serano

Fiction

Beauty Queens by Libba Bray

The Collection: Short Fiction from the Transgender Vanguard by various authors

If I Was Your Girl by Meredith Russo

I've Got a Time Bomb by Sybil Lamb

Lizard Radio by Pat Schmatz

Nevada by Imogen Binnie

Pantomime by Laura Lam

A Safe Girl to Love by Casey Plett

Supervillainz by Alicia E. Goranson

Symptoms of Being Human by Jeff Garvin
Trumpet: A Novel by Jackie Kay
Wandering Son by Shimura Takako
For Educating Cisgender Folks
Gender Born, Gender Made by Diane Ehrensaft
Supporting Transgender and Gender Creative Youth by Elizabeth Meyer & Annie Sansfacon
Transgender 101: A Simple Guide to a Complex Issue by Nicholas M. Teich
Rachel Pepper
Transgender Explained for Those Who Are Not by Joanne Herman

Gender-Affirming Products & Specialist Care

Some trans and gender diverse folks feel most comfortable when changing their body to fit a different identity. While for some people, this may involve surgery, for others it may take the form of binders, gaffs, breast forms, hair styling, traditionally masculine or feminine clothing, or a variety of other products and services. We have compiled a list of resources that have options for these sorts of assistance that you can purchase from. We've tried to gather things that are cheap and/or accessible to all people, but not all of these products and services will fill that need.

Salons & Hairstylists

Big Bro's Barbershop: <http://www.bigbrosbarbershop.com/>
Trans-Friendly Salon and Stylist List: <http://www.safeinmychair.com/salon---stylist-list.html>

Gaffs, Binders, Breast Forms, Bras and Packers

Stores Masterpost: <http://genderqueerid.com/post/38349004024/breast-forms-gaffs-binders-packers-and-fashion>

Bras, Binders and Breast Forms Exchange (For Youth): <https://qmunity.ca/get-support/youth/bbbexchange/>

How-To Information: <http://transhealth.phsa.ca/social-transition-options/binding-packing-tucking>

Binder Reviews (old): <https://chestbinders.wordpress.com/>

Advice on Looking for Bras as a Trans Woman: <https://www.autostraddle.com/so-youre-a-trans-woman-looking-for-a-bra-226325/>

Clothing & Fashion

Tumblr Transgender Clothing Exchange: <http://transclothesexchange.tumblr.com/>
Trans Trade Clothing Swap: <https://www.reddit.com/r/transtrade/>
The Transgender Friendly Clothing Swap: <http://trans-friendly-clothing-swap.tumblr.com/>
Trans Clothing Swaps Round-Up (Old): <http://transguys.com/style/trans-clothing-exchanges>

Voice Therapy

Changing Keys Program & Other Information: <http://transhealth.phsa.ca/social-transition-options/changing-speech>

Worldwide Voice Trainers and Speech Pathologists: <http://www.lauras-playground.com/voice-training>

Hacking the Voice – Physician Approach: https://www.reddit.com/r/asktransgender/comments/5hgusl/hacking_the_voice_a_physicists_approach_to/

Shelagh Davies: <http://www.shelaghdavies.com/index.html>

Surrey Voice Clinic: <http://abilitiesrehabilitation.com/services/surrey-voice-clinic/>

Voice, Speech and Gender – How the Voice Works: http://www.shelaghdavies.com/workshops/information_handout-october_2015_voice_speech_and_gender.pdf

Trans Road Map Voice Resources (outdated terminology): <http://www.tsroadmap.com/physical/voice/index.html>

Miscellaneous Resource Lists

Some groups have done the wonderful job of bringing together a bunch of trans resources or services, which is awesome! We can't vouch for the resources on these lists, and many of the lists may not contain relevant material for you, but if you can't find something in any of the resources listed above, try these.

GLAAD: <http://www.glaad.org/transgender/resources>

Trans Student Educational Resources (U.S.): <http://www.transstudent.org/sites>

BC Children's Hospital Transgender Resources: <http://www.bcchildrens.ca/health-info/coping-support/transgender-resources>

QMUNITY: <http://qmunity.ca/learn/resources/>

OK2BME (Ontario): <http://ok2bme.ca/resources/kids-teens/trans-resources/>

Trans Reference (Blog): <http://transreference.tumblr.com/>

Transgender Health Information Program Support Resources: <http://transhealth.phsa.ca/support>

Trans Vancouver Island: <http://www.transvancouverisland.ca/>

Trans Alliance Society: <http://www.transalliancesociety.org/>

Sources/Citations

General

<http://gender.wikia.com/wiki/Transmasculine>

<http://gender.wikia.com/wiki/Transfeminine>

<http://www2.gov.bc.ca/gov/content/justice/human-rights/human-rights-protection>

https://en.wikipedia.org/wiki/Hormone_replacement_therapy

Anonymous respondents of the Trans and Gender Diversity Guide Survey

<http://www.tsroadmap.com/mental/therapy.html>

<http://www.drbecky.com/therapists01.html>

<http://transhealth.phsa.ca/>

<http://transhealth.phsa.ca/trans-101/glossary>

https://brocku.ca/webfm_send/8476

<http://www.altformat.org/index.asp?pid=344>

http://www.bdadyslexia.org.uk/common/ckeditor/filemanager/userfiles/About_Us/policies/Dyslexia_Style_Guide.pdf

[https://en.wikipedia.org/wiki/Criminal_Code_\(Canada\)](https://en.wikipedia.org/wiki/Criminal_Code_(Canada))

The many incredible editors and proofreaders who gave their time and effort to make the guide better.

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Discrimination and Harassment

<https://www.sfu.ca/humanrights/contact-us.html>

<http://www.sfu.ca/policies/gazette/general/gp18.html>

http://www.bclaws.ca/Recon/document/ID/freeside/00_96210_01

<http://www.chrc-ccdp.gc.ca/eng/content/what-discrimination>

<http://www.duhaime.org/LegalDictionary/D/Discrimination.aspx>

<https://www.sfu.ca/students/studentconduct/resources.html>

Residence and Housing

<https://www.sfu.ca/students/residences/contact.html>

https://www.sfu.ca/content/dam/sfu/students/residences/pdfs/Publications/Advertising%20Policy_POL%202014.pdf

[https://www.sfu.ca/content/dam/sfu/students/residences/pdfs/Publications/SFU%20Residence%20Undergraduate%20Contract%202015-2016%20\(Final\).pdf](https://www.sfu.ca/content/dam/sfu/students/residences/pdfs/Publications/SFU%20Residence%20Undergraduate%20Contract%202015-2016%20(Final).pdf)

<https://www.sfu.ca/students/residences/residences/accessibility.html>

Health and Counselling

<https://www.sfu.ca/students/health/resources/faq/confidentiality.html>

<https://www.sfu.ca/students/health/contact-us.html>

<https://www.sfu.ca/students/health/sexualhealth/identity.html>

Records and Documents

<https://www.sfu.ca/students/records.html>

<https://www.sfu.ca/students/contact.html>

Athletics and Recreation

https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf

<https://www.sfu.ca/students/recreation/contact.html>

<https://www.sfu.ca/students/recreation/active/Policies.html>

Staff Training

<http://www.sfu.ca/human-resources/cupe/benefits/support-for-learning.html>

Washrooms

<http://www.lib.sfu.ca/facilities/rooms-spaces/floorplans>

http://www.sfu.ca/content/dam/sfu/surrey/images/CampusService/CampusGuide_booklet.pdf

<http://smallbusiness.chron.com/ada-accessibility-guidelines-restrooms-10023.html>

List of gender neutral washrooms as of December 16, 2015, provided by facilities

Research done by volunteers, including

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“Did You Know” Boxes

<http://www.bbc.com/news/uk-england-36395646>

<http://www.dailyxtra.com/canada/news-and-ideas/news/passport-canada-rejects-sex-unspecified-passports-93929>

http://www.wpath.org/uploaded_files/140/files/Standards%20of%20Care,%20V7%20Full%20Book.pdf

<http://www.transhousingnetwork.com/>

<http://www.transequalitycanada.com/>

Coming Out

<http://www.wikihow.com/Deal-With-Transphobic-Parents>

<http://www.tsroadmap.com/early/comeouttips.html>

<http://www.tsroadmap.com/early/comeout.html>

http://web.archive.org/web/20071002131348/http://www.outproud.org/brochure_coming_out.html

<http://www.teni.ie/attachments/664c0589-3011-46a5-a6a3-28269015b71b.PDF>

http://www.monmouth.edu/campus_life/counseling/comingouttoprofs.asp

Legal Name and Gender Change

<http://www2.gov.bc.ca/gov/content/life-events/legal-changes-of-name/legal-change-of-name-application>

<https://www.easynamechange.com/ca/legal-name-change/BC-Legal-Name-Change/>

<http://www2.gov.bc.ca/gov/content/governments/government-id/bc-services-card/change-your-personal-information>

<http://www.servicecanada.gc.ca/eng/sin/apply/how.shtml>

<http://www.icbc.com/driver-licensing/getting-licensed/Pages/Change-your-address-or-name.aspx?ga27>

<http://www.icbc.com/driver-licensing/visit-dl-office/Pages/Accepted-ID.aspx>

<http://www.servicecanada.gc.ca/eng/sin/apply/proof.shtml>

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<http://www2.gov.bc.ca/gov/content/life-events/order-certificates-copies#legal-change-of-name>

http://www.rainbowhealthontario.ca/wp-content/uploads/woocommerce_uploads/2015/05/RHO_FactSheet_CHANGINGNAMESEXDESIGNATION_PASSPORTSIN_E.pdf

<http://www.cic.gc.ca/english/passport/apply/name-change.asp>

<http://www.servicecanada.gc.ca/finif/index.jsp?app=prfl&frm=na2120&lang=eng>

<http://www.cic.gc.ca/english/passport/apply/new/apply-how.asp>

<http://www.cic.gc.ca/english/passport/forms/pdf/PPTC153.pdf>

Getting People To Change

<http://thelstop.org/2013/08/how-to-cope-with-transgender-stress/>

<https://www.uky.edu/StudentAffairs/VIPCenter/downloads/self%20care%20defined.pdf>

<http://www.wikihow.com/Deal-With-Transphobia>

<https://www.psychologytoday.com/blog/communication-success/201309/ten-keys-handling-unreasonable-difficult-people>

Medical Transition

http://www.transgendercare.com/medical/resources/tmf_program/tmf_program_5.asp

<https://pcbl.hlth.gov.bc.ca/pharmacare/benefitslookup/faces/SearchResults.xhtml>

<http://www.ftmguide.org/ttypes.html>

http://ihaveaplan.ca/rte/en/SimonFraserUniversityundergraduatestudentsSFSS_Home

<http://transhealth.phsa.ca/medical-options/surgeries/surgery-funding>

<http://transhealth.phsa.ca/medical-options/surgeries>

<http://transhealth.phsa.ca/medical-options/hormones>

Resources

<http://transhealth.phsa.ca/support/bc-support-groups>

<http://www.vch.ca/your-health/lesbian-gay-bisexual-transgender-twospirit/transgender-health/>

<http://www.cwhwc.com/>

<http://www.amberlouie.com/>

<http://www.drintegral.com/index.html>
<http://www.compasscounselling.org/>
<http://www.alisensantaana.ca/>
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<http://www.dragonstonecounselling.ca/index.html>
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<http://qmunity.ca/get-support/referrals/>
<http://www.transrightsbc.ca/>
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<http://qmunity.ca/groups/>
<http://www.phsa.ca/our-services/programs-services/trans-care-bc>
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Books

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http://www.goodreads.com/book/show/534753.Exile_and_Pride
<https://www.amazon.ca/Gender-Born-Made-Gender-Nonconforming-Children/dp/1615190600>
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<http://www.advocate.com/arts-entertainment/books/2014/11/05/years-10-best-transgender-non-fiction-books>
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The wonderful advice of friends and acquaintances of the creators of the guide.