

GENDER IDENTITY



INTRODUCTORY GUIDE FOR SUPPORTING TRANSGENDER PEOPLE

SCOTTISH TRANSGENDER ALLIANCE
30 Bernard Street, Edinburgh, EH6 6PR

Physical Body:

Male

Intersex

Female



Gender Identity:

Man

Other

Woman

Gender Expression:

Masculine

Androgynous

Feminine



GENDER IDENTITY

When a child is born, a doctor or midwife takes a quick glance at the baby's genitals and declares the baby a boy or a girl accordingly. But in day-to-day social situations, we don't flash our genitals at each other (that would get us arrested!). Instead, we determine the gender of other people in the first seconds of meeting by unconsciously observing and analysing a huge number of different gender-associated cues like clothes, body shape, voice, face shape, mannerisms and behaviour. We also signal our own gender using these cues. For the majority of people, these different gender-associated cues all match up closely with the gender they identify as, but for a minority not everything matches up as expected.

It can feel uncomfortable and difficult to suddenly try to think in depth about something usually determined easily without any conscious thought. But a useful way to think about gender without causing too much of a headache is to use the following diagram showing gender separated out into three different scales as shown on the previous page.

A person's **gender identity** is their internal sense of where they exist in relation to being boys/men or girls/women.

A person's **gender expression** is their external gender-related clothing and behaviour (including interests and mannerisms).

Throughout history, small but significant numbers of people have found that their physical bodies, gender identities and gender expressions do not all line up at one end of these three scales. For every imaginable combination of positions on each of these three scales, there are currently a number of people in Scotland for whom that combination is their daily experience of their gender. Unfortunately, while nature loves variety, society tends to prefer similarity so there is often a lot of pressure, in the form of harassment and discrimination, to try to force people not to reveal any gender variance.

In Scotland, it is currently common to use the terms **transgender people** or **trans people** as 'umbrella' terms to cover these many diverse ways in which people can find their gender differs from the 'norms' expected by the society they live in.

As transgender issues have become more widely written about, various terms have developed in an attempt to highlight similarities and differences. However, individual people will still always view themselves, and experience their lives, in unique ways. All this booklet can provide is a general idea of what are currently the most common definitions used in Scotland. The terms and definitions used in other countries are often very different. The definitions given in this booklet are not exhaustive and certainly not infallible. Please also remember that the terminology is still evolving so definitions may change in the future.

TRANSSEXUAL PEOPLE

Transsexual people are usually distinguished from other transgender people by their strong desire to ***live completely and permanently as the gender opposite to that which they were originally labelled at birth.*** Transsexual people seek to bring their body into accordance with their gender identity so that the man or woman that they really are finally becomes clearly visible.

The lengthy and difficult process which transsexual people go through in order to achieve this is called **transitioning** (or **gender reassignment**) and usually involves undergoing significant medical treatment in the form of hormones and sometimes various surgical procedures. Transitioning is not purely about changes in a person's physical appearance. During transition, social and personal relationship dynamics also change to better reflect the gender identity of the transsexual person. This can be both challenging and rewarding for the transsexual person and their friends and family.

There are Gender Identity Clinics within the National Health Service that can help transsexual people to transition. They currently follow the internationally accepted Standards of Care established by the Harry Benjamin International Gender Dysphoria Association (HBI/GDA) which is now known as the World Professional Association for Transgender Health (WPATH). The Standards of Care are updated and revised as new scientific information becomes available. The latest version of the Standards of Care is available free on <http://www.wpath.org> Also, the Royal College of Psychiatrists is due in 2008 to publish a set of UK specific Standards of Care.

A **female-to-male [FTM] transsexual man [trans man]** is someone who was labelled female at birth but has a male gender identity and therefore transitions to live completely and permanently as a man.

A **male-to-female [MTF] transsexual woman [trans woman]** is someone who was labelled male at birth but has a female gender identity, and therefore transitions to live completely and permanently as a woman.

When people complete their transition, they may no longer regard themselves as being under the trans umbrella. They might consider having been transsexual to just be an aspect of their medical history which has now been resolved and so is no longer an issue in their life. In such cases, they simply describe themselves as men or as women and it is most disrespectful to insist on calling them trans, transgender or transsexual against their wishes.

OTHER GENDER VARIANT TRANS PEOPLE

ANDROGYNE PEOPLE

POLYGENDER PEOPLE

THIRD-GENDER PEOPLE

Some people find they do not feel comfortable thinking of themselves as simply either male or female. Instead they feel that their gender identity is more complicated to describe. Some may identify their gender as right in the middle between male and female, while others may feel mainly male but not 100% male (or vice-versa not feel 100% female). Alternatively, they may entirely reject defining their gender in terms of male and female in any way. As their gender does not conform to traditional ideas of gender as binary, they have created new words to describe themselves, the most common are androgyne, polygender or third-gender, although other terms are also occasionally used. However, some people will prefer not to define themselves using anything more specific than just transgender or trans.

There is no set definition as to whether someone is androgyne, polygender or third-gender, but it is commonly agreed within these communities that self-definition is the most important criteria. Due to society's expectation that all people, including transgender people, will identify as just either male or female, it can be very difficult to work out how to express a gender identity which is neither simply male nor female. Some people may therefore experience a long period of uncertainty about how they relate to the highly gender-stereotyped world around them.

People who call themselves androgyne, polygender or third-gender also span a very wide range of desire to transition. Some have no interest at all in physically changing their body. Others may wish to partially physically transition (for example taking hormones but not having any surgery or, alternatively, having some surgery without taking hormones). Some others will follow the same transition route as transsexual people do but reject identifying simply as the gender they transition to. Occasionally, the desire to transition might fluctuate over time.

CROSS-DRESSING PEOPLE

Cross-dressing people dress, either occasionally or more regularly, in clothes associated with the opposite gender, as defined by socially accepted norms. They feel a strong recurring desire to cross-dress for emotional satisfaction, erotic pleasure, or just because they feel more comfortable doing so. Cross-dressing people are generally happy with the gender they were labelled at birth and do not want to permanently alter the physical characteristics of their bodies or change their legal gender.

Often the cross-dressing provides a pleasant outlet for them to explore feelings and behaviours associated with the opposite gender and therefore they may use opposite gender names and pronouns while cross-dressed.

Although they enjoy the actual periods when they cross-dress, some people can initially find it difficult to come to terms with their desire to cross-dress and may spend a period of time struggling alone with feelings of shame or fear. In due course, most are able to move beyond these negative feelings and simply enjoy cross-dressing with others at supportive social evenings and occasional weekend events.

Most often those people who are using cross-dressing to explore feelings and behaviours associated with the opposite gender will self-identify as transgender people. It is relatively rare for people to self-identify as trans or transgender if their cross-dressing is purely erotic rather than gender motivated.

Cross-dressing men are sometimes referred to as transvestite men, however this is becoming an increasingly out-dated term and may cause offence.

DRAG QUEENS **DRAG KINGS**

Most people who enjoy being drag kings or drag queens have gender identities which completely match their birth gender and most do not consider themselves to be transgender.

Being a drag king or drag queen is about the occasional portrayal of the opposite gender with an emphasis on performance and fun. The opposite gender persona they portray is therefore usually a dramatic or humorous one. Drag performances may take place on stage but they are also often done informally during parties, carnivals and various other situations.

INTERSEX PEOPLE

Sometimes a baby's external genitals, their internal reproductive system or their chromosomes are in between what is considered clearly male or female. People born with these kinds of variations are often referred to as **intersex people** and there are many different intersex conditions.

The issues faced by intersex people can sometimes be similar to those faced by trans people. For example: some intersex and trans people might face being labelled by others as a gender that doesn't match their gender identity. Also, some intersex and trans people may decide to undergo hormone treatment or surgical procedures as teenagers or adults in order to bring their physical appearance more closely into alignment with their gender identity.

However, it is very important to recognise that there can also be very significant differences between the experiences of trans people and intersex people. One of the most noticeable differences is that intersex people are often identified as such by doctors while they are very young children and then their genitals may be operated upon before they are old enough to give or withhold their consent. Intersex people frequently face a long struggle with doctors in order to get honest information about their intersex condition and any surgery which was carried out on them when they were young.

For more information about intersex issues, visit the following websites:

The United Kingdom Intersex Association (UKIA)

<http://www.ukia.co.uk>

Androgen Insensitivity Syndrome Support Group (AISSG)

<http://www.medhelp.org/www/ais>

Intersex Society of North America

<http://www.isna.org>

Bodies Like Ours

<http://www.bodieslikeours.org>

GENDER IDENTITY **IS NOT THE SAME AS** **SEXUAL ORIENTATION**

Put simply: gender refers to who you are, while sexual orientation refers to who you are attracted to.

Transgender people can be straight, gay/lesbian or bisexual just the same as everyone else.

Male-to-female transsexual women can be described as straight if they are attracted to men, lesbian if they are attracted to women or bisexual if they are attracted to both men and women.

Likewise, female-to-male transsexual men can be described as straight if they are attracted to women, gay if they are attracted to men or bisexual if they are attracted to both men and women.

Some transgender people (particularly those who self-identify as androgynous, polygender or third-gender) may describe their sexual orientation in a wide variety of ways. For example, a person might say that they are attracted to people who are androgynous-looking, or to masculine people of various genders. They might say that they would be attracted to a person on the basis of personality and interests rather than any particular gender. Some people are very specific in the type of people they are attracted to, while others are more flexible in the range of people they might find attractive.

It is also important to remember that there may be differences between how people self-identify their sexual orientation and their actual sexual behaviour. Some people may be celibate by choice or may just not yet have found the right person to have a sexual relationship with. Some people might have had sexual experiences with people they were not attracted to, perhaps due to feeling under pressure from an individual or from wider society to behave in a certain way. Others may have resisted acting on their attractions for various reasons.

DISCRIMINATION & EMPLOYMENT RIGHTS

Many transgender people face harassment and discrimination throughout their daily lives - while walking in public places, while being customers and service users, and in employment. Luckily, laws are gradually changing to help give trans people more protection and the police have been working to improve their understanding of trans people's experiences and needs.

The Sex Discrimination (Gender Reassignment) Regulations 1999 amended the Sex Discrimination Act 1975 to make it unlawful to discriminate in employment and vocational training on the grounds that a person intends to undergo gender reassignment (transition), is undergoing gender reassignment or has undergone gender reassignment. The Gender Duty, which came into force in April 2007, places a new duty on public employers to take positive steps to combat discrimination and harassment of transsexual people.

In 2005, the Sex Discrimination Act was amended to expressly outlaw harassment on grounds of sex and on grounds of gender reassignment. Harassment does not have to be targeted at a particular victim who is known to be trans. It is enough that trans-phobic language, 'jokes' or actions create a hostile environment. Significantly, the viewpoint of the person experiencing the harassment must be taken into particular account, alongside other factors, when deciding if harassment has taken place.

There is absolutely no requirement for a trans person to disclose their gender history as a condition of employment. However, if they do choose to talk about it, it would be unlawful to use this as a reason for not offering them the job. Similarly, it is unlawful to dismiss someone for not disclosing their gender history, or for disclosing this at a later date.

Trans people should have access to 'men only' or 'women only' areas according to the gender in which they live permanently. The time of change will usually be the point at which the person begins to live permanently in the gender with which they identify and should not be dependant on any surgical status. It is unacceptable to force trans people to use separate facilities, for example a unisex wheelchair accessible toilet.

All personnel managers need to be willing and able to assist trans employees to get equal and non-discriminatory treatment at work. Further support and information resources are available to help you to assist trans employees experiencing employment discrimination or harassment – contact the organisations listed below.

Many workplaces and trade unions have internal structures set up to enable Lesbian, Gay, Bisexual & Transgender (LGBT) members to confidentially come together to work for greater equality and rights. Employees do not have to come 'out' as trans at work to be able to access these confidential LGBT networks. However, trans employees who are not 'out' will only know about them if all trade union reps and line managers ensure that they help publicise the existence of these LGBT networks on staff noticeboards and websites.

LGBT contact details for various UK trade unions are listed on the website of the **Trades Union Congress (TUC)** which brings Britain's unions together to draw up common policies: <http://www.tuc.org.uk/equality>

Press For Change (the main UK campaign group for trans people's civil rights) have gathered together on their website an extremely useful collection of information on trans rights:

Press For Change

BM Network, London, WC1N 3XX

<http://www.pfc.org.uk>

Within Scotland, the Scottish Transgender Alliance based at the Equality Network can provide good practice guidance on ensuring equality and rights for trans people and organise training on transgender issues:

Scottish Transgender Alliance

Equality Network, 30 Bernard Street, Edinburgh, EH6 6PR

<http://www.equality-network.org>

Tel: 07020 933 952 Email: james@equality-network.org

The new **Equality and Human Rights Commission** aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights. It is a statutory body established under the Equality Act 2006. It replaced the Disability Rights Commission, the Commission for Racial Equality and the Equal Opportunities Commission with effect from October 2007. It enforces equality legislation on age, disability and health, gender, race, religion or belief, sexual orientation and transgender status, and encourages compliance with the Human Rights Act 1998. It gives advice and guidance, including to businesses, the voluntary and public sectors, and also to individuals.

<http://www.equalityhumanrights.com>

In spite of the advances, trans people in the UK still remain vulnerable to discrimination and harassment in many forms - most notably the current absence of formal legal protection against transphobic discrimination in primary and secondary schools and the lack of formal legal protection for transgender people who do not intend to transition (for example, cross-dressing people).

The UK was obliged to have legislation in place by 21st Dec 2007 to provide protection against transphobic discrimination in provision of goods and services. This was in order to comply with the deadline for the EC Goods & Services Directive 2004/113, which is already in force elsewhere in Europe. However, the UK did not implement the necessary amendments to the Sex Discrimination Act 1975 in time for the deadline. It is expected that the UK will implement the necessary regulations in early 2008 but meanwhile the Equality & Human Rights Commission has advised:

“Complainants who believe that they have been discriminated or harassed within the scope of the Goods and Services Directive since 21 December 2007 should lodge their claims in the County Court in the normal way within 6 months of the date of discrimination. They should request that the Court construes the current goods, facilities and services and premises provisions in the Sex Discrimination Act (SDA) compatibly with the Directive. The court is under a compelling obligation to do so. Where this is not possible, (i.e. it is not possible to construe the SDA provisions compatibly – they would need expert legal advice on this) or where the Court rules that it is not possible to construe the SDA’s provisions consistently, the complainants may pursue a claim against the government in the High Court for damages for failing to implement the Directive within the deadline. (ie a ‘Francovich’ claim).”

AFTER FINDING OUT SOMEONE IS TRANSGENDER

CONFIDENTIALITY

It cannot be stressed enough that everyone has the right to privacy. A person's trans status must always be treated with the same high level of confidentiality as any other sensitive personal information.

Some people may be happy to have certain people know they are transgender, but not for some others to know. Therefore, even if they appear open about their trans status, always leave it up to the trans person to decide who they wish to tell. Revealing someone is transgender ('outing' them) not only violates their right to privacy, it also places them at risk of discrimination and harassment. It can sometimes even place them at risk of physical or sexual assault.

The Gender Recognition Act 2004 defines any information relating to a transsexual person's gender recognition application as 'protected information'. It is a criminal offence (with a £5000 fine) for anyone acquiring this protected information in an 'official capacity' to disclose it to a third party without the transsexual person's consent. There are only a very few exceptions, for example if the information is required by the police for the prevention or investigation of a crime.

The information is deemed to have been acquired in an 'official capacity' if it was acquired by someone in connection with their function:

- as a member of the civil service, a police constable or the holder of any other public office or in connection with the functions of a local or public authority or of a voluntary organisation, or
- as an employer, or prospective employer, of the person to whom the information relates or as a person employed by such an employer or prospective employer, or
- in the course of, or otherwise in connection with, the conduct of business or the supply of professional services.

Remember that finding out about someone's trans status through your trade union work is included in the category of 'official capacity' and so is finding out simply through being a work colleague. Maintain confidentiality and always get the trans person's written permission before discussing their case with any other trade union reps if this could identify them. Telling others without the trans person's permission could result in a criminal conviction and a £5000 personal fine!

It is common nowadays for employees and volunteers to have to undergo Disclosure Scotland checks if they will be working with children or vulnerable adults. Disclosure Scotland forms contain a section for declaring previous names but instead of putting previous names on the form it is acceptable for trans people to send Disclosure Scotland a separate letter giving details of any previous names. This protects the trans person's confidentiality with employers while still enabling the necessary checks against previous names.

The trans person should quote in their letter to Disclosure Scotland the 16-digit barcode number at the top right corner of the Disclosure Scotland application form to prevent delays. They should send the letter, together with a photocopy of any statutory declarations of change of name or any other official document to confirm the previous names, to: The Operations Manager, Disclosure Scotland, P.O. Box 250, GLASGOW, G51 1YU. Mark the envelope "Private and Confidential".

For further assistance, they should contact the Disclosure Scotland Helpline at 0870 609 6006 and ask to speak to the Operations Manager.

AVOID INAPPROPRIATE QUESTIONS

Inappropriate questioning is anything that is of a higher level of intimacy than questions you would ask a person who is not transgender. For example, it would be unthinkable to ask a man you didn't know very well about the size and shape of his penis, or to ask a woman you only knew a little whether or not she wore a wig or a padded bra. Therefore, it is also completely inappropriate to quiz transgender people about their bodies. Don't let any natural curiosity about trans people override your usual politeness and sensitivity.

It is also considered very impolite to ask transgender people what previous names they might have had, what they used to look like or whether they have a Gender Recognition Certificate. This is the case even if you are also a transgender person. If someone wants to share personal information with you then they will do so in their own time – do not put them on the spot.

Each trans person is not obliged to be a public spokesperson for all trans people, so don't expect them to want to talk about the subject anywhere at anytime. If you have questions you want to ask, which you think are appropriate, phrase them politely and carefully choose a suitable time. If the person says they would rather not discuss something then don't pressurise them or else they will just end up unwilling to talk to you about anything.

USE OF PRONOUNS

If you know someone who wishes to change the pronoun by which they are referred (she to he, or vice versa) try to understand it is important to them that you respect this, even if you initially find it difficult to consider them that gender. Deliberately using the opposite pronoun to the one a person prefers will be experienced as offensive, judgemental and hurtful.

If you are speaking briefly with someone and you are unsure whether the person would wish to be addressed as **he** or as **she**, then it is usually best just to avoid using any gendered terms than to risk insulting them by guessing wrong.

When the interaction is long enough, ask the person their name to try to determine which pronoun to use. If it is not clear whether their name is a male or female name then it is acceptable to politely ask: *“excuse me, but which pronoun do you prefer?”* or *“excuse me, but how do you prefer to be addressed?”*

If you accidentally use the wrong pronoun, just apologise once and continue with the conversation. You don't need to apologise profusely or try to explain why it happened - this often only causes more awkwardness.

When referring to a trans person in their absence, you should still use their preferred pronoun, not only out of respect for their identity, but also because it will help to prevent confusion, uncertainty and embarrassment for everyone.

Occasionally the situation can be a little more complex: A trans person may prefer one pronoun and name in some situations, and a different name and pronoun in others. In such cases it is still very important to try and get it right. If you are ever unsure, ask them again – don't just guess. It is also important not to link the names together as that could lead to them being outed.

Even more rarely, you may come across a transgender person who prefers to use unusual gender neutral pronouns (such as zie or hir) but this is currently mostly only done on the internet. A more common and easier way to be gender neutral in using pronouns is just to use the plural pronouns, **they** and **their**, in the singular sense.

When writing about any transgender person, do not belittle their identity by putting their preferred name or pronoun in quotes or italics as this suggests their identity is less valid than everyone else's.

LEGAL CHANGE OF NAME & GENDER

If a person wishes to be known by a different name they are entitled to change their name at any time. They can change their forename and/or surname, add names or rearrange their existing names. Although a statutory declaration is most commonly used by people to show they have changed their name, there is no set legal procedure that needs to be followed - they can simply start using the new name.

Transsexual people usually permanently change their name once they have reached the stage in their transition where they are living full-time as the gender which matches their gender identity (i.e. the opposite gender to that which they were labelled at birth). This is often before they have started hormone treatment or had any surgery.

Some other transgender people who do not intend to transition might also permanently change their name, often to a gender neutral androgynous name. Alternatively, they may use a different name just among friends – in a similar way as the many non-trans people who use a shortened version of a longer name among friends. It is perfectly legal for any transgender person to use two different names (so long as they are not doing so to defraud anyone) and to have some documents in each name.

There are some circumstances, such as applying for a passport or getting a bank account switched into their new name, when written evidence of the change of name is likely to be required. This evidence could take the form of a letter from a professional person (for example their doctor), a statutory declaration or a deed poll. The easiest and cheapest method is a statutory declaration. A practising solicitor, notary public, or other officer of a court authorised by law to administer an oath, needs to witness them signing it. They should also ask the solicitor or notary public to make several certified photocopies for them. The cost should be less than ten pounds.

To change the gender on a UK driving licence or UK passport, it is not necessary to have started hormone treatment or to have had any surgery. All that is needed is a statutory declaration and a letter from a doctor stating either that the person is “*a female-to-male transsexual person who is living **permanently** as a man*” or is “*a male-to-female transsexual person who is living **permanently** as a woman*”. However, changing the gender on a UK driving licence or UK passport does not change the person’s legal gender. A person’s legal gender is tied to their UK birth certificate.

The **Gender Recognition Act 2004** created a process to enable transsexual people to get their UK birth certificates and legal gender changed. The transsexual person can apply to the Government's **Gender Recognition Panel** for a **Gender Recognition Certificate**. If they are successful in their application, the law will recognise them as having all the rights and responsibilities appropriate to a person of their acquired gender.

Full information about the application procedures, detailed guidance on the legal effects of Gender Recognition, and application forms are available from the Gender Recognition Panel.

Gender Recognition Panel

PO Box 6987

Leicester

LE1 6ZX

Phone: 0845 355 5155

Email: grpinquiries@tribunals.gsi.gov.uk

<http://www.grp.gov.uk>

To apply for a **Gender Recognition Certificate** under the **Standard Application Process** the person needs to demonstrate that:

- They are at least 18 years old.
- They have lived fully for the last **two years** in their acquired gender and that they intend to live permanently in their acquired gender for the rest of their life.
- They have, or have had, gender dysphoria (i.e. they have been diagnosed as transsexual). They are required to provide two medical reports (one from their GP and one from their Gender Specialist) confirming the diagnosis and detailing the transition-related medical treatment (psychological counselling, hormones and/or surgical procedures) that they have received. If the person has not undergone surgery then one of the reports should indicate any surgery that they intend to have but are still waiting for. If they do not intend to have any surgery then one of the medical reports should explain why not.

If a person applies for Gender Recognition while married or in a civil partnership then they will only be able to get an interim certificate. The marriage or civil partnership would need to be ended to get a full Gender Recognition Certificate. Then, if they wished, they could get a civil partnership with their partner in place of the original marriage or a marriage in place of the original civil partnership. The change from marriage to civil partnership or vice-versa can be organised to all take place on the same day.

STATUTORY DECLARATION FOR CHANGE OF NAME

I [insert full new name]
formerly known as [insert full old name]
and permanently residing at [insert full home address]
do solemnly and sincerely declare that:

1. I absolutely and entirely renounce, relinquish and abandon the use of my former name of [insert full old name] and assume, adopt and determine to take and use from the date hereof the name of [insert full new name] in substitution for my former name of [insert full old name].

2. I shall at all times hereafter in all records, deeds and other writings and in all actions and proceedings, as in all dealings and transactions and on all occasions whatsoever, use and subscribe the said name of [insert full new name] as my name in substitution for my former name of [insert full old name] so relinquished as aforesaid to the intent that I may hereafter be called, known or distinguished not by the former name of [insert full old name] but by the name of [insert full new name] only.

3. I authorise and require all persons at all times to designate, describe and address me by the name of [insert full new name].

AND I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act 1835.

Declared at _____

on this _____ day of _____ 20__

**before _____, a solicitor/notary public/other officer of the court
empowered to administer oaths.**

Signed: _____
[insert full new name]

(Former signature of former name [insert full old name]: _____)

Signature of person administering oath: _____

Name of person administering oath: _____

Address of person administering oath: _____

IF SOMEONE CLOSE TO YOU IS TRANS

It's not always easy for work colleagues and friends to deal with the news that someone close to them is trans.

You will most likely maintain and strengthen your relationship with them, if you:

- Try to recognize how important your friendship, acceptance, and support are to them.
- Try to remain friendly and considerate even if you experience discomfort with the situation at present.
- Try to listen without judgement, anger, argument, or confrontation.
- Try to learn more about their situation and struggles - show that you care enough to make an effort to read, ask questions, and educate yourself.
- Try to communicate. Don't shut them out. Keep talking to them even if at first your conversations feel awkward.
- Try to trust that what they are doing is right for them, that they have not made decisions frivolously but rather after years of consideration.
- Try to use their preferred name and pronoun correctly and treat the person in keeping with their gender identity.
- Try to appreciate that their basic character, temperament, and personality will most likely remain the same as before, with all admirable qualities intact.

Very few people manage to understand everything about transgender issues right away – what will be most important is your willingness to make an effort to learn and to be supportive.

TRANSGENDER ORGANISATIONS & GROUPS

Sandyford Trans Women's Support Group

c/o Colin MacKillop, Community Access Co-ordinator
The Sandyford Initiative, 2/6 Sandyford Place, Glasgow, G3 7NB
Yahoo Group: groups.yahoo.com/group/TransClyde
Tel: 0141 211 8168

A support group set up by trans women attending the Gender Clinic at the Sandyford in Glasgow. The group is open to all trans women regardless of their stage of transition and whether or not they attend the Gender Clinic. The group meets from 7pm to 9pm on the first Wednesday of each month.

Trans Men Scotland

LGBT Centre for Health & Wellbeing, 9 Howe Street, Edinburgh, EH3 6TE
Email: admin@transmenscotland.org.uk
Website: www.transmenscotland.org.uk
Yahoo Group: groups.yahoo.com/group/transmenscotland
Tel: 07948 735179

Support for all female-to-male transgender people, and for anyone labelled female at birth who is exploring their gender identity. Trans Men Scotland has members across Scotland and holds meetings in both Glasgow and Edinburgh. The Glasgow group meets in the Glasgow LGBT Centre from 7pm to 9pm on the first Monday of each month. The Edinburgh group meets in the LGBT Centre for Health & Wellbeing from 7:30pm to 9:30pm on the second Saturday of each month.

Polygender Scotland

LGBT Centre for Health & Wellbeing, 9 Howe Street, Edinburgh, EH3 6TE
Email: admin@androgyny.org.uk
Website: www.androgyny.org.uk

Support group for all third-gender, genderqueer, androgyne and polygender people. The group meets on the second Thursday of each month from 7pm to 9pm at the LGBT Centre for Health & Wellbeing.

Parents Enquiry Scotland

Email: parentsenquiry@hotmail.com
Website: www.parentsenquiryscotland.org

Provides support for parents and families of lesbian, gay, bisexual and transgender people.

Crosslynx

Glasgow LGBT Centre, 84 Bell Street, Glasgow, G1 1LQ

Tel: 0141 847 0787

Website: www.geocities.com/crosslynx

Glasgow and the West of Scotland support group for cross-dressers and other trans people. Phone line providing information for all trans people operates on Monday evenings from 7:30pm to 9:30pm. The group meets at Glasgow LGBT Centre on the second Wednesday of each month.

SWANS

c/o The Highland Volunteer Centre, 1A Millburn Road, Inverness, IV2 3PX Tel: 07703 517 936

Email: j.long3@btinternet.com

A support group in Inverness for all trans people on the last Thursday of each month from 7pm to 9.30pm. Changing facilities are available.

Inverness Highland T Group

Terrence Higgins Trust, 34 Waterloo Place, Inverness, IV1 1NB

Tel: 01463 711 585

Email: info.inverness@tht.org.uk

Support group for all trans people on the second Wednesday of each month at 7pm in Inverness.

T-Time Group

LGBT Centre for Health & Wellbeing, 9 Howe Street, Edinburgh, EH3 6TE

Tel: 0131 523 1100

Email: admin@lgbthealth.org.uk

Drop in for all trans people run by the LGBT Centre for Health & Wellbeing from 1pm to 5pm on the third Saturday of each month. Changing facilities are available.

Scottish Transgender Alliance, Equality Network

30 Bernard Street, Edinburgh, EH6 6PR

Tel: 07020 933 952

Fax: 07020 933 954

Email: james@equality-network.org

Website: www.equality-network.org

The Equality Network campaigns for lesbian, gay, bisexual and transgender equality in Scotland. The Scottish Transgender Alliance Development Worker is based within the Equality Network and seeks to improve the civil rights of all trans people.

Press For Change

BM Network, London, WC1N 3XX

Email: editor@pfc.org.uk

Website: www.pfc.org.uk

Press for Change is a political lobbying and educational organisation, which campaigns to achieve equal civil rights and liberties for all trans people in the United Kingdom, through legislation and social change.

GIRES

c/o Melverly, The Warren, Ashtead, Surrey, KT21 2SP

Email: admin@gires.org.uk

Website: www.gires.org.uk

A UK based Gender Identity Research & Education Society which seeks to improve the circumstances in which trans people live, by changing the way that society treats them.

The Gender Trust

PO Box 3192, Brighton, BN1 3WR

Email: info@gendertrust.org.uk

Website: www.gendertrust.org.uk

Provides support and an information centre for anyone with any question or problem concerning their gender identity, or whose loved one is struggling with gender identity issues.