



TRANSGENDER AND GENDER DIVERSE EMPLOYEES

AN INFORMATION GUIDE FOR COMMANDERS AND MANAGERS



Document Control Sheet

Document Properties

Title	Transgender and Gender Diverse Employees An Information Guide for Commanders and Managers
Subject	Guidance for Commanders and Managers supporting employees through gender transition
Parent Document	Transgender & Gender Diverse Employees Policy Statement Transgender & Gender Diverse Employees Toolkit
Command responsible	Human Resources Command
Authorisation	Commander, Human Resources Command
Available to	All employees
Original Publication date	July 2019
Current version number	V1.1
Review date	March 2021
Document number	
Copyright statement	Copyright of this document is vested in the Commissioner of Police. © 2020

Modification History

Version #	Version approval date	Author/Role	Summary of changes
1.0	08.07.2019	Diversity & Inclusion	Original document
1.1	01.11.2021	Inclusion & Diversity	Formatting and content included for Introduction



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1. Introduction

The NSW Police Force is committed to the inclusion of all our people through the promotion and cultivation of a workforce that is respected and valued for their diverse backgrounds, experiences and perspectives.

When we value inclusion and diversity, we build a workplace culture that enables diversity and fair and inclusive practices.

It is a priority of NSWPF to create and promote a workplace that is conducive to a person's ability to express their authentic self at work. This authenticity contributes to one's overall sense of engagement, self-worth and wellbeing.

This document is not designed to provide a prescriptive process that must be followed. It aims to provide guidance and tools for Commanders and Managers to support transgender and gender diverse employees through the recruitment process and employment with NSWPF. This guide will also assist Commanders and Managers to understand how to lead their teams in transgender and gender diverse inclusion, and how to provide the appropriate support and direction to employees when affirming their gender.

Commanders and Managers are encouraged to use their judgement and discretion in the support of transgender and gender diverse employees, and other employees within the broader workplace.

The Human Resources Command offers a range of support and services designed to empower Commanders and Managers in the creation of respectful and inclusive work environments. Visit the [HR intranet](#) for more information.

Diversity of gender identity and any other intersectionalities are not precluded from this Information Guide.



2. Glossary of Preferred Terminology

Term	Description
Affirmed Gender	The gender expressed externally aligns to a person's internal gender identity.
Ally	A person who advocates for inclusion, equity and respect for all employees (not just LGBTIQ). Allies educate, promote and advocate for change and are role models of inclusive behaviour.
Binary	<i>See also Non-Binary</i> The classification of sex and gender into two distinct and opposite forms of masculine and feminine.
Cisgender	A term used to describe people who identify their gender as the same sex (and therefore gender) that was assigned to them at birth (male or female). For example, a person is assigned the sex (and therefore gender) of female at birth, and also identifies as a female. <i>Cis is a Latin term meaning 'on the same side as'</i>
Cisgenderism Cissexism	A view that the transgender experience does not exist, or is something to be pathologized. It is a view that only binary (male and female) identities are valid and real, and that this is determined based on sex characteristics.
Gender Affirmation	<i>See also Transition.</i> The personal process an individual goes through to transition their gender expression so that it aligns with their gender identity. Transition may involve social, medical/surgical, and/or legal steps that affirm a person's gender. A person who is transitioning or affirming their gender may dress and live as their affirmed gender. They may alter their physical appearance or take hormones. Some, but not all, may choose gender affirmation surgery.
Gender Dysphoria	A recognised medical condition in which a person's gender identity or expression does not feel congruent to the sex and gender assigned to them at birth. Not all transgender and gender diverse people experience gender dysphoria and if they do, it may cease with access to gender affirming healthcare.
Gender Diverse	<i>See also Transgender.</i> This is an umbrella term used to describe people whose gender identity or expression is not aligned to what was assigned to them at birth. There are many identities that may fall under this umbrella term. For the purpose of this document, diversity of gender identity and any other intersectionalities are not precluded from this policy by use of this term.
Gender Expression	The way in which a person communicates their gender identity to others through behaviour, clothing, appearance, voice and other forms of presentation.
Gender Identity	A person's innermost concept of self and how they perceive themselves. This can be male, female, both or neither. A person's sex and gender identity may not necessarily be the same. Affirming a person's gender identity is achieved through



	the process of transitioning their gender expression to align with their gender identity.
Intersex	People born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'. Like everyone else, intersex people have a diversity of bodies and identities.
Legal Sex	The marker or classification recorded when a child's birth is registered.
LGBTIQ	A common acronym that refers to individuals who identify as lesbian, gay, bisexual, transgender, intersex, queer or questioning. It should be noted that 'queer' in this context is not intended to be a derogatory term (as it may have been in the past) but a positive term chosen by some people to describe their identity. 'Questioning' refers to someone who is currently questioning their identity.
Misgendering	<p>Accidental – or deliberate – use of the wrong pronouns, names or terminology when referring to someone in gendered language. Continued and deliberate misgendering is contrary to the NSWPF Respectful and Inclusive Workplace Policy and is considered bullying and harassment.</p> <p><i>If unsure, it is best to use neutral pronouns such as 'they', 'them' or 'their', or ask the person how they prefer to be addressed. If a mistake is made, apologise and commit to using the correct pronoun in future interactions.</i></p>
Non-Binary	This is an umbrella term for any number of gender identities that sit within, outside of, across or between the spectrum of the male and female binary. A non-binary person might identify as gender fluid, trans masculine, trans feminine, agender, bigender etc.
Pansexual	A person who is attracted to people regardless of gender.
Sex	<p>The physical and biological characteristics of the body related to body development and reproduction. Primary sex characteristics are gonads, chromosomes, genitals and hormones. Secondary sex characteristics emerge at puberty and can include the development of breast tissue, voice pitch, facial and pubic hair etc.</p> <p><i>A child is assigned a sex at birth based on their physical and biological characteristics. However, this may not align with the gender the person identifies with. Available evidence suggests that core gender identity is formed by age three.</i></p>
Sexual Orientation	<p>Focuses on who the person is attracted to based on their sex. A person's sexual orientation may be towards people of the same sex, people of a different sex, both people of the same sex and different sex, or people of neither sex (asexual). It should be noted that orientation is completely separate from sex assigned at birth and gender identification.</p> <p><i>A person may also be attracted to another person regardless of gender (see pansexual).</i></p>
Transgender	<p><i>See also Gender Diverse.</i></p> <p>This is an umbrella term used to describe people whose gender identity or expression is not aligned to what was assigned to them at birth. There are many identities that may fall under this umbrella term. For the purpose of this document, diversity of gender identity and any other intersectionalities are not precluded from this policy by use of this term.</p>



Transition	<p><i>See also Gender Affirmation.</i></p> <p>The personal process a person goes through to transition their gender expression so that it aligns with their gender identity. Transition may involve social, medical/surgical, and/or legal steps that affirm a person's gender.</p> <p>A person who is transitioning or affirming their gender may dress and live as their affirmed gender. They may alter their physical appearance or take hormones. Some, but not all, may choose gender affirmation surgery.</p>
Transphobia	<p>Describes discrimination, harassment, abuse, violence and disrespectful treatment of a person based on their gender identity or expression.</p>

* NSWPF recognises that articulating a range of gender diverse identities under broad umbrella terms such as those captured above may be seen as exclusionary. However, the aim of using such umbrella terms is one of inclusion.

The diversity of gender identity and any other intersectionalities are not precluded from this document.

3. What does it mean to be Transgender or Gender Diverse?

Gender is an abstract and complex term that can mean different things to different people. Sex, gender identity, gender expression, and sexual orientation are all separate concepts that should not be treated as interchangeable. Figure 1.1 provides an overview:

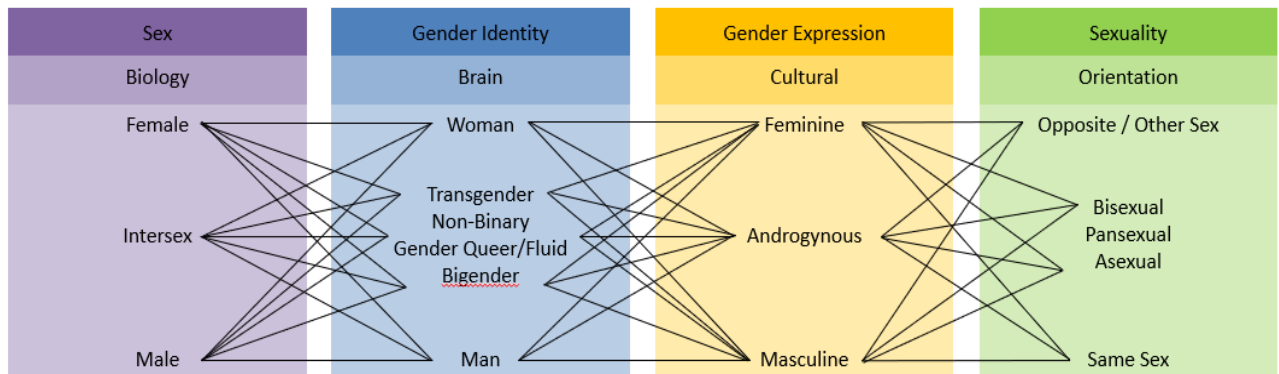


Fig 1.1 Diversity of Sex, Gender Identity, Expression and Orientation, Pride in Diversity, LGBTIQ Workplace Inclusion Training (2020)

The terms *transgender* and *gender diverse* are umbrella terms used to describe people whose gender identity or expression is not aligned to what was assigned to them at birth.

There are many identities that may fall under this umbrella term. For the purposes of this document, diversity of gender identity and any other intersectionalities are not precluded from this policy by use of this term.

People often perceive sex and gender as binary (male or female), and that the sex or gender they identify with is aligned to the sex or gender they were assigned at birth.

Typically, transgender refers to someone whose gender identity is not aligned to the gender assigned to them within the binary spectrum of male and female. Gender diversity is generally a reference to any number of gender identities that sit within, outside of, across or between the spectrum of the male and female.



4. What is Gender Affirmation?

Gender affirmation, or gender transition, is the personal process an individual goes through to transition their gender expression so that it aligns with their gender identity.

A transgender person views their gender identity as fixed. A person considering or completing the gender affirmation process is seeking to align their outward presentation to those around them with how they perceive themselves.

A person who is transitioning or affirming their gender may dress and live as their affirmed gender. They may alter their physical appearance or take hormones. They may elect to undertake gender affirmation surgery.

For the purposes of this document, three types of gender affirmation are referred to:

- *Social* – when a person dresses or lives as their affirmed gender identity.
- *Legal* – when a person officially amends legal documentation to reflect their affirmed gender identity.
- *Medical / Surgical* – when a person seeks or undertakes surgical procedures to alter their physical appearance or takes hormones to physically reflect their affirmed gender identity.

A transgender or gender diverse person may undergo one, some, all or none of the above.

4.1 Social

For the purposes of this document, 'Social' gender affirmation refers to the conscious decision by the person to dress or live as their affirmed gender identity. Social gender transition may occur before, after or in conjunction with legal and / or medical transition.

Social gender transition may involve the individual requesting others use their preferred name and pronouns. It may include changes to clothing, hair, footwear, jewellery or makeup.

4.1.1 Social Gender Affirmation in NSWPF

Pronouns and Names

In NSWPF, transgender or gender diverse employees may inform the workplace of their preferred pronouns or names. These pronouns and names may be used around the workplace at any point in the transition process. However, formal system changes (e.g. SAP amendments) and use of the preferred pronouns and names in records, systems and documentation must not commence until the relevant legal documents have been obtained and provided to NSWPF (refer Legal Gender Affirmation). This includes updating email addresses, obtaining amended work identification or name badges and populating operational or official documentation.



Uniform

Employees may elect to wear gender specific uniform items that best align with their affirmed gender. The dress standards, grooming and appearance of employees must align to the NSWPF Dress Policy, which dictates standard criteria for all employees and determines which items of dress may or may not be worn in certain scenarios.

Bathrooms and Facilities

The use of bathrooms and facilities, including changerooms and accommodation, can be a complex and contentious issue for both transgender or gender diverse employees, and the broader workplace.

In Australia, anti-discrimination laws require employers to support transgender employees in the use of toilets and facilities associated with the gender by which they identify. However, Commanders and Managers should approach this topic with sensitivity and consideration for all employees, applying the values that underpin respectful workplace behaviours. Contact the Inclusion & Diversity Team for further information and guidance through email #HRDiversity.

Leave

To support the individual through social or medical transition, NSWPF transgender or gender diverse employees may be able to access paid leave provisions.

Commanders and Managers should contact the Inclusion & Diversity Team for more information on what leave provisions may be applied. Assessment will be made on a case by case basis.

The application by a transgender or gender diverse employee to use any form of leave in support of gender affirmation should initiate the development of a communication strategy within the workplace (see pg.12: '*5.Supporting the Gender Affirmation Process*').

4.2 Legal

For the purposes of this document, 'Legal' gender affirmation refers to the process of officially amending legal documentation to reflect the person's affirmed gender identity.

In NSW, a person may only apply to change the sex recorded on their birth certificate if they have undergone a medical gender affirmation procedure (see below). Any individual, however, can apply to the Registry of Births Deaths & Marriages for a change of name.

4.2.1 Legal Gender Affirmation in NSWPF

In NSWPF, transgender or gender diverse employees may only change their details if they have obtained the appropriate legal documentation demonstrating change of name and / or sex.



Change of Name

The Registrar of Births, Deaths and Marriages provide clear guidelines on who can or cannot apply for a change of name. Employees who have obtained a Change of Name Certificate from the Registry of Births, Deaths & Marriages must present the certificate to their Commander/Manager who will send an email advice to #PS-PAYTEAM, requesting for employee's name to be amended. Alternatively, employees may request their Commander/Manager to contact Manager, Inclusion & Diversity, Human Resources Command, or Manager, Personnel Services, Shared Services Command, to facilitate the name change in a confidential manner.

Change of Sex

Before an employee's sex can be changed on NSWPF systems, the appropriate documentation must be presented. Any one of the following is recognised as sufficient evidence:

- A statement from a Registered Medical Practitioner or a Registered Psychologist which specifies gender; or
- A valid Australian Government travel document, such as a valid passport, which specifies gender; or
- A state or territory birth certificate, which specifies gender (a document from a state or territory Registrar of Births, Deaths and Marriages recognising a change of sex and/or gender will also be seen as sufficient evidence).

Employees who have obtained any of the above must present the documentation to their Commander/Manager, who will contact Manager, Inclusion & Diversity, Human Resources Command, or Manager, Personnel Services, Shared Services Command, to facilitate the gender change in a sensitive and confidential manner.

The following links may be of assistance. Employees should also consider contacting their individual superannuation fund to discuss potential implications of their gender affirmation.

Registry of Births Deaths & Marriages – Change of Sex

<https://www.bdm.nsw.gov.au/Pages/changes-corrections/change-of-sex.aspx>

Registry of Births Deaths & Marriages – Change of Name

<https://www.bdm.nsw.gov.au/Pages/changes-corrections/change-of-name.aspx>

Australian Passport Office – Sex and Gender Diverse passport applicants

<https://www.passports.gov.au/passports-explained/how-apply/eligibility-citizenship-and-identity/sex-and-gender-diverse-passport>

ATO – Update your gender

<https://www.ato.gov.au/Individuals/Tax-file-number/Update-your-TFN-details/Update-your-gender/>



Service NSW – Changing your gender

<https://roads-waterways.transport.nsw.gov.au/roads/licence/proof-of-identity/updating-personal-details/your-gender-details/index.html>

4.3 Medical

For the purposes of this document, 'Medical' gender affirmation refers to the process of physically altering a person's appearance to reflect their gender identity, through surgical procedures and/or hormone treatment. The gender transition process is carefully managed and controlled by medical professionals.

4.3.1 Medical Gender Affirmation in NSWPF

In NSWPF, the organisational requirements for medical gender transition is the same as for any other employee or police applicant with medical requirements.

For police applicants, the NSW Police Recruitment Branch will not accept police applicants undergoing any medical treatments or medications unless there is sufficient evidence to support a minimum period of 12 months of stability whilst undergoing treatment and/or taking relevant medications.

After attestation, and for all existing employees, all medical requirements are reviewed as a risk assessment and control process. It is the responsibility of the employee to appropriately advise the relevant medical professionals of the inherent requirements of their role so that proper documentation can be issued or certified to enable them to perform their duties. This includes ensuring the medical specialists are cognisant of the work the employee does and that they may have access to, and may use, a firearm.

This will enable the specialists to make an informed decision regarding the employee's fitness-to-work and subsequently provide the appropriate reports and certifications.

All transgender and gender diverse employees undergoing medical gender affirmation are responsible for obtaining the relevant reports and certifications for presentation to the Police Medical Office (PMO). The PMO should be contacted in the first instance via #PMOREFERRALS to discuss NSWPF medical requirements.



5. Supporting the Gender Affirmation Process

The gender affirmation process is a unique and individual experience. There is no set way for the gender affirmation process to be undertaken, but rather a range of good practice actions to guide and support both the employee and the broader workplace through the process.



Ultimately, the gender affirmation process should be focused on providing the level of guidance and support that the transgender or gender diverse employee feels comfortable with.

Commanders and Managers who have been approached by an employee to discuss their gender affirmation should, in the first instance, contact the Senior Policy & Projects Officer, Sexuality, Gender Diversity & Intersex within the Crime Prevention Command or the Manager, Inclusion & Diversity Team within the People & Culture Branch of HR Command.

The Commander or Manager will not be required to disclose the identity of the employee in question, however this will ensure the Commander or Manager is provided the correct information and support to assist the employee.



6. Before the Gender Affirmation Process

6.1 Support person or ally

Transgender and gender diverse employees are encouraged to identify a support person to assist them in discussing their gender affirmation with management.

The support person should have a level of understanding of the gender affirmation process, so that they can assist in facilitating the discussion between employee and Commander or Manager.

The support person can be internal or external. They can be family or friends, or someone such as the below list of suggested contact points:

Internal

- NSWPF Region Sponsors for Sexuality, Gender Diversity & Intersex and LGBTIQ Liaison Officers (formerly Gay & Lesbian Liaison Officers or GLLOs).
- LGBTIQ trained Peer Support Officers
- The Senior Policy & Projects Officer, Sexuality, Gender Diversity & Intersex within the Crime Prevention Command.
- The Manager or Senior Consultant, Inclusion & Diversity Team within the People & Culture Branch of HR Command.
- The NSWPF Employee Assistance Program (EAP)

External

- [Pride in Diversity](#) Provides extensive support, resources, networking opportunities, training, consulting and advice via a dedicated relationship manager and frequent interaction with other LGBTI diversity practitioners within your local area.
Tel: (02) 9206 2194
Address: 414 Elizabeth St Surry Hills
- [The Gender Centre](#) - The Gender Centre is the peak state-wide, specialist multi-purpose service supporting the transgender, gender diverse and gender questioning community of NSW at any stage of their transition (pre, mid, and post transition). This includes the provision of specialist counselling and psychological services, outreach, support, case management, housing (crisis & transitional), training and more.
Tel: (02) 9519 7599
Address: 41-43 Parramatta Rd, Annandale
- [Inner City Legal Centre](#) - Provides legal information and referral services as well as legal advice by appointment.
Tel: 1800 244 181 or (02) 9332 1966
Address: Basement - Kings Cross Library - 50-52 Darlinghurst Rd, Kings Cross



6.2 Initial Conversation

Transgender and gender diverse employees are encouraged to schedule an initial conversation with their Commander/Manager and a support person or ally. This aims to create a safe and supportive environment and facilitates honest and respectful conversation.

Commanders and Managers should strive to be supportive, open minded, honest, respectful and empathetic during the initial conversation and throughout all interactions with transgender and gender diverse employees.

Where possible, Commanders and Managers should educate themselves prior to the meeting. This should include reviewing this document in conjunction with the NSWPF Transgender and Gender Diverse Employees Policy Statement. The NSWPF Sexuality, Gender Diversity and Intersex: Working with Lesbian, Gay, Bisexual, Transgender & Intersex People intranet page also contains a large amount of helpful information, including a Transgender and Gender Diversity poster.

External organisations such as Pride in Diversity, The Gender Centre and the Inner City Legal Centre may also support Commanders and Managers by providing additional information.

In the first instance, the Commander or Manager should make it clear that the initial conversation will be held in confidence. If the Commander or Manager feels they need to discuss the situation with others (e.g. seeking further advice from HR), this should be discussed with the employee first to obtain the employee's consent.

It is important to encourage, and be considerate of, any questions that may arise during a conversation with an employee who is affirming their gender. As gender affirmation is a personal, complex and sensitive process, it is recommended that the Commander or Manager review this guide and seek support from the Inclusion & Diversity Team by emailing #HRDiversity.

The initial conversation may cover the following:

- The various internal and external contacts that can offer the employee information, advice and support, as identified on the previous page.
- The current intentions of the transgender or gender diverse employee – are they planning to undertake a social, legal or medical gender affirmation process, or a combination of the three?
- What are their planned timelines for transition? Discussing flexibility is important so that the employee is assured that they are able to progress through this journey at their own pace. Timelines should be indicative and subject to change, dependent on the employee's requirements.
- Are they intending to take any periods of leave?
- What is their preferred name and what will their pronouns be?
- How would they like to communicate to their colleagues and the broader workplace?



- Are they happy to answer questions by their colleagues, or would they prefer questions be directed to someone else?
- The transgender or gender diverse employee may not have all the answers to the above. This can be worked through between the employee, their support person and the Commander/Manager.

6.3 Developing a workplace transition plan

A high-level workplace transition plan will need to be developed in conjunction with the transgender or gender diverse employee. The workplace transition plan should be reflective of how the employee wishes to manage the gender affirmation process, with reference to timing and communication.

The workplace transition plan should also incorporate the timing of activities for the Commander/Manager to ready the workplace for the return of the employee as their affirmed gender, e.g. preparing uniform items, obtaining new name badges, moving lockers into new locations etc. and to commence communication, education and training as defined and agreed to in the Workplace Transition Plan.

The Workplace Transition Plan will be unique to the individual, depending on their wishes. However, best practice indicates the plan should consider:

Social

- What leave is the employee intending to apply for?
- What event will initiate the following:
 - Using preferred names and pronouns?
 - Using preferred toilets and facilities
 - Wearing preferred uniform items?
 - Releasing the agreed communications? (refer next section)

Legal

- When are they likely to receive legal documentation regarding their gender affirmation?
- What NSWPF systems will need to be amended to reflect changes to name and pronoun? How are these changes actioned (i.e. RASP request, email)?
- When will the employee be able to obtain new name badges, ID cards etc?

Medical

- What leave is the employee intending to apply for? Do they have sufficient leave to support the medical gender affirmation process?
- What dates will medical interventions commence?
- When will the PMO be engaged to identify the fitness-for-duty process?



Communication Plan

- What level of communication does the employee wish for the workplace to receive? Options may include:
 - Employee informs each staff member themselves 1:1.
 - Employee only informs some trusted staff individually and the rest as a collective.
 - Employee announces at a staff meeting.
 - The Commander, Manager or HR representative informs all staff. In this instance, the employee may or may not be present.
 - An email is sent by the Commander, Manager, or employee.
- If the employee is taking leave, how would they like to return to work:
 - Would they like a morning or afternoon tea?
 - Would they like to stagger their return to work using a combination of leave and flexible work practices? Is the business unit able to accommodate this?

Education and awareness of the workplace

- Does the culture of the workplace already demonstrate an awareness and understanding of the LGBTIQ community, and more specifically, transgender and gender diverse communities?
- Does the workplace require an education and training session to enhance awareness and understanding of transgender and gender diverse people? Training packages and resources already on offer within NSWPF that may assist include:
 - [Sexuality, Gender Diversity & Intersex Policy Framework](#)
 - [Pride in Diversity Ally Training](#)
 - [Working with Transgender People \(presented by The Gender Centre\)](#)
 - [Search & Custody Issues for Transgender people](#)
 - [Transgender Day Poster](#)
 - [Sexuality, Gender Diversity and Intersex LAC Induction Package](#)
- When will the workplace education take place? Does the employee wish to be present?

Respectful and Inclusive workplace

- Would the employee like the Commander/Manager to 'check in' regularly or on a scheduled basis to ensure they are not experiencing any negative workplace behaviours throughout the process? If so, how often would the employee like this to occur? If not, would the employee prefer they instigate the 'check in' or the Commander/Manager? Note: The onus should be on the Commander/Manager to proactively engage with the employee, unless the employee wishes otherwise.
- How will the Commander/Manager ensure the workplace supports and recognises the transition to the employee's preferred names and pronouns?



- Is the workplace familiar with the [Respectful Workplace Behaviours Policy Statement](#), the [Respectful Workplace Behaviour Guidelines](#), and the [NSWPF Code of Conduct and Ethics](#)?
- What steps will management take to ensure the employee is provided with a safe, productive and respectful workplace? Contact the Respectful Workplace Team at #HRRespect



7. During the Gender Affirmation Process

7.1 Ongoing Support

Throughout the employee's gender affirmation process, the Commander/Manager should:

- Monitor activities in line with agreed timelines defined in the workplace transition plan. It should be noted that the timelines are indicative and subject to change dependent on the employee's requirements, however the Commander/Manager in particular is responsible for ensuring they meet all commitments they have made to the employee in line with the agreed plan.
- Check in with the employee regularly or as agreed in the workplace transition plan. It is important that the Commander/Manager ensures the ongoing support of the employee. The transition period can be a challenging, confronting and emotional time for the employee. It is important that the Commander/Manager monitors the employee's wellbeing throughout the affirmation process.
- Provide any agreed communications and training as per the workplace transition plan
- Facilitate the necessary preparations for the employee as required and agreed, such as:
 - New identification and name badges ordered and received
 - New uniform items ordered and received
 - Locker relocated to the requested location
 - Relevant RASP requests submitted and actioned
 - The PMO has been engaged and there is a clear understanding of the requirements and certifications that must be presented to obtain fitness-for-duty
- Ensure that the workplace is using the preferred names and pronouns as identified by the employee
- Conduct a pulse check on workplace culture (including 'banter') to ensure the workplace remains supportive and inclusive.
- Remain vigilant regarding any instances of bullying, harassment and vilification, including correcting misconceptions, myths or use of negative stereotypes, and addressing inappropriate behaviour or derogatory language, including deliberate misgendering.
- Nurture an open environment that allows the workplace to ask questions and learn about transgender and gender diverse communities, and gender affirmation, in a respectful manner.



8. After the Gender Affirmation Process

It is important to note that the monitoring and communication principles outlined when providing ongoing support are also applicable after the gender affirmation process.

Specifically, Commanders and Managers should continue to:

- Respect the privacy and confidentiality of the employee, with no reference to their gender expression 'before' they affirmed their gender. This includes not disclosing to others that the employee has been through a gender affirmation process.
- Ensure the workplace is treating the employee as their affirmed gender, including correct use of names and pronouns.
- Maintain an ongoing focus on a respectful and inclusive workplace.



9. Links and Support

9.1 Internal Support

[NSWPF Sexuality, Gender Diversity and Intersex: Working with Lesbian, Gay, Bisexual, Transgender & Intersex People](#)

[Sexuality, Gender Diversity & Intersex Policy Framework](#)

[Pride in Diversity Ally Training](#)

[Working with Transgender People \(presented by The Gender Centre\)](#)

[Search & Custody Issues for Transgender people](#)

[Transgender Day Poster](#)

[Sexuality, Gender Diversity and Intersex LAC Induction Package](#)

[NSWPF Region Sponsors for Sexuality, Gender Diversity & Intersex or LGBTIQ Liaison Officers \(GLLOs\)](#)

[Respectful Workplace Behaviours Policy Statement](#)

[Respectful Workplace Behaviour Guidelines](#)

[NSWPF Code of Conduct and Ethics](#)

[Tips and tricks for a safe, productive and respectful workplace](#)

[SMITs on Respectful Workplace Behaviours](#)

9.2 External Support

[Pride in Diversity](#)

[The Gender Centre](#)

[Kits & Fact Sheets](#)

[Support Resources](#)

[Inner City Legal Centre](#)

['Changing Sex Listed on Identification Documents' Fact Sheet](#)

[ACON](#)

[A Blueprint for Improving the Health & Wellbeing of the Trans & Gender Diverse Community in NSW](#)

[Who we are here for – Transgender People](#)

9.3 External Links

[Registry of Births Deaths & Marriages – Change of Sex](#)



Registry of Births Deaths & Marriages – Change of Name

Australian Passport Office – Sex and Gender Diverse passport applicants

ATO – Update your gender

Service NSW – Changing your gender