



Appendix 2 – Gender, relationship, and sexual diversities

The objective of this policy is to protect all employees and students of the College from discrimination or harassment connected with any aspect of gender or sexual orientation. It is informed by and will continue to follow the lead of University policies and guidance.

The College aims to advance equality of opportunity and treatment for all people working and studying at the College or applying to do so, and to ensure unfettered access to all services provided by the College irrespective of gender or sexual orientation. In order to achieve this, the College will:

1. Take steps to establish a good gender balance in decision-making processes in all areas of the College's activities.
2. Continue research into gender gaps in student admissions and progress.
3. Support the University's research into causes of the gender gap in final examinations.
4. Encourage more women and non-binary people to apply for academic posts, both for College appointments and by supporting the University in this objective for joint appointments.
5. Take the specific actions discussed under the headings below, and regularly refresh these commitments in light of any changes to the law, University policy, and best practice in the HE sector.

Students and gender equality

The College is committed to ensuring that all students are admitted and able to achieve their full potential on the basis of academic merit alone. The College aims to provide services and support on a gender-neutral basis, but recognises that the persistence of a gender gap in final examinations requires initiatives to support female students in closing that gap. The College also aims to protect an equal gender balance in the student population, insofar as it is possible to do so without infringing academic integrity, and might do so through the instigation of specific access or widening participation initiatives. In this context, it is the College's policy to:

1. Develop its access and widening participation activities in ways to ensure that applications to the College, and to Oxford more generally, are received from the widest possible field with people of all genders well represented.
2. Support the University in the development of an access and widening participation agenda, which, whilst being gender-neutral in terms of outcomes, is tailored to ensure balanced gender participation in higher education.
3. Continue to participate in the [Common Framework for Colleges and Faculties](#) and continue to be fully committed to the Code of Practice for Undergraduate Admissions.
4. Support the University in its efforts to ensure gender equality in the admission of graduate students.
5. Continue the role of the Tutor for Women as a Fellow of the College to specifically represent women's interests in the academic and social life of the College.
6. Ensure that resources for non-academic student activities are allocated on a gender-neutral basis.
7. Monitor the gender balance both in terms of population and academic performance, and specifically in relation to final examination performance, through Equality Committee and require it to make specific proposals to Governing Body to ensure equality in this area.

Staff and gender equality

The College is committed to ensuring that men and women, and those of other genders, who are employed by it are treated equally and to ensuring a good gender balance amongst its workforce. The College supports the staff benefits provided by the University and, as far as possible attempts to replicate similar arrangements for academic and non-academic College-only appointments. A number of separate policies, outside the scope of the Equalities Policy, have been developed in recognition of wider family and other caring commitments. These are published in the College Handbook, are kept under regular review and are considered by Equality Committee where appropriate. In this context, it is the College's policy to:

1. Prefer equal representation of men and women on both statutory and ad hoc committees where it is reasonably practical to achieve.
2. Continue to support the University in the development and progression of its Gender Equality Scheme.
3. For each academic post that becomes vacant, consider appropriate mechanisms to encourage a greater number of applications from women and other under-represented genders than are traditionally received.
4. Ensure that recruitment, progression and promotion are based entirely on relevant criteria, which do not include considerations of gender, while nonetheless recognising that women, trans people, and therefore especially trans women, will have experienced structural disadvantage which may have limited their opportunities to demonstrate those criteria.
5. Adhere to the principle of equal pay for work of equal value.

Gender transition

Wadham understands the concept of 'gender transition', as used in this policy and elsewhere, to refer to a broad spectrum of potential social, administrative, and medical changes that a person may make in relation to their gender identity. In keeping with the University policy, we explicitly include people with non-binary gender identities, intersex people, and people with no ability or intention to pursue a medico-legal transition. As a result our commitment to trans and intersex equality is much broader than the Equality Act criterion of 'gender reassignment'.

Any student wishing discuss their gender identity or transition in confidence, may do so with the SU trans rep, the SU/MCR LGBT+ and Welfare Officers, as well as the Dean, Senior Tutor, Chaplain, or Welfare Advisor.

Any staff member wishing discuss their gender identity or transition in confidence, may do so with the Senior Tutor (academic staff), Domestic Bursar (support staff), Chaplain, or HR Manager.

If the member of staff/student wishes to go through the process of changing their name and gender 'officially', any of those named above will work with the student or staff member and other relevant members of college so that the staff member/student has as little stress placed upon them as possible. The staff/student's wishes and needs will be respected at all times, and any the process will be staff/student led. To support this work, a list will be maintained of all college systems which record a person's name, gender, title, and/or pronoun. All college departments that hold such databases and systems will be made aware of the importance of timely updates, as well as the importance of providing continuity of service so that transitioning people are not disadvantaged. An example of this would be IT ensuring that an updated email address is added to all the same mailing lists that the person was on before.

Wadham understands that a student may require some time out of their studies during the transitioning process for a variety of reasons, and a student may therefore request to suspend their status while

transitioning. College will support the student and help to provide them with all the relevant information throughout the process.

Wadham is understanding of the wide and varying needs of students' and staff members' individual gender identities, and strives to support each student and staff member as much as possible; as part of this, the College welcomes constructive feedback to ensure our support is correct. Staff members and students may speak to any relevant member named above to discuss their experiences. The College supports the University Transgender guide and policy which is available at <http://www.admin.ox.ac.uk/eop/transgender>. The College's Equality Committee, in consultation particularly with SU LGBT+ reps or others, will consider and develop College practices and policies in line with this guidance.

Sexual and relationship diversity

The College's policy on sexual orientation was developed with reference to a joint policy statement to combat homophobia in universities and colleges, agreed by academic trades unions in England. The College aims to create an environment in which all staff and students, whatever their sexuality or relationship status, feel equally welcome and valued, and in which homophobia is not tolerated. The College recognises the extent of heterosexist assumptions in society, and the existence of homophobia and transphobia. In this regard, it is the College's policy that:

1. Recruitment, progression, and promotion of staff is based entirely on relevant criteria, which do not include sexual orientation.
2. Everyone is treated with equal dignity and fairness regardless of their sexual orientation.
3. The College will provide a supportive environment for staff or students who wish it to be known that they are LGBT+. However it is the right of individuals to choose whether they wish to be open about their sexuality in College. To 'out' someone, whether staff or student, without their permission is a form of harassment, and will be treated as such.
4. Assumptions will not be made that partners of staff and students are of a different gender/sex. Workplace benefits will apply equally to same-gender/sex partners.

Freedom from harassment

Homophobic, transphobic, and misogynistic abuse, harassment or bullying (e.g. name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is a serious disciplinary offence, and will be dealt with under the appropriate procedure as published in relevant handbooks. It is explicitly noted that repeated and intentional use of disavowed names or pronouns to refer to a person is considered an act of harassment.

Homophobic, transphobic, and misogynistic propaganda, in the forms of written materials, graffiti, songs or speeches will not be tolerated. The College undertakes to remove any such propaganda as quickly as possible whenever it appears on the premises and to take action against those responsible.

Recognition is given that women and LGBT+ students come from diverse backgrounds and the College will strive to ensure that they do not face discrimination either on the grounds of their gender or sexual orientation or with regard to other aspects of their identity.

Gender, sexual, and relationship diversity issues will be included in all equality training, internal attitudinal surveys, monitoring of complaints of harassment etc. and the results published.

Provision of facilities

The College welcomes and will provide appropriate facilities for women and LGBT+ student and staff groups. This will include appropriate provision of gender neutral bathroom and changing facilities. Wadham will give due consideration to the need to provide services and resources specific to the needs of different genders distinctly. (For example, the provision of a women's room and of a welfare bedroom to allow a safe, overnight refuge and access to contraception and sanitary products).

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