



DIVERSITY, INCLUSION AND
EQUITY PROGRAMS

A photograph of an orange grove with a large white building in the background under a blue sky. The foreground is filled with green leaves and ripe orange fruit. A semi-transparent blue banner is overlaid across the middle of the image, containing the title text.

SUPPORTING TRANSGENDER EMPLOYEES AT CAL STATE FULLERTON

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PURPOSE

California State University, Fullerton is committed to fostering a workplace that is inclusive of every Titan on campus. In efforts to keep this commitment, Human Resources, Diversity and Inclusion has created this resource kit to provide information on how one can support our transgender and gender non-conforming employees who have expressed interest in transitioning in the workplace. It is important to note that every transgender experience is different so the needs and wants during a workplace transition would be different too. This tool kit strives to provide information for best practices throughout the process.

The main purpose of the "Supporting Transgender Employees at CSUF" resource kit is to address the inclusion needs of transgender and gender non-conforming employees. This guideline does not anticipate every situation that might occur with respect to transgender and gender non-conforming employees. The needs of each employee must be assessed on a case-by-case basis. In all cases, the goal is the safety and comfort of transgender or gender non-conforming employees.

Sincerely,

GENDER DIVERSITY INCLUSION TASKFORCE 2018

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TRANSGENDER WORKFORCE FACT SHEET

MANY TRANSGENDER AND GENDER NON-CONFORMING EMPLOYEES ENCOUNTER MANY BARRIERS IN THE WORKPLACE. BELOW YOU WILL FIND SOME STATISTICS COLLECTED ON LGBT EMPLOYEES AND SOME SPECIFIC STATISTICS ON TRANSGENDER AND NON-CONFORMING EMPLOYEES.

WHY BUSINESSES AND AGENCIES SHOULD CARE

Being out at work and welcomed by your boss and co-workers is good for employee morale and the bottom line:

- LGBT-supportive policies and workplace climates are linked to less discrimination against LGBT employees and more openness about being LGBT. Less discrimination and more openness, in turn, are also linked to greater job commitment, improved workplace relationships, increased job satisfaction, improved health outcomes, and increased productivity among LGBT employees.
- According to one study, LGBT people in the closet at work are 73% more likely to say they'll leave their companies within the next three years.
- 78% of transgender people felt more comfortable at work after transition, and believe their workplace performance improved.

2017 WORKPLACE EQUALITY FACT SHEET



One in four LGBT employees report experiencing employment discrimination in the last five years.

8%

of LGBT employees report that discrimination negatively affected their work environment.

27%

of transgender people who held or applied for a job in the last year reported being fired, not hired, or denied a promotion due to their gender identity.

- LGBT employees who make it into senior management are much more likely to be out than closeted: 71% compared to 28% of their closeted counterparts.
- More than three-quarters of transgender employees take steps to avoid mistreatment in the workplace.
- Nearly one in 10 LGBT employees have left a job because the environment was unwelcoming.
- The Transgender unemployment rate is three times higher than the national average.

For more information, please visit the [2017 Workplace Equality Fact Sheet](#)

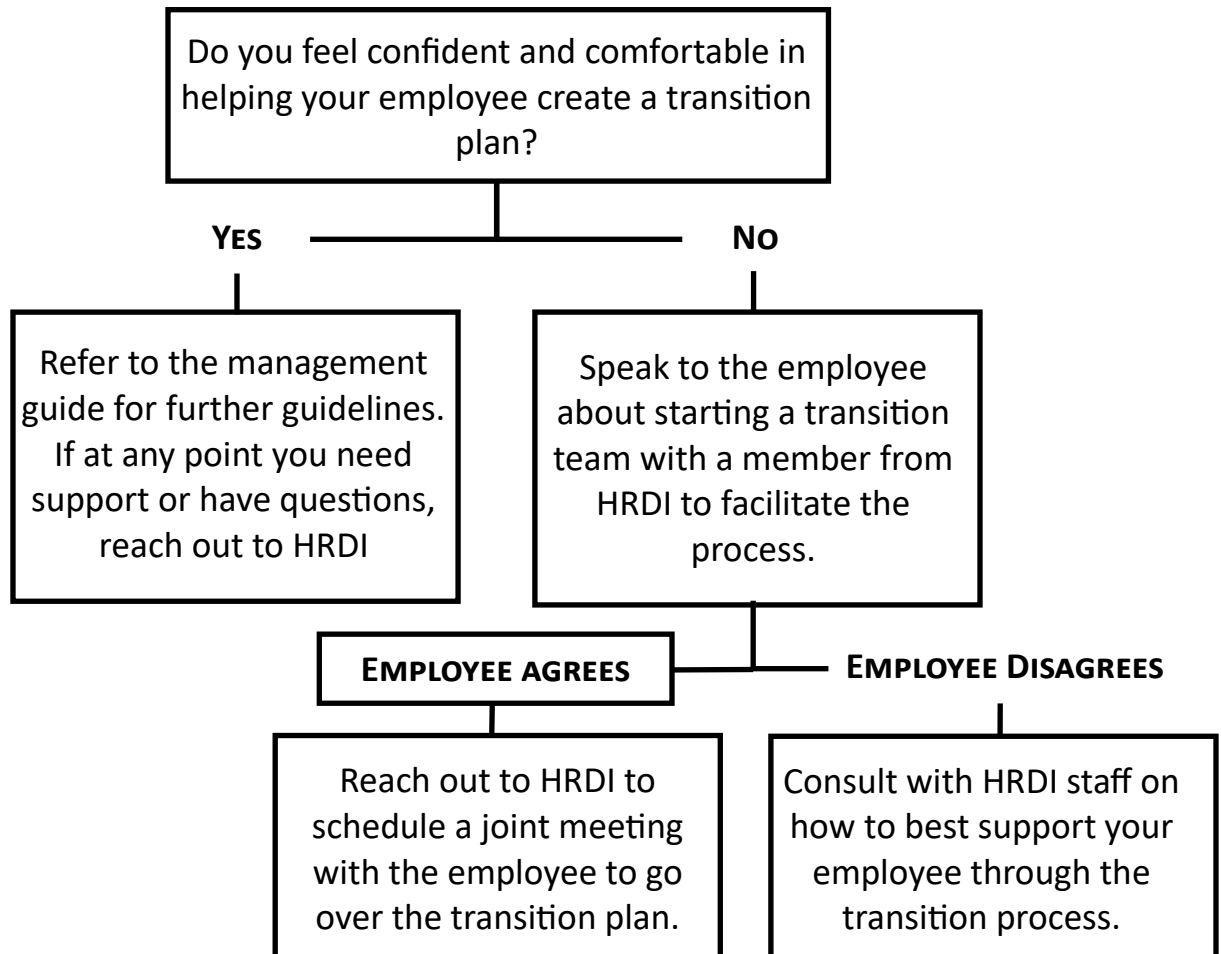
A BROKEN BARGAIN FOR TRANSGENDER WORKERS REVEALS THAT

- Transgender workers report unemployment at twice the rate of the population as a whole (14% vs. 7% at the time the workers were surveyed).
- More than four in 10 transgender people (44%) who are currently working are underemployed.
- Transgender workers are nearly four times more likely than the population as a whole to have a household income of under \$10,000 (15% vs. 4% at the time the workers were surveyed).

For more information, please visit the [Human Rights Campaign website](#)

BEFORE YOU BEGIN

AN EMPLOYEE APPROACHES YOU ABOUT TRANSITIONING IN THE WORKPLACE



HUMAN RESOURCES, DIVERSITY AND INCLUSION CAN PROVIDE:

- Confidential consulting throughout the transition process for the employee
- Training and workshops to build individual and group cultural competency
- Consultation to managers on CSUF policies that apply to transitions in the workplace

WHO TO CONTACT

- For support and questions about employee requests, please reach out to Bobbie Porter, Assistant Vice President of Diversity, Inclusion, and Equity at boporter@fullerton.edu.
- For questions pertaining to gender discrimination, sexual harassment, sexual misconduct, dating and domestic violence, and stalking can be directed to Sarah Bauer, Title IX Coordinator, at sarahbauer@fullerton.edu or (657) 278-2929.
- For questions or clarifications about the content of this guide, please reach out to Cecil Chik, Senior Manager of Engagement and Learning at cchik@fullerton.edu

BEFORE YOU BEGIN: TERMS

THE FOLLOWING TERMS WILL HELP YOU NAVIGATE TERMINOLOGY THAT YOU WILL SEE THROUGHOUT THE GUIDE. A MORE EXTENSIVE LIST CAN BE FOUND IN APPENDIX D: GLOSSARY.

**PLEASE NOTE THAT THESE DEFINITIONS ARE NOT DEFINITIVE NOR EXHAUSTIVE. THE TERMS DEFINED BELOW ARE MEANT AS A STARTING POINT IN UNDERSTANDING.*

SEX: Sex can also include, but is not limited to pregnancy, childbirth, breastfeeding, or any related medical condition (CSU Executive Order 1096)

Determined at birth by anatomy/physiology - chromosomes, hormones, secondary sex characteristics, and genitalia (examples: male, female, intersex).

GENDER: means sex, and includes gender identity, gender expressions, and transgender. See also sex stereotyping (CSU Executive Order 1096)

Social organization of the relationship between the sexes. Typically assigned at birth when the doctor announces the sex of an infant. Assumed to be congruent with sex (examples: masculine/man, feminine/woman, transgender).

GENDER IDENTITY: A person's identification of male, female, a gender different than the person's sex at birth, or transgender (CSU Executive Order 1096).

A person's sense of their own gender, which is communicated to others via gender expression. Since most people conform to societal gender norms, they have a gender identity congruent with their gender expression. However, for some people, gender identity, gender expression and sex do not correspond with each other.

GENDER EXPRESSION: A person's gender-related appearance or behavior whether or not stereotypically associated with the person's assigned sex at birth (CSU Executive Order 1096)

GENDER AFFIRMING SURGERY: Medical surgeries used to modify one's body to be more congruent with one's gender identity. See "Top Surgery," and "Bottom Surgery."

TRANSITIONING: This refers to any of the medical, social, legal, spiritual and personal processes that a trans person may go through in order to live their life in a way that works for their gender. This may include but is not limited to hormone replacement therapy, gender affirming surgery, choosing another name or set of pronouns, changing one's name legally, coming out to friends and family.

TRANSGENDER (SOMETIMES ABBREVIATED AS TRANS): A general term that refers to a person whose gender identity differs from the person's sex at birth. A transgender person may or may not have a gender expression that is different from the social expectations of the sex assigned at birth. A transgender person may or may not identify as transsexual (CSU Executive Order 1096).

Transgender is preferred over transvestite or transsexual, older terms which do not accurately describe all transgender people, and which also have a clinical or stigmatizing connotation.

WHAT DOES IT MEAN TO 'TRANSITION ON THE JOB'?

Transgender employees who wish to transition on the job can expect support from their managers and Human Resources, Diversity and Inclusion (HRDI). Transitioning can look differently for different people. Individuals might start dressing differently, have a different name they go by, or different pronouns they will start using. Some individuals might choose to transition medically. In all cases, CSUF has created supportive measures to aid in the transition process.

HOW CAN HRDI PROVIDE SUPPORT?

A "transition team" consisting of, the transitioning employee, their manager(s) and a staff member from HRDI (optional) will work together to ensure a successful workplace transition (See Appendix C). Note: If an employee wishes to bring in additional support from within or outside the CSUF system, please contact HRDI for further guidance.

Any employee at CSUF who wishes to transition is encouraged to contact their manager and HRDI. This contact can be made through the employee and their manager or through the manager with the consent of the transitioning employee. HRDI will assign a staff member to help review a possible gender transition plan (see Sample Workplace Gender Transition Plan) with the employee and the manager. HRDI can provide information on CSUF policies, coordinate education training for the office/department, and work with the employee and manager to develop a transition plan.

WHAT IS PROTECTED UNDER CONFIDENTIALITY AND PRIVACY?

Remember to maintain confidentiality and privacy of the employee. That's why the transition plan is important. It creates space for the employee and manager to come to an agreement on communication and/or training before it is distributed. The employee has the right to discuss their gender identity and/or expression openly or to communicate it privately. The transgender employee should decide when, with whom, and how much to share their private information.

It is important to remember that information about an employee's transition status (such as sex assigned at birth) can be considered confidential medical information under Health Insurance portability and Accountability (HIPAA) laws. Medical information can only be shared with the employee's consent and with co-workers who truly need to know to do their jobs. For more information about preparing coworkers and provide cultural skill building, please see question about "Transitioning on the Job" above.

WHAT IS OUR POLICY ON DISCRIMINATION AND HARASSMENT?

It is unlawful and violates California State University system policies and California State laws to discriminate against an employee because of their gender, gender identity, and gender expression, sex assigned at birth, and sex stereotyping. CSUF is committed to creating a safe and welcoming work environment for all employees, including transgender and gender non-conforming employees. Any incident of discrimination, harassment, or violence based on gender and gender identity is also protected under Title IX and will be given immediate and effective attention. This can include but is not limited to investigating the incident, taking appropriate action, and providing employees with applicable resources. For more information, visit the [CSUF Title IX and Gender Equity website](#)

FAQ

WHAT DO I NEED TO KNOW ABOUT NAMES AND PRONOUNS?

All employees are required to use their legal name as listed in their official documents presented to HRDI at the start of employment. If a transgender employee wants to change their legal name with the CSUF system, they can bring official documentation to the Payroll office located in CP 700. For more information about the Name Change Policy at CSUF, please refer to Appendix A.

However, it is possible to have certain CSUF employee identification reflect an employee's preferred name (i.e. email, business cards, name badge, etc.). Preferred names and pronouns should be honored among transgender employee's colleagues and are important to fostering an inclusive environment.

Every member of the California State University system has the right to be treated equally and with respect. This means a transgender employee has the right to be addressed by the name and pronoun that corresponds to the employee's gender identity. The employee does not need a legal name change or a legal gender marker change to utilize a preferred name. Any intentional and/or persistent refusal to respect an employee's gender identity (i.e. intentionally misgendering) can constitute as harassment and be in violation of Executive Order 1096. For more information about preferred names on CSUF campus, please refer to the "Who To Contact" section on page 3 of this guide.

WHAT SHOULD I DO IF I'M UNSURE ABOUT NAMES AND PRONOUNS?

If you are unsure about what name and/or pronoun, politely ask them how they would like to be addressed. Preferred names and pronouns should be used regardless of the perception of gender identity and/or gender expression. Managers and supervisors should also monitor the workplace to ensure that the employees' desired names and pronouns are being used.

WHAT ARE GENDER PRONOUNS?

SUBJECT	OBJECT	POSSESSIVE ADJECTIVE	POSSESSIVE PRONOUN	REFLEXIVE
She	Her	Her	Hers	Herself
He	Him	His	His	Himself
They	Them	Their	Theirs	Themselves
Ze	Hir/zir	Hir/zirs	Hirs/zirs	Hirself/zirself

*The pronoun "they" may be used as a gender neutral pronoun to describe a single individual

WHAT ABOUT RESTROOM AND LOCKER ROOM ACCESSIBILITY?

Employees shall have access to restroom and locker rooms that correspond to their gender identity, if they so choose. Any employee who requires additional privacy should be provided a private or single stall bathroom or locker room, when available. It is important to note that if that option is available, a transgender employee should not be required to utilize those facilities if the employee doesn't require such an accommodation.

In accordance to California's Fair Employment and Housing Act (FEH), all employees have a right to safe and appropriate facilities including the right to use a restroom or locker room that corresponds to the employee's gender identity, regardless of the employee's sex assigned at birth. The decision about which facilities to use should be left to the employee to determine. For a map of all gender neutral restrooms on campus, please refer to Appendix B.

SAMPLE WORKPLACE GENDER TRANSITION PLAN

The following information provides a sample of some of the processes that may occur during an employee transition. It can be customized to fit the employee and the office/department needs. It is important to note that this serves as a sample to facilitate dialogue. Every transgender person's experience is different when it comes to the needs and wants of transitioning in the workplace.

The use of the transition team is highly recommended for this process. A staff liaison from HRDI can help with identifying solutions and support the outcome that the transitioning employee is wishing to achieve in the work place. Prior to the start of the transition, the transition team (see Transition on the Job in FAQ) can meet and discuss the any of the following items.

*If the transitioning employee's manager is not the first point of contact, it is important to discuss with the employee the possibility of bringing in the manager as part of the transition team.

PLANNING

- What is the employees timeline?
- What does "transition" mean for the employee as it applies to the work place?
 - a. Does the employee want a preferred name change? Legal name change?
 - b. Will they transition their gender expression? (for example how they look or dress)
 - c. When does the employee anticipate the various stages of their transition to take place?
- Determine if any leave is anticipated as a result of the transition.
- Who does the employee want to inform and how do they wish to do it? (see Disclosure section below)
- Ask how you can best support their transition in the work place.

During this phase, it's important to be open-minded and show support to the process. Asking questions is fine as long as the questions pertain to the employee's transition in the work place and operational needs of the department. For example, it's perfectly fine to ask how the employee wishes to transition in the workplace because you can aid in the communication and/or support of this process. Asking a transgender employee about what types of gender confirmation surgery they will or will not be going through has no bearing on their workplace transition. Remember to maintain confidentiality and privacy of the employee. That's why this plan is important. It creates space for the employee and manager to agree on communication and/or training that is distributed.

DISCLOSURE

- How does the employee want this communicated to their colleagues?
 - a. 1-1: where the employee has a discussion with each colleague with the manager's support and/or presence
 - b. Group: where the office/department gathers and hears it from the employee and/or the manager

Note: It is important to remember that the employee should have the most say in how this information is shared.

- What does the employee want communicated in the workplace?
 - a. How much information does the employee want to share? (just their name and pronouns or more extensive communication)
 - b. If additional training is required for cultural competency, reach out to HRDI.
- If the employee's position requires them to interface with customers or partners outside of the office/ department, how does the employee wish to communicate to these outside members? Consideration should be given to faculty members who are transitioning in the middle of the semester and how this information can be shared with students.

SAMPLE WORKPLACE GENDER TRANSITION PLAN

DAY TRANSITION WILL BE MADE KNOWN

On the day that the transition will be made known to co-workers, have a briefing/meeting that includes employees co-workers, supervisors, and other support staff. Members of the Transition team should also attend where appropriate. The employee that is transitioning can decide whether or not they will be present at this meeting.

The manager should make the announcement along with other high level management staff who can attend to show solidarity and support to the transitioning employee. The speaker should make sure to address the following:

- a. Discuss the importance of the transitioning employee to the office/department and the support of management for the employee.
- b. Review CSU Executive Order 1096 on discrimination and harassment
- c. Share that the transitioning employee will be presenting themselves in accordance to their gender identity and that this should be respected.
- d. Share the transitioning employee's new name and pronouns and emphasize that this should be used moving forward.
- e. Address any bathroom/locker room concerns
- f. Remind everyone that CSUF is an inclusive education institution and disrespectful behaviors will not be tolerated
- g. Address any questions that might come up during this meeting
- h. If a training is going to occur, announce the date, time, and expectation for attendance

FIRST DAY OF EMPLOYEE'S OFFICIAL WORKPLACE TRANSITION

The transitioning employee's manager should ensure that all matters of the work place are in place just like the first day of a new employee. These matters can include but are not limited to:

- a. Titan Card
- b. Name displayed on emails and phone
- c. If a legal name change was pursued, ensuring that payroll has the information and it is reflected on Titan Portal
- d. New business cards and name tags

CONTINUED SUPPORT

After the first day, there should be continuous check-ins on the progress of the transitioning employee. It is important to schedule periodic checks in with the transitioning employee to monitor progress and also to get feedback. Beyond these check ins, there should be close attention to the following aspects of the work place:

- a. Microaggressions: subtle actions or language that makes people feel unwelcomed and not valued
- b. Morale of all employees
- c. Workplace environment changes

The continued support of our employees is important. If you are receiving any negative feedback and need support in navigating the environment, please reach out to HRDI for additional support and guidance.



APPENDIX

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A. NAME CHANGE AND GENDER MARKERS

	NAME CHANGE	GENDER MARKER
CA LEGAL	<ul style="list-style-type: none"> • Submit legal name change form (NC100) to California State Court • Submit legal name change court order to Social Security office • Submit court order and Social Security card to passport agency • Submit court order and Social Security card to DMV 	<ul style="list-style-type: none"> • Obtain letter from physician confirming gender transition • Have CA DMV gender change form filled out by physician • Submit physician letter and updated license to passport agency • Submit updated license and letter to Social Security Office
CSUF POLICY	<ul style="list-style-type: none"> • CSUF does not have a preferred name policy for faculty and staff members • For legal name changes, CSUF will only accept an updated Social Security card • Bring updated Social Security card to payroll for legal name change 	<ul style="list-style-type: none"> • Gender marker change is currently not supported by California State payroll system for any permanent employees • Temporary employees can get their gender marker changed at the start of their new assignment • Submit updated license and/or passport (names must match social security card)




















For more information on California requirements for name changes, please visit the [California DMV webpage about driver license and identification card](#)

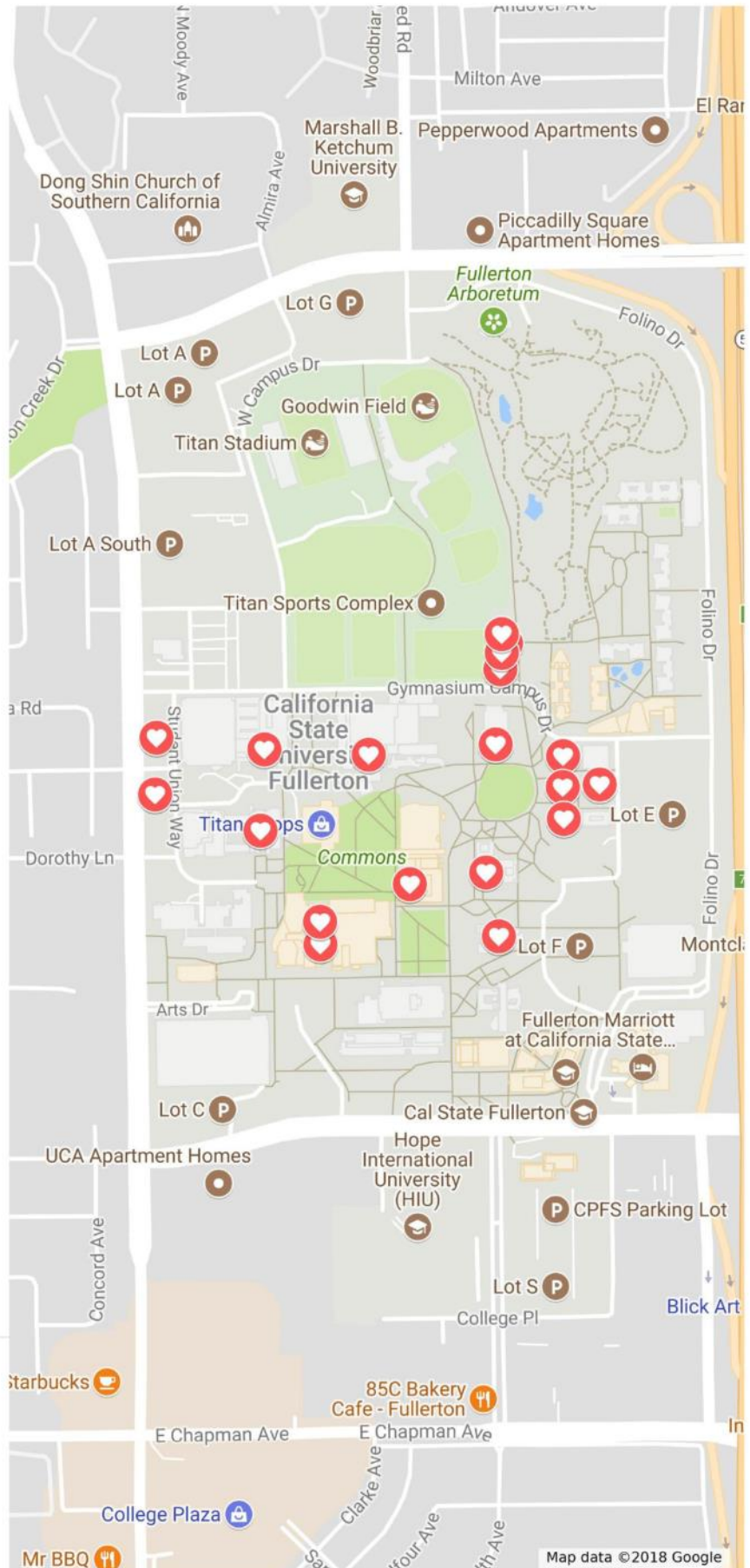
For more information on California requirements for gender marker change, please visit the [California DMV webpage about gender identity](#)

B. CSUF ALL GENDER RESTROOM MAP

<http://bit.ly/csuf-allgender>

Restrooms

-  Education Classroom (2nd and 5th floors)
-  Engineering North West Wing
-  Golleher Alumni House
-  Humanities and Social Sciences (1st Floor)
-  CPAC (1st floor)
-  CPAC (2nd floor)
-  Kinesiology and Health Science (1st floor)
-  Department of Military Science Center
-  Student Health and Counseling Center
-  Titan House
-  University Police
-  Engineering (1st, 2nd, and 3rd floors)
-  Engineering (5th Floor)
-  Engineering South West Wing
-  Pollak Library South (1st floor)
-  Titan Student Union (1st and 2nd floors)
-  Department of Military Science Center
-  Department of Military Science Center
-  Student Recreation Center



C. TRANSITION TEAM ROLES

HUMAN RESOURCES, DIVERSITY & INCLUSION (HRDI)

When an employee decides to transition and would like to inform the University, the identified employee from HRDI will work with the transitioning employee to complete the Workplace Gender Transition Plan. Identified staff and managers from HRDI can also assist the transitioning employee with changes to employee's official record with the University (primarily name and gender) as well as any matters related to benefits.

MANAGER/APPROPRIATE ADMINISTRATOR

The transitioning employee can rely on their manager/appropriate administrator to assist with implementation of the Workplace Gender Transition Plan. The manager/appropriate administration will also review any requested leaves and requests for time off for medical appointments and/or related reasons. In addition, the manager/appropriate administrator can work closely with the transitioning employee to identify how the transitioning employee would like to, if at all, inform co-workers of the transition and set workplace expectations. If the transitioning employee does not feel comfortable working with their manager/appropriate administrator, the employee can work with HRDI for assistance.

For transitioning employees in sex-segregated job assignments, they can work with either their manager/appropriate administrator or HRDI representative to change job assignments to be aligned with their gender identity and not sex assigned at birth. Similarly, if there is a sex-segregated uniform or dress code, the transitioning employee can either work with their manager/appropriate administrator or HRDI representative to change to the uniform or dress code that is aligned with their gender identity and not sex assigned at birth.

TITLE IX AND GENDER EQUITY

If the transitioning employee experiences discrimination and/or harassment based on sex or gender, they may seek assistance from the Title IX Coordinator to file a formal complaint or seek alternate resolution. The Title IX Coordinator can also facilitate training when necessary for campus departments.

TRANSITIONING EMPLOYEE ADVISOR

The transitioning employee may choose to have an advisor of their choice to support them through the transitioning process. The advisor can attend any meetings with the transitioning employee and serve as an ally through the process.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP is a confidential resource available to all CSUF employees and may be accessed by the transitioning employee for legal matters, counseling and a variety of other options. More information about the EAP is available on the [Human Resources, Diversity and Inclusion website](#).

INFORMATION TECHNOLOGY

If the transitioning employee would like to have a new picture taken for their TitanCard, they may contact titancard1@fullerton.edu to make an appointment to have a new picture taken. If a transitioning employee would like to change their email address to reflect a new name, they may contact their department IT Coordinator from Information Technology.

D. GLOSSARY

**PLEASE NOTE THAT THESE DEFINITIONS ARE NOT DEFINITIVE NOR EXHAUSTIVE. THE TERMS DEFINED BELOW ARE MEANT AS A STARTING POINT IN UNDERSTANDING.*

SEX: Sex can also include, but is not limited to pregnancy, childbirth, breastfeeding, or any related medical condition (CSU Executive Order 1097)

Determined at birth by anatomy/physiology - chromosomes, hormones, secondary sex characteristics, and genitalia (examples: male, female, intersex).

GENDER: means sex, and includes gender identity, gender expressions, and transgender. See also sex stereotyping (CSU Executive Order 1097)

Social organization of the relationship between the sexes. Typically assigned at birth when the doctor announces the sex of an infant. Assumed to be congruent with sex (examples: masculine/man, feminine/woman, transgender).

GENDER IDENTITY: a person's identification of male, female, a gender different than the person's sex at birth, or transgender (CSU Executive Order 1097).

A person's sense of their own gender, which is communicated to others via gender expression. Since most people conform to societal gender norms, they have a gender identity congruent with their gender expression. However, for some people, gender identity, gender expression and sex do not correspond with each other.

GENDER EXPRESSION: a person's gender-related appearance or behavior whether or not stereotypically associated with the person's assigned sex at birth (CSU Executive Order 1097)

SEX STEREOTYPE: an assumption about a person's appearance or behavior or about an individual's ability or inability to perform certain kinds of work on a myth, social expectation, or generalization about the individual's sex (CSU Executive Order 1097).

ANDROGYNOUS: Someone who has both masculine and feminine characteristics, or neither. Similar to genderqueer.

AGENDER: A person who is without gender or genderless.

BIGENDER: A person whose gender identity is both masculine & feminine or is both man & woman.

BINDING: The process of flattening one's breasts to have a more masculine or flat chest.

BOTTOM SURGERY: Surgery on the genitals designed to align one's body with a person's preferred gender expression (Phalloplasty, Metoidioplasty, Orchiectomy, Vaginoplasty, Labiaplasty, etc). See "Gender Confirming Surgery".

CISGENDER, CISSEXUAL: People whose gender identity and gender expression align with their assigned sex at birth (i.e., the sex listed on their birth certificates). Non-transgender people.

GENDER AFFIRMING SURGERY: Medical surgeries used to modify one's body to be more congruent with one's gender identity. See "Top Surgery," and "Bottom Surgery."

D. GLOSSARY

HORMONE REPLACEMENT THERAPY (HRT): Any form of hormone therapy wherein the patient, in the course of medical treatment, receives hormones (typically prescribed by an endocrinologist), either to supplement a lack of naturally occurring hormones, suppress or substitute the secretion of specific hormones (examples include: estrogen, progesterone, testosterone).

INTERSEX: People who naturally (that is, without any medical intervention) develop primary or secondary sex characteristics that do not fit neatly into society's definitions of male or female. Hermaphrodite is a term that was previously used and is now offensive.

PASSING: Being perceived by others as a particular identity/gender or cisgender regardless how the individual in question identifies, e.g. passing as straight, passing as a cis woman, passing as a youth. This term has become controversial as "passing" can imply that one is not genuinely what they are passing as.

STEALTH: This term refers to when a transgender person chooses not to publicly disclose their gender history. See "Passing."

TOP SURGERY: Surgery on the chest (double mastectomy) designed to align one's body with a person

Transitioning: This refers to any of the medical, social, legal, spiritual and personal processes that a trans person may go through in order to live their life in a way that works for their gender. This may include but is not limited to hormone replacement therapy, gender affirming surgery, choosing another name or set of pronouns, changing one's name legally, coming out to friends and family.

TRANSGENDER (SOMETIMES ABBREVIATED AS TRANS): A general term that refers to a person whose gender identity differs from the person's sex at birth. A transgender person may or may not have a gender expression that is different from the social expectations of the sex assigned at birth (CSU Executive Order 1097).

Transgender is preferred over transvestite or transsexual, older terms which do not accurately describe all transgender people, and which also have a clinical or stigmatizing connotation.

TRANSITION: This term is primarily used to refer to the process a gender-variant person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression. Also see "Bottom Surgery," "Hormone Replacement Therapy," and "Top Surgery."

TRANSMAN (OR FTM): Refers to someone who was identified female at birth but whose gender identity and/or expression is man/masculine (Female-to-male). People will often identify as FtM after taking some steps to express their gender as a man, or after medically transitioning. Some (but not all) transmen make physical changes through hormones or surgery.

TRANSWOMAN (OR MTF): Refers to someone who was identified male at birth but whose gender identity and/or expression is woman/feminine (Male-to-female). People will often identify as MtF after taking some steps to express their gender as a woman, or after medically transitioning. Some (but not all) transwomen make physical changes through hormones or surgery.

E. RESOURCES

CSUF RESOURCES

LGBT QUEER RESOURCE CENTER

The LGBTQ Resource Center located PLS 180 creates an inclusive and affirming space for the CSUF community. The LGBTQRC offers Safe Space training throughout the year open to everyone on campus.

LGBT Queer Resource Center

Safe Space Trainings 2018-2019

Safe Space Training Structure

Mission	The mission of Cal State Fullerton's Safe Space Training program, hosted by the LGBT Queer Resource Center, is to educate students, staff, and faculty about sexual orientation and gender identity. The Safe Space Training program provides participants with the opportunity to learn more about social identities, current issues, LGBTQ affirming practices, and skills to take action to create more equitable and inclusive spaces on our campus and in their everyday. After attending both sessions, participants are eligible to receive a Safe Space sticker and commit to being on the Safe Space roster.
Part 1	Foundations Develop an understanding of foundational terminology and concepts, become aware of issues that currently impact the LGBTQ community, learn about resources for the LGBTQ community, and reflect on ways to increase LGBTQ inclusive practices in your campus role and daily life.
Part 2	Support Skills Apply the knowledge you learned in Part 1! Develop skills you can utilize to support students who are exploring their sexual orientation and/or gender identity, looking for community, and are in crisis. We will review the resources you learned in part one and engage in case scenarios to best prepare you to support students and make appropriate referrals.
Let's Talk	Let's Talk is a series that provides opportunities for Safe Space participants to stay up to date on current issues that currently impact the LGBTQ community.

PRIDE ALLIANCE

The Pride Alliance is a faculty and staff affinity group for LGBTQ+ employees and their allies on campus to create community and support the mission of diversity and inclusion on CSUF's campus. The association meets regularly and hosts different events throughout the year.

E. RESOURCES

LOCAL RESOURCES

[THE LGBT CENTER OC](#)

The LGBT Center OC was established as a volunteer organization in 1971 and incorporated in 1975 as a 501(c)(3) non-profit community-based organization. We are one of the oldest gay and lesbian community centers in the United States.

At the LGBT Center OC, all members and allies of the Lesbian, Gay, Bisexual, and Transgender community of Orange County join together in a network of support and unity. Our life-affirming programs focus on empowerment, and our advocacy efforts focus on speaking out against hate and discrimination. We exist so that every segment of the LGBT population of Orange County has the resources needed to thrive in their own lives and communities.

The LGBT Center Orange County provides services to more than 11,000 individuals annually across a broad spectrum of culture, ethnicity, age, and economic background. Programming is especially designed for gay men, lesbians, youth, the transgender community, the Spanish-speaking LGBT community, the bisexual community, and LGBT families.

NATIONAL RESOURCES

[HUMAN RIGHTS CAMPAIGN](#)

The Human Rights Campaign and the Human Rights Campaign Foundation together serve as America's largest civil rights organization working to achieve LGBTQ equality. By inspiring and engaging individuals and communities, HRC strives to end discrimination against LGBTQ people and realize a world that achieves fundamental fairness and equality for all.

The Human Rights Campaign envisions a world where lesbian, gay, bisexual, transgender and queer people are ensured equality and embraced as full members of society at home, at work and in every community.

[TRANSGENER LAW CENTER](#)

Transgender Law Center changes law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression. Transgender Law Center (TLC) is the largest national trans-led organization advocating self-determination for all people. Grounded in legal expertise and committed to racial justice, TLC employs a variety of community-driven strategies to keep transgender and gender nonconforming people alive, thriving, and fighting for liberation.

[OUT & EQUAL](#)

Out & Equal Workplace Advocates is the world's premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, transgender, and queer workplace equality. We partner with Fortune 1000 companies and government agencies to provide executive leadership development, comprehensive training and consultation, and professional networking opportunities that build inclusive and welcoming work environments.



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