



Reduce Deadnaming and Misgendering across University databases and student interaction.

UPSU Notes:

1. 'Deadname', 'Oldname', or 'Birthname' are all terms used to refer to a name which a Trans person no longer uses. Use of an individual's 'Deadname' is an act of misgendering, which is to refer to an individual in any manner which does not reflect the gender that individual identifies with, be it through name, title, or pronouns.
2. Transitioning from one gender to another is an extremely difficult and laborious process, and the decision of which name a Trans individual wishes to be known as is not taken lightly. Once an individual has made it known that they are transitioning and will be identifying with a new name/title and pronouns, it is paramount that this becomes a concrete replacement of their original details. Misgendering has many adversely negative effects on transgender individuals, it can cause high levels of stress, anxiety, depression and a general sense of dysphoria. In layman's terms, it can be a case of one step forwards, two steps back for anyone in the process of transitioning who is systematically misgendered.
3. Parliament papers state there is no such thing as a "legal name" and organisations must refer to an individual by the name they choose with or without a GRC:
276. Trans people in the UK are, like anyone else, entitled under common law to be known by any name they choose (from the age of 16), provided that there is no fraudulent intent. This includes the right to use more than one name. There is no such thing in UK law as a "legal name" to which one is required to prove one's entitlement.
278. There is thus no legal requirement to produce a GRC (or a new birth certificate issued after the granting of a GRC) in order to have a change of name and gender recorded in an organisation's records. Nor is there any requirement to have undergone any form of gender-reassignment / confirmation treatment for this purpose.

UPSU Believes:

1. There are a significant amount of students who have a different name to their officially recorded one, and many have made concerted attempts to have their details amended, ending with just a partial resolution, or no resolution. In every case brought to our attention, there has been an unacceptable amount of time (generally

weeks if not months, especially in cases where a GRC is not provided) between an individual making it formally known to the University that their details have changed, to that individual actually having any records amended.

2. UPSU has a set of policies dedicated to equality and diversity, set around the Equality and Diversity Act 2010. However there is a distinct shortcoming on the University's part when it comes to upholding their own Equality policies; improvements have recently been made, however, with the approval and the recognition of the Student and Staff Trans policy. Organisations must respect a Trans person's acquired/affirmed gender and any associated change of name. Furthermore, failure to change pronouns, names and gender markers (including honorifics and pronouns) on records in respect of a Trans person would constitute unlawful discrimination under the act.

UPSU Resolves:

1. Lobby the University in support of the LGBT+ Forum and Society 'Deadnaming' campaign, to reduce the possibility of misgendering students through incorrect use of names or titles by updating all MSL student databases with name/title amendments in the first instance that they are informed in a formal capacity by the student/individual, this amendment must be final and universal across all University records e.g. University accounts, UPSU accounts.
2. Ensure that all students are able to achieve a full resolution (i.e. full detail amendment in every instance) regarding name/title changes both in database records and through staff-to-student communication, through a comprehensive and complete amendment to the student's records. This must occur regardless of any provision of a GRC (Gender Reassignment Certificate), Birth Certificate, or proof of HRT (Hormone Replacement Therapy), as outlined in House of Commons Women and Equalities Committee Transgender Equality Report.
3. UPSU must fully acknowledge and uphold the recently released 'Staff and Student Trans Policy' in the support they offer to staff or students going through transition/gender reassignment.

Proposed: Victoria Jackson

Seconded: Goda Cegialyte

Reduce Deadnaming and Misgendering motion

Vicky Jackson, Deputy LGBT+ Forum Chair and proposer, gave an overview of the motion. Vicky explained that as long as there is no fraudulent intent, there is no such thing as a legal name and individuals are entitled to use any name they choose.

The use of a name, title or pronouns that refer to a name a person no longer uses can cause high levels of stress, anxiety, depression and general sense of dysphoria.

Goda Cegialyte, LGBT+ Forum Chair explained that students have waited an unacceptable amount of time for their information to be changed or it has not been changed at all.

Vicky explained that the LGBT+ Forum are launching a campaign about this issue next week which includes a video.

The speech against the motion was waived and the Chair opened to floor to any questions or comments.

Tamsyn Hudson-Rose, Women's Forum Chair asked if this issue was with the university records only. Vicky noted that there are some issues with UPSU but in the main, they relate to the university database that UPSU link into.

Charles Ellis asked if student emails would change and what if there were several changes. Vicky responded to the question by explaining that a student wishing to change their details will contact the university who should then update all records, including email addresses, and from that point forward only use the preferred details. It is the responsibility of the individual to contact the university to request the changes and that the university should respond in a timely way to each and every request.

A student pointed out that it should be the individual's responsibility to inform lecturers. Vicky agreed that it is up to the individual student to inform lecturers but university processes should be as easy as possible and made in a timely fashion.

It was noted that the same principles should apply to any student wanting to use a different name, not just trans students. The use of the terms 'deadname', 'oldname' or 'birthname' can apply to anyone, irrespective of gender.

The Chair called for members to vote on the motion

For: 12

Against: 0

Abstentions: 0

The motion passed