



University of Lincoln Students' Union Guidance for the Inclusion of Transgender and Non-Binary Students in Activities

1. Introduction

- 1.1. The University of Lincoln Students' Union is committed to not only ensuring that LGBT+ individuals experience equal opportunities but are expressly included in its running.
- 1.2. This guidance has been released as a part of the 'Lincoln Together' inclusion campaign and outlines the expectations of sports and societies with regards to including non-binary and transgender individuals within their activities.
- 1.3. Once members have completed training they can have the Lincoln Together logo on their promotional materials.

2. Gender Inclusive Language

- **Gender-neutral pronouns:** Used to avoid referring to someone as "he/him" or "she/her". The most commonly used gender-neutral pronoun is "they/them".
- **Cisgender:** A person whose gender identity aligns to that assigned to them at birth.
- **Transgender:** A person whose gender identity is different to that assigned to them at birth.
- **Non-binary:** A person whose gender identity falls outside the traditionally accepted binary of male and female.
- **Transman:** A transgender person who has transitioned from female to male.
- **Transwoman:** A transgender person who has transitioned from male to female.
- **Intersex:** A person who has both male and female sex organs or other sexual characteristics.

3. Social Sport

- 3.1. All 12 sports offered by the social sport program are accessible to LGBT+ individuals without fear of discrimination.
- 3.2. Social sport ambassadors will use gender-neutral language when they are interacting with non-binary individuals unless asked otherwise.
- 3.3. All volunteers will be Lincoln Together Trained to gain the relevant education and knowledge around this policy.

4. Sports Clubs

- 4.1. The Students' Union is able to signpost individuals and clubs on where they can find further information on a sports transgender participation regulations.
- 4.2. For information on participation in BUCS please refer to the BUCS Transgender Policy which provides further detail on the gender-reassignment process and eligibility.
- 4.3. All sports clubs will ensure that they actively include LGBT+ students in their club.

5. Societies

- 5.1. LGBT+ students are actively encouraged to join societies and can do so without fear of discrimination.
- 5.2. Society committees are able to direct any queries they have to the Activities team or the Advice Centre for accurate signposting.

6. Discrimination

- 6.1. Individuals going through gender-reassignment can receive free impartial advice from the Students' Union Advice Centre which may help with the process.
- 6.2. Those who feel that they have faced discrimination can report incidents to the Student Wellbeing Hate Crime team at the University.
- 6.3. If you wish to report any complaints regarding a sport or society then the University of Lincoln Students' Union Complaints procedure can be followed.

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