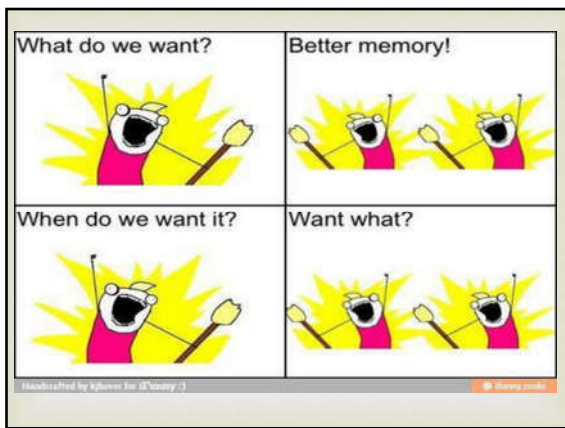



What is all this Gender Business?
And what does it have to do with my business?

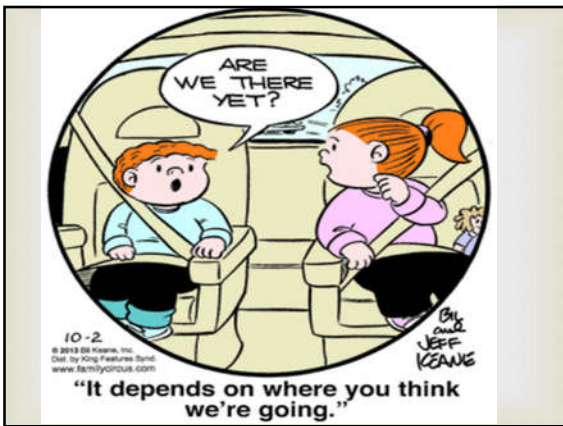
Margo M. Jacquot, Psy.D., CSADC, BCETS
NIEAPA Annual Conference
Tuesday, June 6, 2017, Drury Lane Oak Brook







—  —



Why do our genitals define our gender?

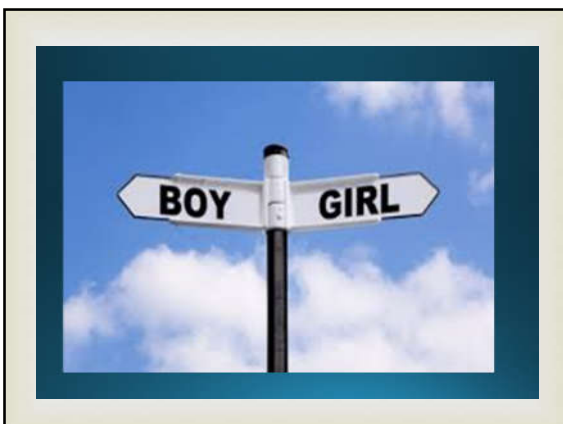



—  —

What is gender, anyway?

—  —
What is identity?

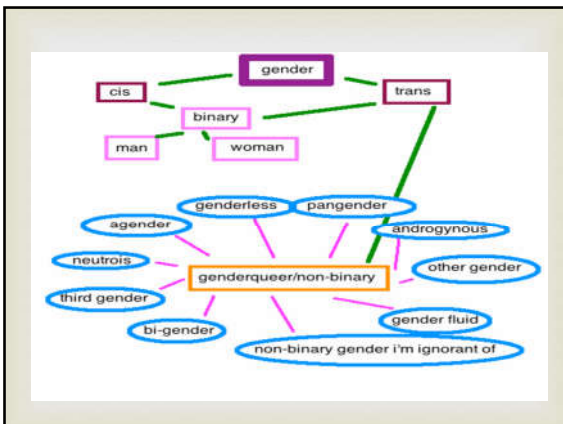
—  —
 What is your gender
and how do you know?



—  —

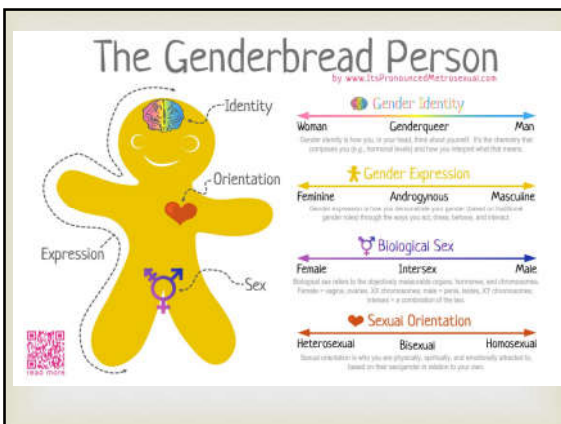
What is your gender identity,
and how do you know?

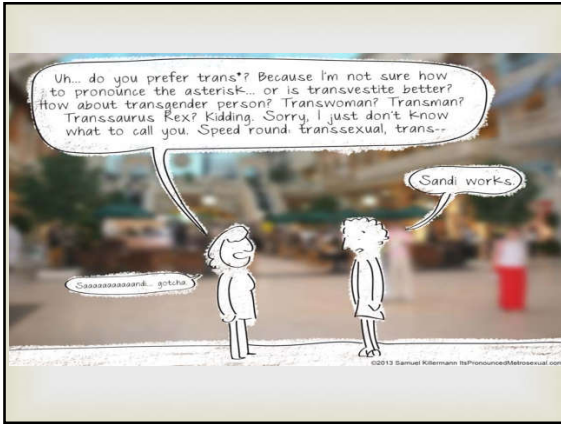












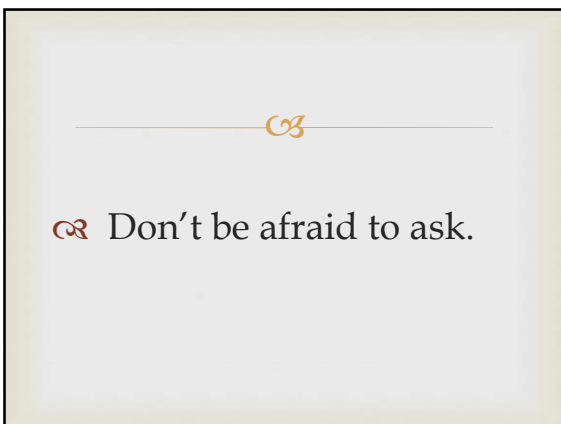
Uh... do you prefer trans? Because I'm not sure how to pronounce the asterisk... or is transvestite better? How about transgender person? Transwoman? Transman? Transsaurus Rex? Kidding. Sorry, I just don't know what to call you. Speed round: transsexual, trans--

Sandi works

.....sand. gitcha



Pronouns



Don't be afraid to ask.

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

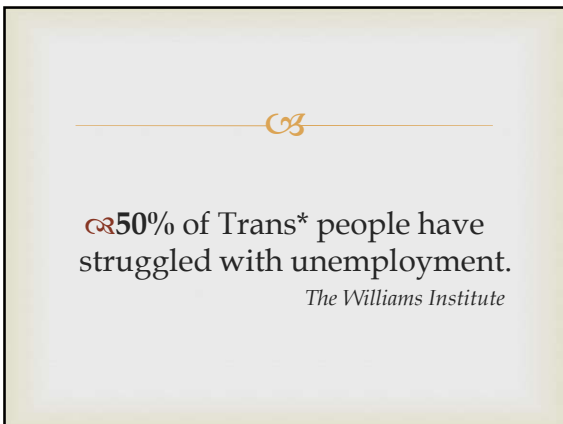
transstudent.tumblr.com For more information:



Why does all of this matter in the workplace?
A.K.A. Keep your personal business personal.







— — — — —

☞ 50%

— — — — —

☞ Transgender people were not hired, were fired or were not promoted due to gender identity.

Transequality.org

— — — — —

☞ 9 out of 10

9 out of 10 Transgender employees reported having experienced harassment or mistreatment on the job.
Transequality.org

75%

75 percent of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity or expression, a historic high.
Human Rights Campaign Foundation's 2016 survey

True or False



☞ There are federal laws barring employment discrimination on the basis of gender identity?

U.S. Equal Employment Opportunity Commission




- ☞ A woman does not dress or talk in a feminine manner.
- ☞ A man dresses in an effeminate manner or enjoys a pastime (like crocheting) that is associated with women.
- ☞ A female employee dates women instead of men.
- ☞ A male employee plans to marry a man.
- ☞ An employee is planning or has made a gender transition from female to male or male to female.






☞ Title VII, Civil Rights Act of 1964

—  —

☞ What does Title VII say.....

—  —

☞ Title VII of the Civil Rights Act of 1964 is a federal law that prohibits employers from discriminating against employees on the basis of sex, race, color, national origin, and religion. It generally applies to employers with 15 or more employees, including federal, state, and local governments. Title VII also applies to private and public colleges and universities, employment agencies, and labor organizations.

Title VII forbids discrimination in any aspect of employment, including

—  —

- ☞ Hiring and firing
- ☞ Compensation, assignment, or classification of employees
- ☞ Transfer, promotion, layoff, or recall
- ☞ Job advertisements
- ☞ Recruitment
- ☞ Testing
- ☞ Use of company facilities
- ☞ Training and apprenticeship programs
- ☞ Fringe benefits
- ☞ Pay, retirement plans, and disability leave
- ☞ Other terms and conditions of employment

True or False



ADA Can NOT exclude Gender Dysphoria

True or False




Under state law, employees in Illinois are protected from workplace discrimination stemming from their sexual orientation and gender identity.



Under the Illinois Human Rights Act, Illinois is one of 18 states in the country to prohibit workplace discrimination on the basis of sexual orientation and **gender identity**.

—  —

It is illegal to discriminate on the basis of **gender** identity in housing, employment and public accommodations in Illinois.

—  —

Why should businesses and agencies care about all of this gender stuff?

LGBT Supportive Policies &
Workplace Climates

—  —

- Greater job commitment
- Improved workplace relationships
- Increased job satisfaction
- Improved health outcomes
- Better on the job performance

The Williams Institute

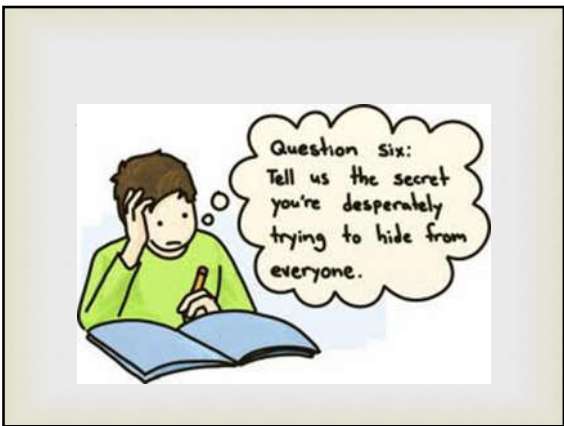


Attract and retain better talent from identities of all kinds.

Perhaps, be on the leading edge of the law.

— ❧ —

❧ What to do if you are serving a gender variant employee



— ❧ —

❧ "Death by a thousand cuts."
Nadal (2011)

Gender Affirming Policies

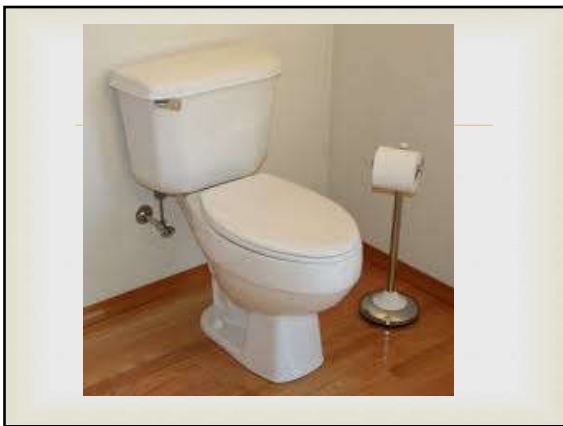
- ☞ Have them in writing.
- ☞ Respect the worker's privacy.
- ☞ Select a point person.
- ☞ Let the employee decide who they tell and when.
- ☞ Use names and pronouns as requested by employee.
- ☞ Be vigilant against subtle forms of harassment: wrong pronoun use, exclusionary behaviors, etc.

DO NOT

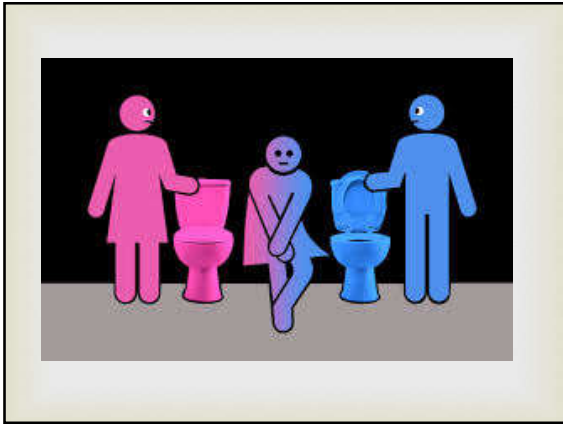
- ☞ Ask personal questions about their bodies!
- ☞ Provide unsolicited advice about dress and appearance.
- ☞ Out employees, colleagues, bosses.
- ☞ Ask what their "real" name is.
- ☞ Assume sexual orientation.
- ☞ Assume they should be stealth.



Microaggressions









—  —

☞ Don't be afraid to ask.
☞ We are the new gender pioneers.



Margo M. Jacquot, Psy.D., CSADC, BCETS
The Juniper Center
Barrington . Chicago . Northfield . Oak Park . Park Ridge
847-759-9110
info@thejunipercenter.com
thejunipercenter.com