

What is transphobia?

At Charity So Straight we understand that someone might be or 'identify as' trans if their gender identity is inconsistent with the sex that they were assigned at birth. This can include binary trans people, non-binary people, and if they are trans, gender non-conforming people. A person's trans identity is individual, personal, and independent from medical intervention.

Transphobia comes from a rejection of trans identity and a refusal to acknowledge that those identities are real or valid. It has no single, simple manifestation and can be directed towards trans, non-binary and/or gender non-conforming people; people thought to have a trans identity (so, direct discrimination); or those who are associated with a trans person or people (indirect discrimination).

Transphobia is complex and can include a broad range of thoughts, feelings and behaviours. The effects of transphobia are similarly broad and far reaching; transphobic behaviour can violate a person's dignity and create an intimidating, hostile, degrading, humiliating and/or offensive environment. Transphobic behaviour can prevent people from living full, open lives, comfortably as themselves and free from harm, and it creates barriers in society and the workplace.

Transphobic behaviour can come in many different forms, including but not limited to:

- Deliberate and/or repeated misgendering or incorrect use of pronouns, including when a person is not present
- Offensive jokes, language, innuendo and mockery, including those directed towards someone's trans identity and/or practices intended to be inclusive of trans people
- Inappropriate and intrusive questioning or gossip, which can violate a person's dignity
Systematic exclusion of trans people from discussion about issues that directly affect them, or the expectation of trans people to participate in discussion or debate about their rights and/or identities
- Deliberate exclusion, including from conversation, professional and/or social activity and physical spaces
- Propagating ideas, concepts and misinformation harmful to trans people and which erase and ignore trans history, such as trans as an ideology or contagion
- Supporting and propagating the vilification and demonising of trans children or their parents and supporting adults debate

