

ISSUES FACED BY TRANSGENDER INDIVIDUALS IN THE WORKPLACE

Transphobia at work can show up in various ways. Some of them are: gender stereotypes, restroom discrimination, harassment (e.g., name calling, verbal intimidation), job threats, job termination, demotion or lack of promotion, lack of training opportunities, lack of benefits, brunt of gossip and social isolation. Below is a list of *some* issues faced by transgender individuals in the work place.



WHEN TO TRANSITION

Deciding whether to transition at the present job or at a new place of employment is a very personal decision with several kinds of considerations and implications on the individual. Disclosing such information once a decision is made is an additional challenge



LOSING JOB OR EDUCATIONAL EXPERIENCE UNDER THEIR PREVIOUS NAME

When those who transition legally change their name, previous employment or educational records will not match their current name which creates difficult choices of disclosure



ACCESS TO GENDERED FACILITIES

Difficulties with access to gendered bathrooms or locker facilities at work if gender-neutral options or policies are not available poses a deeply personal challenge



DILEMMAS OF SELF-DISCLOSURE AND ISOLATION AT WORK

In instances that workers need to decide whether to disclose their gender transition or non-binary identity, the risk of discrimination or harassment, or attempt to "pass" increases. Either approach may result in social isolation in the workplace, reducing the benefits of social connection at work



DOUBLE DISCRIMINATION

Identities are intersectional, which means that various aspects of our identity overlap and may lead to being doubly marginalized (e.g., gender identity plus racial, sexual orientation, or disability discrimination). For example, research confirms that trans people of colour and those with mental illness experience even higher levels of discrimination

The above is in no means meant to be a comprehensive list of struggles faced by transgender individuals, but allows us to gain an idea of some of the barriers faced by this community.

Adapted From:

Budge, S. L., Thai, J. L., Tebbe, E. A., & Howard, K. A. S. (2016). The intersection of race, sexual orientation, socioeconomic status, trans identity, and mental health outcomes. *The Counseling Psychologist*, 44(7), 1025-1049.

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