

# Gender Identity & Gender Expression Best Practices Checklist



## **BENEFITS**

Jurisdictions across Canada bar discrimination in the workplace on various grounds, including race, religion and disability. And more jurisdictions are adding gender identity'each person's internal and individual experience of gender'and gender expression'how people publicly express their gender'to the list of protected traits or categories. So it's important to ensure that your workplace's anti-discrimination policies and practices reflect such changes in the human rights laws. (Even if the law in your jurisdiction doesn't bar discrimination against transgender individuals on these grounds, employers may still bar such discrimination internally.)

## **HOW TO USE THE TOOL**

Use this checklist when developing policies and procedures to protect transgender individuals from discrimination and deal with their specific needs as to transitioning, identity documents, washrooms and change facilities, privacy and confidentiality, etc. Make sure that your policies and procedures reflect the requirements in your jurisdiction's human rights laws.