

Transgender-Inclusion Guide

Brock University



Brock
University

Human Rights and Equity

Last revised August, 2019

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Land Acknowledgement

"We begin this project and document by acknowledging the land on which we gather is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Métis, and Inuit peoples and acknowledging reminds us that our great standard of living is directly related to the resources and friendship of Indigenous people."

Brock University Aboriginal Education Council, 2018

Disclaimer

The information included in this document is intended to be used as a resource for Brock University students, staff, faculty, and visitors in navigating transgender, gender non-binary, and Two-Spirit related matters in the university environment. All information included in this resource is accurate at the time of publication (August 2019), however, as much of this material may be subject to change over time, please take the appropriate steps to ensure that all information is entirely correct.

If you notice any inaccuracies or broken links while utilizing this resource, please inform the office of Human Rights and Equity at humanrights@brocku.ca so that we are able to maintain the accuracy of this document.

Introduction

Harassment and discrimination on the basis of gender identity or gender expression are violations of the [Ontario Human Rights Code](#) and Brock's [Respectful Work and Learning Environment Policy](#). All people who are transgender, gender non-binary, Two-Spirit, and/or gender diverse are legally protected under the Ontario Human Rights Code on the ground of gender identity/gender expression and under Bill C-16

and the Canadian Human Rights Act. At Brock University all students, staff, faculty and visitors have the right to be treated equally with dignity and respect in the classroom, workplace, and University affiliated locations or events. This document aims to provide information about resources, procedures, accessibility, issues, and concerns related to gender identity and expression to ensure all members of the University community have the information necessary to create an inclusive environment for all.

All-Gender Washrooms

Brock University is currently in the process of converting a number of its single-user washrooms into All-Gender washrooms to increase the gender accessibility of the institution. These washrooms will provide more options for students, faculty, staff, and visitors who prefer not to use binary-gendered spaces.

Brock University also provides a Family/Universal change room which includes 8 large closed changing stalls, a semi-private shower, and two All-Gender washrooms (one being accessible).

Brock Recreation

Gender on Forms

Brock Recreation receives most of their demographic information from the Brock Registrar's Office, and new accounts created for students all begin with "other" indicated for gender. This department does not require you to disclose your gender on membership forms, although anybody using the fitness centre may choose Male (M), Female (F), or Other as their gender marker. When registering for classes, intramural sports, or varsity sports, however, binary gender markers (Male/Female) are often required. These forms come from an external source and are currently under review to increase inclusivity.

Washrooms and Change Rooms

The current options for **change rooms** in the Walker Complex are:

- Female-Identified change room - 1st floor, connected to pool
 - Includes open-design change room, open and semi-private showers, washrooms, lockers (long/short term rentals)
- Male-Identified change room -1st floor, connected to pool
 - Includes open-design change room, open and semi-private showers, washrooms, lockers (long/short term rentals)
- Family/Universal change room -1st floor, connected to pool

- Includes 8 large closed changing stalls, semi-private shower, two All-Gender washrooms (one is accessible), lockers (single-use rental)

Programming

All **Fitness Classes and Programs** offered through Brock Recreation are not restricted by gender, with the exception of the Rape Aggression Defense (RAD) System, which is limited to female-identified participants (inclusive of transgender women and female-aligned people), as well as “Broga” (a male-oriented yoga class, although anyone can participate).

Currently, there are **no gendered swim times**, meaning any person of any gender identity may participate. If a need for gendered swim times arises, Brock Recreation is open to creating a dedicated time should interest be expressed (these gendered swim times would be inclusive of transgender/nonbinary/Two-Spirit people).

For more information, contact:

- Karen McAllister-Kenny - Director, Brock Recreation kmcallisterkenn@brocku.ca

Brock Sports

Brock Sports offers various types of leagues including:

- Women’s (inclusive of transgender, feminine-aligned, and cisgender women)
- Men’s (inclusive of transgender, masculine-aligned, and cisgender men)
- Corec (open and accessible to all genders and expressions)

Registration for Brock Sports is processed using a number of programs, and some coaches may track using systems not identified in this document.

Registration for Intramural Sports Teams is processed by *IMLeagues*, a third party external to Brock University. *IMLeagues* provides a limited selection of gender identity options, which adheres to the Male/Female binary.

Varsity Teams are currently divided into:

- Men’s teams
- Women’s teams

The Ontario University Athletics (OUA) has recently announced an inclusive policy that allows transgender athletes to compete on the varsity team that corresponds with their gender identity. Athletes do not need to be on hormones or have any surgeries to play on a gendered team. The only restriction is that the athlete may only compete on sport teams of one gender during a given academic year (i.e. the athlete cannot switch to a different gendered team mid-season).

For more information, please contact:

- Emily Allan - Associate Director, Brock Sports eallan@brocku.ca

Emergency Services

Below is a cumulation of emergency services offered at Brock University for students that have encountered sudden financial issues, food insecurities and housing insecurities. This section is included in the Trans-Inclusion Guide because trans and gender diverse people may experience systematic oppression, harassment and discrimination, and family/peer support issues in relation to one's gender identity and may require access to emergency services in a safe environment.

Emergency Student Loan Program (ESLP)

Brock University Students' Union (BUSU) and Student Accounts and Financial Aid (SAFA) offer an emergency bursary available for students who are experiencing short-term financial difficulties. Common reasons for this loan are delays in Ontario Student Assistance Program (OSAP) funding, unexpected expenses, or sudden loss of income.

The ESLP is limited to Brock students currently enrolled in at least one undergraduate or teacher education course (through this, are paying into BUSU-administered course fees). There are restrictions on who can receive an emergency bursary, so please check <https://brocku.ca/safa> (under the "Student Loans" tab) for more information.

Students can request up to \$500.00 from the ESLP at any one time and are able to receive a maximum of 5 loans throughout their undergraduate degree. Successful applicants will be given a cheque written in the current legal name of the applicant.

To apply for an ESLP, fill out Brock's OneApp through your My.BrockU.com portal. A reason for why you are requesting emergency funding is required for assessment.

Food First

Brock University Students' Union (BUSU) offers a free food program to mainly undergraduate students in need of food due to food insecurities or financial situations. This program is currently limited to products that have a longer shelf life. There is ongoing work to implement a produce delivery service. In addition, packages of non-perishable food, hygiene products, and vouchers to local grocery stores are provided to those in need. For more information, visit <http://www.brockbusu.ca/services/food-first/> or contact foodfirst@brockbusu.ca.

This service is anonymous and offers discreet methods of receiving food packages if requested. Undergraduate students with a valid student card and campus ID may access the Food Bank three times per semester, and Graduate students may access it once per semester. Each order must be placed at least two weeks apart. Please note

this is an emergency service and is not intended to be used as a regular source of food for students. Each package will contain the following items:

- 7 food items requested by the student
- Up to 3 personal hygiene items (if requested)
- 1-5 “Eat-Right Ontario” cards (depending on content)
- 1 Canada Food Guide
- 1 “Meals Available” reference sheet
- 1 Comment Sheet

Emergency/Temporary Housing

Depending on availability, the Department of Residences may be able to provide emergency or temporary housing. If the need is urgent (housing required immediately), please contact the North Service Desk at 905-688-5550 x3706 and they will be able to connect you with the staff member on-call who can determine if there is any availability. If the need is not urgent, please contact 905-688-5550 x3370 or res@brocku.ca to inquire about availability.

Employees Who Are Trans or Transitioning at Brock

Human Resources

The Workday HR/MOSAIC system currently has options for both a legal and a chosen name. Employees do not have to provide legal documentation to add a chosen name in the Workday HR/MOSAIC system. To do this, follow these steps:

1. Log in to your Workday HR account through the My.BrockU.ca portal
2. Select the profile icon in the top right corner, then view profile
3. Select “Personal” on the far-left menu
4. Select “Names” on the top menu
5. Add your chosen name.

To change your legal name, you must visit the HR office with the document indicating legal name change (for Canadian citizens this is the Change of Name Certificate) and one piece of government issued photo ID that reflects your new name. Staff will take copies of these documents and change the information in your file. New employees must sign contracts and other supporting documents with a current legal name, which matches direct deposit bank statements. Before you update a legally changed name in the Brock systems, you must first update your personal banking information to reflect your new name.

A legal gender change may also be brought with supporting documents to the HR office to be changed in your employee records. For the purpose of administering health, long-term disability, and life insurance benefits, the Human Resources department must collect a legal sex designation, however, if your gender marker has not been changed, you may still indicate which honorific you wish to be referred to as. You may change this on Workday HR by following the same steps listed above for a

preferred name, or by visiting the HR department in person and indicating that you wish to change what you are addressed as on documents. Work is underway to create new options, including titles such as Mx. If you have other choices you would like included, please notify Human Rights and Equity.

Harassment, Discrimination, Bullying, and Sexual Violence Complaints

Brock University is committed to building and maintaining a diverse and inclusive community where our students, staff, and faculty can work and learn in an environment that respects the dignity and worth of all members of the Brock community. The Respectful Work and Learning Environment Policy (RWLEP) addresses instances when bullying, harassment, and/or discrimination occurs.

The RWLEP process is invoked when a Brock community member makes a complaint or report of conduct that violates the RWLEP. Staff in the Human Rights and Equity office will work confidentially with parties to resolve the complaint through one of three levels of resolution: Personal Resolution, Informal Resolution, or Formal Resolution. A full explanation of the RWLEP process is available to members of the Brock community at <https://brocku.ca/policies/wp-content/uploads/sites/94/Respectful-Work-and-Learning-Environment-Policy.pdf> or at <https://brocku.ca/policies> under Human Rights and Equity Policies.

Furthermore, Brock University unequivocally prohibits and will not condone, tolerate, or ignore any form of sexual violence that affects the work and learning environment at the university. The university recognizes that sexual violence can have serious and lasting effects on the physical, mental, and emotional welfare of survivors. The university provides access to supports, services, and appropriate accommodation for any Brock community members who are affected by sexual violence through the Human Rights and Equity office. A full explanation of Brock's Sexual Assault and Harassment Policy can be found at <https://brocku.ca/human-rights/wp-content/uploads/sites/55/Brock-Sexual-Assault-and-Harassment-Policy.pdf>.

To report an incident of harassment, discrimination, bullying, or sexual violence, please contact the Office of Human Rights and Equity.

Contact Information

Make a Disclosure: <https://brocku.ca/human-rights/sexual-violence/make-a-disclosure>

Larisa Fry: Sexual Violence Support and Education Coordinator svsec@brocku.ca
Phone: (905) 688-5550 ext. 6174

Health Benefits Coverage for Trans-Specific Healthcare

The following section is provided for general information purposes only. Please contact the specific benefits provider you are using directly for the most accurate coverage information.

Brock University Students Union (Full-Time Undergraduate Students)



Hormones are covered by the BUSU health plan, provided proper documentation is provided (as with any other prescription). Most application methods (i.e. injection, gel, capsules, patches, etc.) for hormones are accepted, and specific prescriptions can be verified for drug coverage [here](#). The BUSU health plan also covers most forms of medical contraceptives, available to people of any gender identity. For inquiries, contact healthplan@brockbusu.ca or (905)-688-5550 (x4194).

Gender-Affirming Surgeries are not covered under this plan.

Note: An undergraduate student must be enrolled in a minimum of 3.0 undergraduate credits(*) for the academic year (September to April), by the fall deadline (September 30th) in order to be eligible for coverage under the BUSU health plan.

For more information, please visit <https://www.studentvip.ca/>

Brock University Students Union (Part-Time Undergraduate Students)

Currently, undergraduate students enrolled in fewer than 3.0 undergraduate credits(*) for the academic year (September to April) are not covered by the BUSU health plan.

Note: There may be exceptions to eligibility criteria for international/exchange students, students that are registered with the Student Development Centre as a student with a disability, and students who are in their final year of study. For questions about eligibility, please contact healthplan@brockbusu.ca or (905)-688-5550 (x4194).

Brock University Graduate Students' Association (GSA)



Hormones are covered by the GSA health plan, provided proper documentation is provided. Please note that at the time of research, only two types of estrogen Hormone Replacement Therapy (HRT) are eligible for coverage (most forms of

testosterone are covered). Please check [here](#) to search for specific up-to-date hormone coverage. The GSA health plan also covers most forms of medical contraceptives, available to people of any gender identity. For inquiries, contact gsahealth@brocku.ca.

Gender-Affirming Surgeries are not covered under this plan.

For more information, please visit [here](#).

CUPE 4207 (Green Shield Canada)

The CUPE health and dental insurance plan is provided through Green Shield Canada which covers hormones. Most forms of estrogen and testosterone are eligible for coverage provided the claimant meets the standard criteria for eligibility. Staff and faculty can choose from several coverage options: Single Coverage, Couple Coverage, or Family Coverage. Under the Couple or Family coverage plans, dependants may also be eligible for hormone coverage.

Gender-Affirming Surgeries are not covered under this plan.

For more information, visit <https://4207.cupe.ca/health-benefits/health-benefits-unit-1>

Ontario Drug Benefit Coverage (ODB)

If you are [eligible for the Ontario Drug Benefit \(ODB\) Coverage](#), most methods for HRT are partially or fully covered. Please check [here](#), where you can search for specific hormones and application methods for coverage.

Ontario Health Insurance Plan (OHIP+)

If you are [eligible for the Ontario Health Insurance Plan \(OHIP+\)](#), most methods for HRT are partially or fully covered. OHIP+ is available for people who are under 24 years old, and only requires a prescription and a valid Ontario Health Card. Please check [here](#) for specific drug coverage.

Most **Gender-Affirming Surgeries** are covered under OHIP, including both chest and genital surgeries. Please check [here](#) for details on what is needed for approval of these surgeries. NOTE: Surgeries that are defined as “cosmetic” are not applicable for OHIP coverage. The criteria for surgical coverages are currently being updated, so please check the above hyperlink for the most up-to-date information.

University Health Insurance Plan (International Students)

UHIP works in combination with the Student VIP (BUSU) health plan to ensure coverage is as well-rounded as possible. International students are automatically enrolled in UHIP. This plan does not cover **prescriptions**, as these are supplemented by the BUSU health plan.

Some **Gender-Affirming Surgeries** are covered under UHIP. Please check [here](#) for details on approval and criteria.

Name and/or Gender Marker Change on Student Records and Transcripts

Office of the Registrar

Students may request a name and gender change without legal documentation. Without legal documentations, name/gender changes are completed on an individual basis. Students are welcome to contact Academic Records at records@brocku.ca, or the Deputy Registrar (x3536). A meeting can be set up to complete the next steps of the process depending on the individual's requests. The Office of the Registrar is a confidential space, and people accessing the services of the Registrar's Office may request to use a private meeting space without providing a reason if more privacy is desired. When visiting Brock Central - Office of the Registrar, people must put a name and phone number in an on-line queue, of which a chosen name can be used. The options for gender marker are Male (M), Female (F), and Other (X), but students may choose to omit gender marker all-together noted as Unreported (U). Both Brock University and the Ontario University Application Centre (OUAC) do not require gender as an identifier, however Statistics Canada may access the information for demographic purposes.

Incoming Students can choose which gender marker they include on OUAC, or choose to omit it completely. This will then transfer into Brock University student records and does not require legal documentation. OUAC has a field for indicating a "Commonly Used" name for students to indicate what they preferred to be called, however they must also provide a legal name. This information will also carry into Brock records.

Current students that have undergone a legal name/gender change can provide documentation to Academic Records to change their name in Brock's records and may do this by setting up an appointment with the Deputy Registrar. You will be required to bring legal documentation to prove that your name/gender have changed. Changing your legal name in the Brock records will change your name across all Brock accounts, attendances, and records, however the email address(es) you have been given will remain unchanged. Students who have not had a legal name change can email Records from their Brock email requesting to update the "commonly used name". The commonly used name will appear on attendance lists, Sakai and most pages in the Student Information System. The legal name will remain in the system until such time as a legal name change occurs.

Documents, Examinations, Transcripts, and Diplomas

Documents that are Brock University issued may be signed using a chosen name, as long as student number is indicated somewhere on the document. This applies to examinations as well. Documents that are not Brock-issued, such as the Ontario Student Assistance Program (OSAP) or the Registered Education Savings Plan (RESP), must be signed in a current legal name.

When filling out an Intent to Graduate form, students are able to indicate what name they would like to have displayed on their diploma. Students can use a chosen name on a diploma, however this may lead to some unanticipated complications, such as discrepancies between legal documents and questions from future employers. It is important to meet with a Registrar's Office representative to discuss the possibility of future issues.

Students who have already graduated that wish to have a reissue of their diploma in a different name may contact records@brocku.ca. As there is only one true parchment issued for each graduate, the reissued diploma will indicate that it is a duplicate diploma. A diploma reprint has an associated fee.

Off-Campus Trans, Non-Binary, and Two-Spirit Groups & Supports

Transgender Niagara



TGN - Transgender
Niagara

www.transgenderniagara.com

A trans* peer support group in St. Catharines whose primary purpose is to provide the trans* community with access to information, resources, and companionship. This group holds monthly meetings for trans* people of all ages, as well as partners and allies. Transgender Niagara acts as both an activist group for trans* and queer individuals as well as a social support system within the community. Meetings are held on the fourth Tuesday of every month at the Silver Spire Church (366 St. Paul Street, St. Catharines).

Note: Transgender Niagara prefers the use of “trans*” to “trans” which is the reason for the inclusion of the asterisk in this section.

Contact Information

Website: www.transgenderniagara.com

Email: mctigue.colleen@gmail.com

Facebook: TGN - Transgender Niagara

Quest Community Health Centre



Quest is a non-profit organization providing primary health care, health promotion, and community capacity building services. Their team consist of a wide range of interdisciplinary health care providers working in a shared care model including: doctors, nurse practitioners, nurses, dietitians, health promoters, community outreach workers, outreach social workers, outreach nurses, therapists, and community health workers among other volunteer health professionals such as the staff dentist, dental hygienists, and dental assistants and chiropractors as well as learners from various disciplines.

Their focus is on the delivery of client-centred holistic health care that seeks to remove barriers to care as well as address the Social Determinants of Health. Special emphasis is placed on the following priority populations:

- Sexual and gender diverse populations (LGBTQ+) with a special emphasis on Trans Care;
- Individuals experiencing mental health, addictions or concurrent disorders;
- Street-involved populations (homeless, under-housed, sex trade workers);
- At risk children, youth and families;
- Isolated seniors;
- Individuals who frequent the Emergency Department for care/opioid-dependent; and
- Migrant agricultural workers.

Quest CHC transgender-specific health care includes:

- Primary Health Care: assessment, diagnosis, treatment planning, prevention, health teaching, referrals, preventative health care
- Trans Specific health care: assessment, screening (Pap, PHE etc), diagnosis, initiation of hormone therapy, follow up, monitoring parameters, referrals, health teaching, imaging, lab work, treatment planning, injection teaching and access to supplies. Reproductive health care (e.g. sperm banking/egg harvesting), referrals to fertility clinics
- Chronic disease management- as part of general primary care as well as managing co-morbidities (e.g. diabetes, sleep apnea, mental health, fatty liver and hormone therapy)

- Assessment and referrals for gender confirming surgery: referral letters, OHIP approval navigation (form completion)
- Post-surgical follow up: for both top and bottom surgeries, medication management, complication management, health teaching and support/coaching, pain management
- Support and care for gender independent children, youth and families: Education, support, assessment, health teaching, advocacy and follow up care, including leveraging school and home support as well as coverage for medication (e.g. E.A.P.)
- Mental health support and counselling: individual and family support, assessment, diagnosis, therapy and general counselling
- Outreach support: general support and counselling, accompaniment, advocacy, family support, system navigation, resource and transportation support, aid with name change and sex designation change, support leveraging financial resources and in school support
- Groups (Gender Quest, Trans/Gender Questioning Youth Group) for both youth and adults
- Health promotion and community capacity building: education and workshops to social service, schools, educational institutions and medical providers and other organizations requested. Various social, educational and awareness events including Pride Prom, Pride Halloween dance, Pride in the Park, and Trans Day of Remembrance. Support to GSA's across the school system and community collaboration and networking with various LGBTQ groups and organizations (e.g. PFLAG).

Contact Information

Location: 145 Queenston Street, St. Catharines

Phone: (905) 688-2558

Fax: (905) 688-4678

Website: <http://questchc.ca/>

PFLAG Niagara



This organization offers peer-to-peer support to help all Canadians with issues of sexual orientation, gender identity, and gender expression. PFLAG focusses on lived, local, and personal experiences to support, educate, and provide resources to anyone with questions or concerns. PFLAG is divided into multiple chapters across Canada, as well as has a global network and allied organizations to provide a well-rounded support system for all individuals. This organization can provide support through online anonymous interactions or in-person confidential meetings.

Contact Information

Niagara Representative: JoAnn Theobald

- Phone: (289) 690-3889
- Email: joann.theobald1@gmail.com
- Location: Quest CHC, 145 Queenston St, St. Catharines

Twitter: @pflagcanada

Facebook: PFLAG Canada

Website: www.pflagcanada.ca

Positive Living Niagara



This community-based organization is dedicated to providing support, education, and advocacy in a safe and confidential environment for HIV/AIDS-positive individuals and their allies, as well as proactive approaches to harm reduction and prevention. Positive Living Niagara offers counselling services and individualized home support. This organization is inclusive to members of the trans* and two-spirit communities, including HIV/AIDS testing, and offers needles to those who need them for hormone injections.

Contact information

Location: 120 Queenston St, St. Catharines

Phone: (905) 984-8684

Email: info@positivelivingniagara.com

Website: www.positivelivingniagara.com

Facebook: Positive Living Niagara

Twitter: @poslivngniagara

Instagram: positivelivingniagara

LGBT Youthline



This service is a Canada-wide resource for all 2SLGBTQ youth that is anti-oppression, anti-racism, accessible, sex positive, indigenous inclusive, and confidential. The LGBT Youthline offers a variety of services, including a 2SLGBTQ hotline, online confidential chats, text hotlines, links and resources covering a wide variety of topics including the relationships between sexual/romantic/gender identity and religion, mental health, physical health, sexual health, government forms, service providers, education, family, homelessness, and self-care. This non-profit organization also

provides a simple referral database for 2SLGBTQ to use in order to find any resources they need in their community that are inclusive.

Contact Information

Phone: +1 (800) 268-9688 (toll-free, will not show up on phone bill for confidentiality)

Text: (647) 694-4275 (will not show up on phone bill for confidentiality)

Email: askus@youthline.ca

Website: www.youthline.ca

Twitter: @LGBTYouthLine

Facebook: LGBT Youth Line

Instagram: lgbtyouthline

OUTNiagara



This is a non-profit community organization that aims to unite Niagara's sexual and gender diverse community. OUTNiagara provides an online hub for LGBTQIA+ events, news, and resources in the Niagara region. This organization also maintains an on-going directory of businesses in the Niagara region that are safe for the sexual and gender diverse community.

Contact Information

Website: <http://www.outniagara.com/>

Email: info@outniagara.ca

Facebook: OUTniagara

Twitter: @outniagara

On-Campus Trans, Gender Non-Binary, and Two-Spirit Groups & Supports

Human Rights and Equity Office



Human Rights and Equity

A resource for all Brock members that provides intersectional information, education, assistance, and advice on issues related to human rights harassment and discrimination. This includes harassment and discrimination on the basis of gender identification, gender expression, sexual/romantic orientation, sex, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, marital status, family status, receipt of public assistance (in housing), record offences (in employment), and disability.

Human Rights and Equity works with many other departments and services on campus to educate members of the Brock community about diversity and inclusion, prevent harassment and discrimination from occurring, and quickly address incidents of misconduct as they arise. Human Rights and Equity staff assist community members with issues of harassment and discrimination and help guide them to understand the range of options available to resolve the situation.

For more information about the process of reporting harassment and discrimination on campus, consult the [Resolving/Lodging Complaints of Harassment, Discrimination, and Bullying](#) section of this document.

Contact Information

Phone: (905) 688-5550 ext. 6859

General Email: humanrights@brocku.ca

Brock Pride



A Brock University Student's Union Club devoted to creating a safe social environment for Brock members of diverse gender, sexual, and romantic identities. This club aims to provide a community atmosphere which offers support for LGBTQIA2+ people and their allies, as well as pursues the advancement of equality, acceptance, and fair treatment of Pride issues such as same-gender marriage, homophobia, transphobia, heterosexism, and sexual diversity. Weekly meetings are held during the fall/winter terms, as well as multiple events throughout the year.

Contact Information

Website: www.brockpride.ca

Facebook Page: Brock Pride

Twitter: @BrockPride

Email: Brockpride@hotmail.com

Ontario Public Interest Research Group Brock (OPIRG)



The Ontario Public Interest Research Group (OPIRG) is a social justice non-profit consisting of multiple Action Groups for whom OPIRG provides support, resources, education and promotion. OPIRG does direct-action work (E.g. QTPOC at Brock group, The Free Store) and awareness campaigns on several social justice issues. OPIRG is devoted to combatting ableism, supporting neurodiversity, promoting religious tolerance, promoting labour rights and workplace fairness, raising and amplifying marginalized voices, and fighting against racism and white supremacy. This organization provides an intersectional approach to supporting the LGBTQ+ community through volunteer work and activism.

Contact Information

Email: info@opirgbrock.com
Phone: (905) 688-5550 x3491
OPIRG office: MCC 313
Facebook: OPIRG Brock
Instagram: opirgbrock
Twitter: @OPIRGBROCK

Student Justice Centre (SJC)



A Brock University Student Union service committed to propagating social justice on campus through various campaigns, workshops, events, education, and activism, as well as striving to protect vulnerable Brock members from all forms of social injustice at the institution, while simultaneously uplifting marginalized students.

Services

- Funding and support for students completing social justice projects, initiatives, campaigns, events, and programming on campus
- Providing a safe(r) space on campus

- Drop-in and by appointment peer-to-peer listening and referral support for students who have experienced discrimination, harassment, or violence because of their identity
- Providing resources and referrals for support with mental illness, sexual violence, LGBTQIA2+ discrimination, and racism
- Coordinating the Student Refugee Program at Brock University

Contact Information

Student Justice Centre space: TH252

Phone: (905) 688-5550 x6330

Email: info@brocksjc.com

Facebook: Brock Student Justice Centre

Twitter: @BrockSJC

Instagram: brocksjc

Website: www.brocksjc.ca

Aboriginal Student Services



Aboriginal Student
Services

An on-campus centre that focusses on providing a welcoming, supportive, and inclusive environment for Indigenous students, staff, faculty, and visitors. This centre strives to help all Indigenous students, including First Nations, Métis, and Inuit to make a comfortable transition into a University setting by providing support and resources to enhance their academic success and cultural identity. Aboriginal Student Services fosters a safe environment for Two-Spirit individuals, as well as all other members of the LGBTQIA+ community through an intersectional approach.

Services

- Cultural gatherings through bi-weekly luncheons and cultural teachings, as well as multiple workshops
- An Elder-in-Residence to provide guidance and words of wisdom to Indigenous students and staff
- Gathering Place for Good Minds (TH145), which provides Indigenous students with a more inclusive space that is more conducive for learning, including a student lounge, computer lab, library collection, and office space for staff

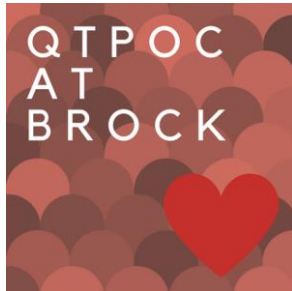
Contact Information

Aboriginal Academic Support Program Coordinator/Instructor: Sandra Wong

- Email: swong2@brocku.ca

- Phone: (905) 688-5550 x5883
Elder-in-Residence: Carol Jacobs
- Email: njacobs@brocku.ca
- Phone: (905) 688-5550 x3353/5883
Facebook: Brock University - Aboriginal Student Services
Gathering Place for Good Minds: TH145

Queer, Trans, People of Colour (QTPOC)



An on-campus group formed in January 2018 is a community-based organization based in the St. Catharines area that serves as a safe and empowering space for queer and trans BIPOC (Black, Indigenous, People of Colour). This group initially started as a social space, and has now transformed into a group that hosts workshops and public education sessions on anti-racism and anti-queer/transphobia for relief counsellors, women's shelters, and social justice organizations in the Niagara region.

Contact Information

Email: communication@opirgbrock.com

Facebook: QTPOC at Brock

Pronouns

All members of the Brock Community are entitled to the use of the gender pronouns they choose. It is important to respect other people's pronouns because using the wrong pronoun can make a person feel disrespected and alienated. Brock University will not tolerate any form of discrimination based on gender identity, sex, or gender expression which includes the purposeful misgendering of others.

Examples of gender pronouns include:

He, Him, His

She, Her, Hers

They, Them, Theirs

Ze, Zie, Xe (all pronounced like "Zee"), replaces she/he/they

Hir (pronounced like "here"), replaces her/hers/him/his/they/theirs

It is not always possible to identify a person's pronouns simply by looking at them. If you do not know a person's pronouns it is alright to politely ask the person or simply refer to them by name.

If you accidentally use the wrong pronoun: simply apologize, correct it, and move on.

If you hear other students, staff, or faculty using the wrong pronoun for a person, try to correct them. If they continue to misgender the person, do not ignore it.

Research Ethics and the Collection of Data

The Brock University Research Ethics Board recognizes the false gender binary and the difference between the collection of sex and gender throughout its procedures and decisions. Through the Canadian Institutes of Health Research (CIHR), free tutorials on the collection of sex and gender data and gender education are available for reference by staff.

This Board encourages self-identification for gender options in the research that passes through them, such as:

- Gender Identity (please specify): _____

Another option commonly used is:

- Male (M)
- Female (F)
- Other (option to specify: _____)
- Prefer not to Disclose

Gender and/or sex are only able to be collected by researchers if it can be justified on why the data is relevant to the study. However, typically research journals push for the collection of gender and sex to publish the results. The Research Ethics Board at Brock does not have one constant statement on the collection of sex/gender, as it is dependant on the study, but generally encourage options other than Male/Female options. The Board is currently working on how to adapt sex-designation to be inclusive of people undergoing Hormone Replacement Therapy (HRT). One suggestion has been to identify as:

- Testosterone-Dominant Body
- Estrogen-Dominant Body

Suggestions are also being considered to ask questions about the presence of organs/hormones/bodily functions rather than attributing these aspects to a specific sex.

Residence Information

Navigating Residence

Residences that currently have All-Genders Washrooms or single-user washrooms and shower facilities for residents include:

- Village Residence (2 washrooms per unit)
 - Quarry View Residence (2 washrooms per unit)
 - Gateway Suites (2 washrooms per unit)
 - Arnie Lowenberger Residence (1 shared washroom between 2 rooms)
- } Individual, townhouse style.

If you want to request accommodation based on gender identity, please email Tammy Brown at tbrown@brocku.ca or res@brocku.ca.

The application forms for residence offer a field for both chosen name and legal names. Some systems used by residences will only provide Dons and Residence Life Staff (RLS) with the legal name, however, gender-affirming name can be used for door signs, in emails, and handouts if notified. If a student would like to add a chosen name after applying, the appropriate Don can be contacted to accomplish this.

When applying to residence, you are currently offered the following options to select for gender identity:

- Male
- Female
- Prefer not to identify

Roommate/house-mate options currently include:

- Same gender
- Mixed gender
- No preference

If “No preference” is selected, the default housing protocol currently is to place the individual in a mixed gender household. If this option is selected, you will be contacted to clarify your needs and understanding of the option chosen.

If you requested accommodations based on gender identity and did not receive them before September, please email res@brocku.ca. Medical accommodations are given priority for room switches, which can include gender identity as it relates to transgender, non-binary, Two-Spirit, and gender diverse people. Following medical accommodations, roommate conflict and basic preference are considered.

If you require a room switch during the school year, you will need to submit a “Request a Room Switch” form. To do this, please follow these steps:

1. Go to my.brocku.ca. (It is essential that your browser is set to enable pop-ups/cookies).
2. Login using your Brock username and password.

3. Click the “Applicant and Student Self Serve” tab.
4. Click “Apply for Residence” at the bottom right of the page.
5. Select “Request a Room Switch.”

The LGBTQ+, Two-Spirit, and Allies Living Learning Community

The LGBTQ+ Two-Spirit and Allies Living Learning Community is a community within Brock Residences. This community is open to students who are interested in learning about sexual orientation and gender identity, with a focus on social justice for Two-Spirit and LGBTQ+ (lesbian, gay, bisexual, transgender, queer and asexual) persons and their allies. This will help ease the transition to the Residence community and provide students an environment where all residents feel celebrated and empowered. This LLC will focus on the Diversity and Inclusion & Personal Growth domain of the Campus Wide Co-curriculum.

For more information, please contact:

Brittany Gallant
bgallant@brocku.ca
905-688-5550 x3799.

Student Accounts and Financial Aid (SAFA)

If your gender marker in the Brock system is *Other* or *Undeclared* (both represented as O), you will be eligible for all Brock funded scholarships, bursaries and awards, regardless of gender. Brock funded awards that are limited to women only or men only (very uncommon) are inclusive of transgender students.

Student Accounts and Financial Aid also offers an emergency bursary that is available to students that require it, which can include barriers encountered due to gender identity and funding. Please visit <https://brocku.ca/safa> for more information and FAQs.

Wellness, Accessibility, and Health Services

Student Wellness Centre

Transgender, non-binary, and Two-Spirit undergraduate and graduate students who wish to access medical and counselling services can visit the Student Wellness Centre website: <https://brocku.ca/swac/>

The Student Wellness Centre and Student Accessibility Services are both located in Schmon Tower, 4th floor, which has 1 gender neutral washroom in the area. Student Health Services (Harrison Hall) also has 2 gender neutral washrooms.

All information, interactions, and services are confidential to the Student Wellness Centre, Student Accessibility Services, and Student Health Services. This is governed by both the Health Information Protection Act and Brock University's Freedom of Information and Privacy Protection Policy.

When accessing Brock's Student Wellness and Accessibility Services, please note the following to receive the highest form of care:

- The name and sex that appear on your OHIP card is the information that will be used in your medical file, as well as anything that is external to Brock University. This may include reporting and billing to the Ministry of Health and requisitions of lab work, such as a referral for blood work or samples from a lab or hospital.
- Forms that are internal to Brock may be signed using a chosen name, provided they have given the correct student identification number so the form can be tracked and scanned into the student's medical chart. For external forms, such as Release of Information or Authorization forms, a legal name must be used to sign.
- When making a referral, the office will generally use both legal and chosen names and pronouns. Legal name must be present on documents for OHIP billing purposes and for the specialist or lab/diagnostic centre. In the body of referral letters, physicians will always use chosen names and pronouns (provided they are aware of them).
- If you are a member of the Brock Community that has been prescribed Hormone Replacement Therapy (HRT), the Student Health Centre is able to continue to support your care. Anything they are unsure of will be thoroughly researched to ensure the appropriate measures are taken.
- With a filled prescription, nurses can administer HRT injections to students. The clinic is able to supply Intramuscular Needles (IM) for this purpose. However, nurses do not teach self-administering to students.
- If you are interested in possibly pursuing a medical transition through Brock University Student Health Services, any of their physicians can meet with students to discuss the process and next steps, and appropriate referrals will be made.

For students who have a chosen name in their medical records at Brock, a system is in place that alerts intake and medical staff that a chosen name is present, to remind them to use your correct name and pronouns.

Employee and Family Assistance Program

Brock University has partnered with *workhealthlife*, an employee and family assistance program, to provide mental health and wellness services for staff and faculty of Brock. By searching 'Brock University' on the *workhealthlife* website (<https://www.workhealthlife.com>), employees can access a wide variety of resources

related to workplace wellness including mental health services, counselling, financial planning resources, and articles on dealing with change.

While this resource is noticeably lacking in transgender specific content, it does provide some information on general LGBTQ+ matters such as articles about “coming out” at work and creating an LGBTQ+ inclusive workplace.

Canadian Mental Health Association (CMHA): Niagara



The Canadian Mental Health Association is a national organization that promotes the mental health of everyone and supports the recovery of individuals experiencing mental illness. CMHA offers urgent support, walk-in counselling and short-term counselling.

Contact Information

Website: <https://cmhaniagara.ca>

Email: info@cmhaniagara.ca

Phone (For General Inquires): 905-641-5222

Closing Statement

We at the office of Human Rights and Equity hope that the information in this document is helpful not only to those who identify as transgender, two-spirit, or non-binary, but also those in the wider Brock community who wish to learn more. We will continue to update and add content to this document as the university moves toward becoming a more inclusive and accessible environment for everybody. If you would like to keep up to date with current information and events, please check-out Brock Human Rights and Equity on our social media.



Instagram: @brockhre



Facebook: @brockUHRE



Twitter: @brockUHRE



Snapchat: brockhre