



# Resources for Trans & Gender Diverse Students at Griffith

December 2020

Griffith Pride Committee

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## Introduction

Griffith is committed to supporting students to affirm their gender<sup>1</sup> (also known as transitioning) at University in a safe, positive and inclusive way. This guide has been developed to assist students through their gender affirmation process.

Griffith offers staff and students support and guidance as they affirm their gender, including nonbinary genders. All staff and students at Griffith can expect to receive the levels of support articulated in this guide throughout their gender affirmation whilst at the University. At Griffith we celebrate diversity and have a strong desire to promote equity, diversity and inclusion.

In 2020, Griffith was awarded a Bronze Award from the Australian Workplace Equality Index, as evidence of its commitment to LGBTI inclusion. We seek to continue this to support all LGBTI staff and students at Griffith, as it's everyone's responsibility to ensure that equity and belonging is part of our daily work and study environment.

## Harassment, Bullying and Discrimination

All students of the University are entitled to be treated with fairness and respect and experience a study environment free from discrimination, harassment, bullying or vilification. The University is committed to ensuring the health, safety and well-being of its staff, students, contractors and visitors while undertaking work, study or research activities, and as such, actions that constitute assault, discrimination, harassment, bullying or vilification will not be tolerated. If you feel as though there has been discrimination, harassment or bullying you can find further information on relevant policies and procedures by [consulting with a Harassment and Discrimination Contact Officer](#).

## Contact

For more information or if you have any questions about this document please contact the Griffith Pride Committee at [Ally@Griffith.edu.au](mailto:Ally@Griffith.edu.au)

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<sup>1</sup> Affirmed gender means the gender in which one identifies, which may or may not match the individual's gender at birth. Gender affirmation or transitioning is the process of outwardly affirming and presenting as one's affirmed gender.

# Academic Issues

## Current Students

### Updating Student Records

#### Changing Name

##### A. Preferred Name

You can change your preferred name in the majority of Griffith's student systems without requiring a legal name change.

To do this, simply visit the Online Student Centre in MyGriffith where you can update your preferred name under the "Personal Information" tab. This change will also update your email address (phone number – where applicable) and any other associated records (such as Learning@Griffith, and class lists) with your preferred name within approximately 24 hours.

**No supporting evidence is required for this change.**

**Note.** Your Enrolment and Centrelink details will be unchanged. These details can only be updated through providing the University with a copy of your legal name change.

##### B. Legal Name Change

Griffith can update your legal name on your student record if it's changed. Unfortunately, Griffith is currently unable to record your preferred name. Only your legal name will be recorded. More information on how to do this in Queensland can be found [here](#) (obviously this process differs from State to State, please check with the State or Territory Government in which you were born for the most accurate information).

You will need to complete a [Change to Personal Details](#) form and submit it with supporting documentation at your nearest Student Connect location.

**Acceptable supporting documentation includes:**

- A relevant State Government Change of Name Certificate (formerly, Deed Poll),
- Updated Birth Certificate,
- Passport, or
- Any other official documentary evidence showing the change to your name.

*\* Please note that it can take up to five working days for your record to be amended.*

#### IMPORTANT:

- We cannot accept requests for name changes over the phone or via email, as the correct documents must be provided and sighted by the processing officer.
- Once we've received and processed your name change request, all future documentation relating to your studies at Griffith will appear in your new name.
- If you access Government Assistance (Commonwealth Support or HELP loan schemes) to pay for your tuition fees, you'll need to ensure your personal details, including full name and date of birth, exactly match those held with the Australian Taxation Office (ATO) and or Services Australia (Centrelink).
- If your name has changed or you need to amend your date of birth, please ensure that you update these details with the ATO as well as updating your Griffith information.
- A mismatch of your personal details between the ATO and Griffith will impact your eligibility to access Government Assistance.
- If you're graduating soon, any changes to your name need to be made before the relevant cut-off dates for them to appear on your testamur.

#### Updating Gender or Title/Prefix

You may request to update your gender or prefix (title) if:

- your *gender* has been incorrectly recorded on University records, or
- you are now living as your affirmed *gender*, or
- your *affirmed gender* is legally recognised, or
- you identify as a gender other than Male or Female (e.g. gender diverse and other non-binary genders). In the system this will be recorded as Gender X.

For all of the options above, you will need to complete a [Change of Personal Details form](#) and submit it at your nearest [Student Connect](#) location.

Prefixes can also be updated using this form.

***No supporting evidence is required for this change.***

Further information can be found here: [https://studenthelp.secure.griffith.edu.au/app/answers/detail/a\\_id/2587/kw/gender](https://studenthelp.secure.griffith.edu.au/app/answers/detail/a_id/2587/kw/gender)

## Replacing ID Card

Once you have changed your name, you may require a new ID card (with a new photo) to be issued. You can either request this through the online portal [here](#), or by visiting one of the Student Connect counters at your nearest [Campus](#).

## Academic Special Consideration

You may apply for special consideration for a course or any assessment item in that course if your performance was seriously affected, or you were seriously disadvantaged when the assessment item was attempted on the grounds of illness, accident, disability, bereavement or other compassionate circumstances.

For more information, or to apply, visit <https://www.griffith.edu.au/students/assessment-exams-grades/special-consideration>

## Graduates

### Updating Testamur (Degree) with a new name, post-graduation

If you have changed your legal name since you graduated and wish to update your Testamur with your new legal name, you will need to lodge a Change of Name request with the University (using the Change of Personal Details form above) and wait for confirmation of your name having been updated before you are able to lodge a request for a new Testamur.

For more information, please visit: <https://www.griffith.edu.au/graduation/documents-and-verification>

## Life on Campus

### Support Options

If you need help or support through this process, we encourage you to reach out to one of the contacts below:

#### 1. Support through Griffith

##### **Griffith Ally Network:**

If you would like support from staff members who have been trained in LGBTIQ+ issues, you can contact a [Griffith Ally](#).

The Griffith Ally Network comprises Griffith staff and students who support and affirm the experiences of people who identify as LGBTIQ+ at Griffith. This network is led by the Griffith Pride Committee.

Further information about the Ally Network can be found [here](#).

##### **Griffith Counselling Service:**

If you need to talk to a trained counsellor/psychologist about any LGBTIQ+ issues, please contact the [Counselling and Wellbeing service](#).

The counsellors within the Griffith Counselling & Wellbeing service practice open and inclusivity in all their work with students and staff. The counselling space is designed to be free of judgement and open to all people from all genders, sexualities and identities. Counsellors can work with you on any and all issues affecting your life.

Within the trans and gender diverse communities, people can experience greater negative impacts on their mental health, wellbeing and quality of life. The counsellors at this service have the skills and experience to work with all members of the LGBTIQ+ community to work towards their own goals as well as dealing with the unique issues that can affect individuals within these diverse communities. As with all cultures, backgrounds, experiences and knowledge some counsellors are more specialised in working with different sexualities and the issues impacting the trans, gender fluid and non-binary individuals (e.g., sexual violence or harassment).

If you would prefer to speak to a counsellor with specific expertise in LGBTIQ+ issues please enquire through the request form found on the [LGBTIQ+ counselling page](#). Other options such as referrals and links to other health and wellbeing services who provide mental, physical health or social support can also be provided.

## 2. Support through Clubs and Societies

LGBTI Clubs:

- [Griffith Rainbow Club](#) (Nathan, Mount Gravatt, Southbank, Logan),
- [Griffith Equality](#) (Gold Coast).

Student Unions:

- SRC/GUPSA (Brisbane Campuses),
- Griffith Gold Coast Student Guild.

## 3. External support

Please see our [resources list below](#) for further information on support networks, counselling and medical support.

### Use of Facilities

We encourage students to use the facilities that they feel most comfortable with and/or reflect their affirmed gender. This is inclusive of bathrooms and changing rooms at Griffith Sport and Recreation Centres. Many of the accessible toilets are non-gendered and are available for use. We also have non-gendered bathrooms with shower facilities available in our new Engineering, Technology and Aviation Building located at N79 at Nathan Campus.

### Social Sports

Griffith Sport allows students compete in social sport teams that align with their affirmed gender (or gender identity). Griffith follows the guidelines issued by [UniSport Australia](#) and [Sport Australia's guidelines](#) in relation to trans and gender diverse competitors and ensures that our policies are in line with anti-discrimination laws. Griffith Sport *may* also consider the International Olympic Committee guidelines when it comes to eligibility to compete in male and female competitions. However, for clarity, a transgender woman may compete in women's competitions, and a transgender man may compete in men's competitions.

Please see the [Social Sport T&C's](#) for further information, and contact [Griffith Sport](#) directly if you require any further clarification.

### Residential Accommodation

On-Campus accommodation at Griffith (run by the University) is not segregated based on sex or gender. If you are living in private student accommodation, we recommend that you speak with the management of that accommodation.

## Resources and websites

### Gender Identity, Expression and Sex

[Pride in Diversity Let's Talk Gender Publication](#)

[Many Genders One Voice](#)

[Transcendence Social and Emotional Support group](#)

### Terminology and Language

[Words Matter publication](#)

[Terminology and Definitions](#)

[ABC Sexuality and Gender Glossary](#)

### Medical and support services

[Griffith student counselling service](#)

[Diverse Voices](#) provides telephone and online counselling

[Transcend](#)

[Brisbane Gender Clinic](#)

[Stonewall Medical Centre](#)

[Holdsworth House](#) (Dr Victoria Featherstone & Dr Fiona Bisshop)

[Centre for Human Potential](#)

### How to be an effective Ally

[Tips for Allies of Transgender People](#)

[How to be Human: Talking to People Who are Transgender or Nonbinary](#)

### Health and Trans issues

[LGBTIQ Health](#)

[Ted talk – Ivan Coyote: Why we need Gender-neutral Bathrooms](#)

### Other Griffith webpages and resources

[Griffith Student LGBTIQ+ webpage](#)

[Griffith Staff LGBTIQ+ webpage](#)

[Resources and support](#)

[Harassment and Discrimination Policy](#)

### Trans and LGBTIQ+ support networks

[Australian Transgender Support Association Qld \(ATSAQ\)](#)





[griffith.edu.au](http://griffith.edu.au)