

Employers, service providers and landlords are responsible for taking steps to prevent discrimination and to provide a safe, welcoming environment for trans people.

Harassment by co-workers, supervisors, or customers is unacceptable. An employer may be liable for any discrimination or harassment that occurs.

Employers, service providers and landlords are responsible for accommodating a trans person's needs unless doing so would cause undue hardship.

Everyone Should Know

Every person has the right to be called by their chosen name and pronoun.

Every person has the right to use washrooms, change rooms, and other sex-segregated services and facilities that reflect their gender identity. Having gender inclusive facilities is a positive step, but a trans person should not be required to use a separate facility or be segregated.

Every trans athlete has the right to compete on the team which reflects their gender identity.

Dress code policies should be inclusive and flexible, and must not prevent people from dressing according to their expressed gender.

Establishing and enforcing non-discriminatory practices should address most of the needs of a trans client/colleague; however, there may be times when a trans person requires specific accommodation.

Examples of Accommodation

Adding partitions or individual stalls in locker rooms.

Allowing a person to take time off work for medical attention or procedures.

Examples of Discrimination Based on Gender Identity and Gender Expression

Ally, a transwoman, has been told by her manager she can no longer use the women's washroom at work because she makes some other women uncomfortable.

Ally is experiencing discrimination on the basis of gender identity.

Laura is an athletic cisgirl who wears her hair short and masculine clothes. Groups of kids in her school and players on teams from other schools repeatedly harass her and call her names because of how she looks and dresses. The school refuses to address it.

Laura is experiencing discrimination on the basis of gender expression.

Confidentiality of Information

If an employer or service provider needs and collects personal information that identifies a person's birth assigned sex as being different from their gender identity, that employer or service provider must ensure that the individual's privacy is protected.

It is always up to the person to decide whether, and to whom, they disclose their birth assigned sex or gender identity.

PEI Human Rights Commission

53 Water Street
PO Box 2000
Charlottetown PE C1A 7N8



Telephone: 902-368-4180

Fax: 902-368-4236

Email: contact@peihumanrights.ca

Website: www.peihumanrights.ca