



No more,  
no less:  
just like  
everyone  
else!

Facilitation Guide  
on Sexual and  
Gender Diversity



no more, no  
just like ever

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# Foreword

The rights of lesbian, gay, bisexual, and transgender people (LGBT+) have made great strides recently in Canada and Québec, especially those of gays and lesbians.

It was only in 1969 that same-sex relationships were decriminalized. We owe this evolution of the rights of gays and lesbians to the courage and daring of those among them who emerged from the shadows and fought to convince the population and policymakers of the legitimacy of their claims and the absurdity of the discrimination to which they were subjected.

This evolution occurred within the context of a society that was, for the most part, ready and willing to launch the debate over recognizing individual rights and abolishing discrimination, which led to the adoption of the charters of rights and freedoms in Canada and Québec, respectively.

Since July 2005, the definition of marriage in Canada has included same-sex couples. Gays and lesbians in Canada and Québec have the same rights as everyone else, meaning that they share equal status in the eyes of the law.

More recently, the rights of trans individuals have gained significant ground. Particularly noteworthy is the fact that medical treatment is no longer a precondition for obtaining a legal sex change. The Charter of Rights and Freedoms has also been updated to prohibit discrimination based on gender identity or expression, as a step toward better protecting people across the whole wide spectrum of sex and gender.

While LGBT+ people have made tangible gains in terms of legal equality, exclusion and discrimination often take more subtle forms such as erasure and devaluation. Researchers are talking about microaggressions in the workplace, and noting that the normalization of homophobia and failure to denounce it are persistent problems. Visibility and coming out remain difficult or unthinkable for many LGBT+ workers as a result of historical discrimination and deeply ingrained mistrust.

There is, then, a lot of educating that remains to affirm the “normalness” of LGBT+ people and ensure the integration of all sexual and gender minorities.

Tackling all forms of discrimination at work is a major issue enshrined in union tradition. This includes, of course, the fight to uphold the rights of LGBT+ people. In the workplace, it is necessary to break the isolation that LGBT+ people may experience, to foster a climate of openness toward sexual and gender diversity, and to combat homophobic and transphobic harassment. In short, recognizing LGBT+ rights is a union issue like any other!



**Jacques Létourneau**  
President, CSN



**Jean Lortie**  
Secretary General, CSN

# Some Important Dates

The history of LGBT+<sup>1</sup> people in Québec and Canada is one of a fight to enjoy, at the social and legislative levels, the same rights as the rest of the population—no more, no less, just like everyone else. It is a short but dramatic history, as it turns out. First, social perception of homosexuality shifted from criminal perversion to psychopathological sexual deviance, until scientific studies refuted this theory of mental illness. Some time after, the inclusion of sexual orientation in the provincial and federal charters secured recognition for the rights of gays and lesbians as individuals.

However, it was the subsequent application of these charters that brought about concrete legislative change, namely the recognition of same-sex couples and homoparental families. This first came to be through the acceptance of common-

law unions in 1999 and, later, same-sex marriage in 2005. The introduction of civil unions and dual parental rights for same-sex couples with children laid the groundwork for these developments.

Transgender rights have been the topic of major legislative advances in more recent years, giving trans people the right to officially change their sex and given name as listed on their birth certificate, without requiring them to have undergone medical treatment (whether surgical or hormonal). The Québec Charter of Human Rights and Freedoms was also amended to include “gender identity or expression” as a prohibited ground for discrimination. Albeit imperfect, these legislative changes contribute concretely to diminishing the suffering of trans people, who too often face ostracization in their everyday lives.

## Below is the historical timeline of the struggle of LGBT+ people for full citizenship

**19<sup>th</sup> Century** In Canada, during this period, same-sex relations were criminalized and the “culprits” faced the death penalty or life imprisonment.

**20<sup>th</sup> Century** Same-sex relations were criminalized until 1969.

**1969** Pierre E. Trudeau’s omnibus bill decriminalizes same-sex relations, but homosexuality is still seen as a mental illness by medical professionals.

**1973** Homosexuality is no longer considered a mental illness and is therefore removed from the *Diagnostic and Statistical Manual (DSM)*, which serves as a diagnostic reference for all health and social services professionals in North America. (It was not until 1992 that the World Health Organization followed suit).

**1975** The Québec Charter of Rights and Freedoms is adopted; however, it does not mention sexual orientation as a prohibited form of discrimination.

**1977** Sexual orientation is included as a prohibited form of discrimination in the Charter of Rights and Freedoms, making Québec the first jurisdiction in North America to prohibit discrimination based on sexual orientation.

<sup>1</sup> LGBT+ refers to lesbian, gay, bisexual, trans, queer, intersex, two-spirited and non-binary individuals.

**1982**

Canada adopts its own Charter but refuses to include sexual orientation as a prohibited form of discrimination.

**1995**

The Supreme Court of Canada issues a ruling, known as the Egan decision, that interprets the Charter as including sexual orientation as a prohibited form of discrimination.

**1996**

After contentious debates in the House of Commons, the Canadian Human Rights Act is amended to prohibit discrimination on the basis of sexual orientation.

The Criminal Code is amended to include sexual orientation as protected status with respect to hate crimes.

An employment sector at the *Fédération du commerce* negotiates the inclusion of the idea of same-sex spouses in its collective agreement, a first at the CSN.

**1998**

The CSN helps establish the Coalition for the Recognition of Same-Sex Spouses.

**1999**

The American Psychological Association states in its code of ethics that simply considering homosexuality to be a psychological disorder, a form of sexual deviance, or a form of psychopathology constitutes ethical misconduct.

Same-sex couples are recognized in public sector collective agreements, and they receive the same social benefits as opposite-sex spouses living in common-law relationships.

With the adoption of an Act to amend various legislative provisions concerning de facto spouses, Québec becomes the first state in the world to recognize same-sex partners with exactly the same rights and responsibilities as opposite-sex couples living in common-law relationships. However, discrimination against homoparental families continues, as the law recognizes only one of the same-sex parents.

**2001**

In Canada, the Modernization of Benefits and Obligations Act (S.C. 2000, c. 12) is extended to recognize the common-law unions of same-sex couples with respect to federal protections.

**2002**

The CSN presents a brief before a parliamentary commission in support of the proposal to establish civil unions in Québec (the kind of marriage relevant to the federal government) and to recognize both parents of a homoparental family.

The National Assembly adopts, by unanimous vote, the Act establishing civil unions and new rules of filiation. This new statute confers upon couples, irrespective of sex, the same rights and obligations as does marriage. Moreover, the Act amends the rules of filiation such that the children and parents of homoparental families are legally recognized in the same way as members of heteroparental families.

**2003**

Several judgments are handed down by courts in British Columbia, Ontario, and Québec ruling that the definition of marriage in Canada contravenes the Canadian Charter of Rights and Freedoms.

Consequently, the first same-sex marriages are celebrated in Ontario and British Columbia. In Québec, an appeal to the Superior Court delays enforcement of the ruling.

The House of Commons mandates the Standing Committee on Justice and Human Rights to examine the relevance of extending marriage rights to same-sex spouses. Once again, the CSN seeks equality for gay and lesbian citizens by filing a brief in support of the proposal to the Committee.

2004

The Act to Amend the Criminal Code is passed by the federal Parliament to include sexual orientation as a prohibited form of discrimination with respect to hate propaganda. An enforceable decision is rendered by the Superior Court of Québec in favour of same-sex marriage; 70% of the Canadian population now has access to same-sex marriage (British Columbia, Ontario, and Québec).

2005

The House of Commons passes the Act respecting certain substantive conditions of civil marriage, which allows marriage to unite «two persons» rather than «a man and a woman.» While this is the end of legal discrimination for gays and lesbians in Canada, the battle for social equality continues.

2009

In December, the Ministry of Justice presents Québec's policy to fight homophobia, following the work of the joint working group against homophobia and publication of the report from the *Commission des droits de la personne et de la jeunesse* (CDPDJ). Sexual Reassignment Surgery for transsexual people is now covered by the government, but the psychological assessment needed to access the surgery is not.

2010

The LGBT Working Group is created in Québec. It brings together most community organizations that support LGBT+ people, researchers, and academics, as well as the major unions, including the CSN. Its main mandate is to cooperate with the inter-ministerial group responsible for developing the government's action plan, which must follow Québec's policy to fight homophobia.

2011

In Québec, the first Fight Against Homophobia Program 2011-2016 is published.

2013

In February, the Supreme Court hands down a ruling in the *Whatcott* case, and rules that neither freedom of expression nor freedom of religion can justify hateful speech that targets people based on their sexual orientation. Accordingly, it upholds the provisions of the Charter of Rights of Saskatchewan that prohibit hate speech.

Gender identity disorder, a diagnosis formerly imposed on trans people, is pulled from the Diagnostic and Statistical Manual of Mental Disorders (DSM-5). The fact of being trans is thus no longer considered a mental illness. However, gender dysphoria remains a possible diagnosis. Gender dysphoria accounts for the distress and difficulties functioning that some trans people experience in relation to the various sites of transition (family, work, etc.) and the transphobia they encounter. This diagnosis does not extend to all trans people.

**Bill 35: An Act to amend the Civil Code as regards civil status, successions and the publication of rights** is adopted. It eliminates the requirement to undergo medical treatment and surgical intervention in order to request and obtain a change to the sex designation as it appears on the birth certificate. These provisions came into effect in 2015, and apply only to Canadian citizens aged 18 years or older.





2016

**Bill 103: An Act to strengthen the fight against transphobia and improve the situation of transgender minors in particular** is passed, allowing minors to obtain a sex change. The application must be accompanied by a letter of support written by a healthcare professional or social worker who maintains that the change would be appropriate. The bill also amends the Québec Charter of Human Rights and Freedoms to add gender identity and expression to the list of prohibited grounds for discrimination.

**Bill C-16: An Act to amend the Canadian Human Rights Act and the Criminal Code** is adopted by the House of Commons. Its aim is to amend the Canadian Human Rights Act to include gender identity and expression on the list of prohibited grounds for discrimination. It likewise amends the Criminal Code in order to extend protection against hate propaganda to trans people. The bill, which is still before the Canadian Senate, must be passed by both houses to come into effect. It targets only the federal government and its jurisdiction.

The CSN submits its comments as part of the consultation for the development of the 2017-2022 Government Action Plan against Homophobia and Transphobia.

The *Commission scolaire de Montréal* passes the *Lignes directrices relatives aux élèves transgenres*. This guide specifies the responsibilities and obligations of schools with respect to transgender students across the Montréal school board.

2017

The *Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation* adopts the *Mesures d'ouverture et de soutien envers les jeunes trans et les jeunes non binaires* as a guide.



Although the right to full citizenship on the part of LGBT+ people is widely recognized in Québec, the struggle is not over. Certain rights have yet to be won for trans people, notably the removal of the citizenship condition for legally changing one's sex designation. Furthermore, considerable awareness and education is still needed to help make LGBT+ people feel comfortable exercising their rights. In many settings, it remains difficult to reveal one's sexual orientation or gender identity, and numerous forms of discrimination persist, especially against trans people.

At the global level, there has been a rise in laws penalizing "homosexual propaganda" or authorizing discrimination against LGBT+ people for religious reasons. According to the International Lesbian, Gay, Bisexual, Trans, and Intersex Association (ILGA), as of May 2016, 75 states criminalized same-sex relationships. To this day, then, sexual orientation is globally considered a reason for summary imprisonment, torture, and murder. The vulnerability of trans women of colour in particular is underscored by the very high rate at which they are murdered worldwide.

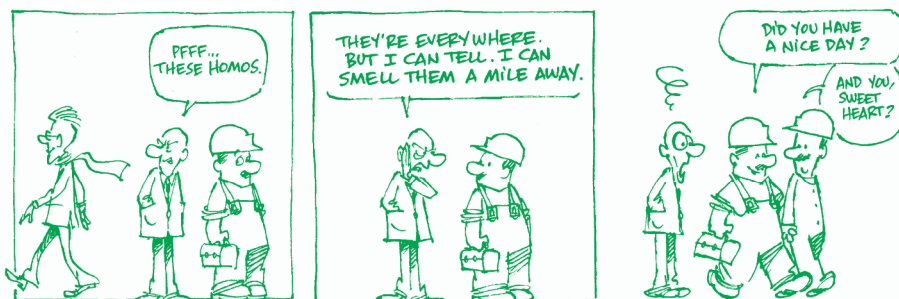
# Myths and Realities About LGBT+ People

This questionnaire highlights preconceived ideas and realities that characterize the experiences of LGBT+ people.

Answer the following questions about these myths and realities and compare your answers with our comments.

## ATTENTION!

We invite you to make photocopies of the questionnaire and distribute them to your members at a regional meeting of your *conseil central*, at meetings within your federation, and at your union general assembly.



# What do you think?

	TRUE	FALSE
<b>A</b> Homosexuality is a choice.	<input type="checkbox"/>	<input type="checkbox"/>
<b>B</b> Sexual orientation determines career choice.	<input type="checkbox"/>	<input type="checkbox"/>
<b>C</b> A child raised by two same-sex parents will be deprived in ways that impact their social and psychosexual development.	<input type="checkbox"/>	<input type="checkbox"/>
<b>D</b> There is no more homophobia or transphobia in Québec.	<input type="checkbox"/>	<input type="checkbox"/>
<b>E</b> Trans people are just gays or lesbians who do not want to admit it.	<input type="checkbox"/>	<input type="checkbox"/>
<b>F</b> A bisexual person cannot be faithful.	<input type="checkbox"/>	<input type="checkbox"/>
<b>G</b> Only LGBT+ people suffer from homophobia and transphobia.	<input type="checkbox"/>	<input type="checkbox"/>
<b>H</b> There are no LGBT+ people in my workplace.	<input type="checkbox"/>	<input type="checkbox"/>
<b>I</b> There are more and more LGBT+ people in Québec.	<input type="checkbox"/>	<input type="checkbox"/>
<b>J</b> A trans man was female at birth.	<input type="checkbox"/>	<input type="checkbox"/>

# Responses and Comments

## **A Homosexuality is a choice**

### **FALSE**

In the same way that no one decides to be heterosexual, gay and bisexual people do not decide their sexual orientation either. Many people feel social pressure to hide their sexual orientation, which is known as being “in the closet” (or “closeted”). Sometimes, these people choose to reveal their sexuality only in certain spheres of their lives—for example, they might disclose to friends but not family. Our responsibility as a union is to ensure that the workplace explicitly opposes homophobia and transphobia so that these people may feel as comfortable and safe living out their sexual orientation as do their heterosexual colleagues.

## **B Sexual orientation determines career choice**

### **FALSE**

Gay and bisexual people exist in every sector of employment. It is a stereotype to believe that they necessarily occupy certain kinds of positions. It is equally misguided to believe that some settings include only straight people. That said, the degree of openness in a given workplace will directly impact a person’s decision to reveal their sexual orientation or not. Some workplaces that are more open thus seem to count more LGBT+ people, since they do not feel the need to hide. Inversely, some sectors of employment that are considered hostile to sexual and gender minorities seem not to include any. It is a personal decision whether or not to divulge one’s sexual orientation or gender identity in the workplace. Studies confirm that, unfortunately, homophobic and transphobic behaviours are more common in male-dominated sectors.

## **C A child raised by two same-sex parents will be deprived in ways that impact their social and psychosexual development**

### **FALSE**

All serious studies recognized by the scientific community and conducted within the past several decades all converge on the same point: children raised in homoparental families are in no way different from those raised in heteroparental families.

## **D There is no more homophobia or transphobia in Québec**

### **FALSE**

Recent legal advances have improved the situation, but social stigma is far from gone. A homophobic or transphobic environment can cause symptoms of depression and anxiety, as well as suicidal thoughts. The statistics remain overwhelming and telling of the distress still experienced today by portions of the LGBT+ population.

## **E Trans people are just gays or lesbians who do not want to admit it**

### **FALSE**

Gender identity and sexual orientations are two aspects of a person and are completely independent of each other. The same gamut of sexual orientations is therefore also available to a trans person. For example, a trans woman (assigned male at birth) may very well be a lesbian.



**F A bisexual person cannot be faithful**

**FALSE**

Bisexual people fall in love without concern for the gender of their loved one. This does not make someone unfaithful. Faithfulness simply has nothing to do with sexual orientation.

**G Only LGBT+ people suffer from homophobia and transphobia**

**FALSE**

Anyone who does not conform to gender stereotypes (behaviours, preferences, styles of dress), regardless of their sexual orientation or gender identity, is a potential victim of homophobia or transphobia. Other candidates include people who are questioning, children of same-sex parents, and close relations of LGBT+ people, not to mention those who feel obligated to adhere to what they perceive as the social expectations associated with their gender. Hence, there is a similarity between the struggle against homophobia and transphobia and that against sexism. A zero-tolerance policy with respect to sexist, homophobic, and transphobic behaviour is called for in every setting—which of course includes the workplace.

**H There are no LGBT+ people in my workplace**

**FALSE**

LGBT+ people are everywhere, but they are often invisible. Fear of rejection or mockery and anxiety about loss of credibility are only two among many possible reasons that they might remain closeted. Some people will even go so far as to forfeit the benefits provided by their collective agreement in order to avoid disclosing their sexual orientation (for example, certain types of leave, group insurance, etc).

**I There are more and more LGBT+ people in Québec**

**FALSE**

Even though things are far from perfect, more and more LGBT+ people feel comfortable coming out. This fact is explained partially by the legal evolution that has taken place, and also by what are more and more common manifestations of openness in society. By fostering an atmosphere of welcome and inclusion, especially in our places of work, we promote the wellbeing of LGBT+ people and the exercise of their fundamental rights.

**J A trans man was female at birth**

**TRUE**

The sex assigned at birth is determined by a doctor, based on visual examination of the genital organs, by checking the box labelled 'M' for male or 'F' for female on the birth certificate. This decision on the part of the doctor then becomes the person's sex designation. Assigning a sex designation on the birth certificate is mandatory in Québec.

'Sex designation' is a legal term used to refer to a person's gender according to their birth certificate. This may or may not align with their gender identification. If the two do not align, it is possible to put in an application with the Director of Civil Status to have the sex designation changed.



# Homophobia and Transphobia in the Workplace

We understand ‘homophobia’ and ‘transphobia’ to mean the negative attitudes that can lead to rejection or discrimination, whether direct or indirect, toward LGBT+ people or indeed any person whose appearance or behaviour fails to conform to stereotypes about masculinity and femininity.

The right of LGBT+ people to equality is recognized under the law. The Québec Charter of Human Rights and Freedoms, amended in 2016, specifically includes gender identity and expression as prohibited grounds for discrimination and harassment.

«10. Every person has a right to full and equal recognition and exercise of his human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap.

Discrimination exists where such a distinction, exclusion or preference has the effect of nullifying or impairing such right.

10.1. No one may harass a person on the basis of any ground mentioned in section 10<sup>2</sup>.»

While this kind of legal equality is without a doubt important, many other prejudices still stand in the way of full recognition of the equality of people in all their sexual and gender diversity.

## Respect for the Rights of LGBT+ People: A Union Issue

The fight against all forms of discrimination in the workplace is of vital importance to unions. The fight against homophobia and transphobia is no exception—in fact, it is one of the union’s representative duties.

Instances of harassment or discrimination in the workplace might come from by managers, executives, clients, and colleagues alike. It can take a variety of shapes, such as:

- appealing to crude, degrading, or offensive sexual stereotypes;
- invasively questioning someone about their sex life;
- broadcasting someone’s sexual orientation without their consent;
- preventing a person from expressing themselves, isolating them, or ignoring them;
- discrediting someone: mocking their sexual orientation or identity, spreading rumours, or humiliating them;
- making hurtful comments about LGBT+ people in such a way that creates a toxic working environment for those concerned;
- requiring someone to perform tasks that are degrading or below their expertise<sup>3</sup>.

The fight against prejudice in its various forms also extends to health and safety at work.

A homophobic or transphobic environment can cause symptoms of depression or suicidal thoughts. The union must take action against this problem, and defend employees who are victims of psychological harassment at work.

<sup>2</sup> Québec. Charte des droits et libertés de la personne, chapitre C-12, art. 10.

<sup>3</sup> Commission des normes, de l’équité, de la santé et de la sécurité du travail.

Exemples tirés du *Guide sur les droits des personnes face à l’homophobie en milieu de travail*, 2016, p. 9.

## Fostering Openness in the Workplace

Whether or not to reveal one's sexual orientation is a personal choice. Some people will choose to share that information, but only within a close circle of colleagues and friends; others prefer to keep this aspect of their life totally separate from work.

Disclosing one's sexual orientation carries a number of potential advantages: e.g., a sense of authenticity, social recognition of one's spouse, and the possibility of accessing certain family-related social leaves. The workplace is full of moments when the private life of an employee might be discussed. Avoiding any and all questions thus seems absurd, and inventing a double life for oneself can also get complicated. That said, a person may choose to conceal their sexual orientation or gender identity for fear of rejection or simply out of concern for their own privacy. Whatever the reason, an employee's choice not to reveal this side of themselves at work must be respected. Third-party disclosure of someone's sexual orientation or gender identity ("outing") is unacceptable and may even constitute harassment.

According to an investigative report, nearly half of all workplaces are not considered to be welcoming to gays and lesbians. Unions must work to engender open, safe, and welcoming workplaces that forbid homophobia and transphobia.

## Ensuring Respect for the Rights of LGBT+ People at Work

The rights of LGBT+ individuals are not always respected. Many among them are the victims of discrimination or harassment on the basis of their sexual orientation or gender identity/expression.

These people often do not file a complaint. In fact, studies show that instances of homophobia are significantly underreported. Victims tend to underestimate the severity of what they endure, and seek recourse only when the situation escalates to a point that affects their physical or psychological health. Channels for recourse are often perceived as long, complicated processes that are ultimately ineffective. Some people also hesitate to report because it would involve outing themselves.

Often, victims will suffer the situation in silence or will attempt to escape the workplace by various means: sick leave, request for transfer, or even resignation.

Both the employer and the union have responsibilities. Employers must undertake the necessary measures to prevent psychological harassment at work and put stop to it when such a situation comes to their attention. This includes, of course, harassment of a homophobic or transphobic nature. The union, for its part, must see to it that the employer respects its obligations and take appropriate action if it does not. The union must also inform employees of their right to a harassment-free workplace, and do the work of raising awareness among its members and educating them about these issues.

Several steps can be taken to ensure openness toward sexual and gender diversity in the workplace, namely:

- adoption of a zero-tolerance policy when it comes to homophobia and transphobia;
- regularly hosted activities geared toward raising awareness;
- logos or posters demonstrating the union's commitment to LGBT+ people;
- dissemination of information related to the legal rights of sexual and gender minorities, including marital and parental rights;
- use of vocabulary that is inclusive of gender and sexual diversity;
- creation of a committee or appointment of an LGBT+ official within the union;
- partnership development with community groups whose mission is to advocate for LGBT+ people;
- amendment of the collective agreement to reflect recent changes made to the Québec Charter of Human Rights and Freedoms prohibiting discrimination and harassment based on gender identity or expression.

The key to success is for unions to take a clear stance on these issues and affirm their protection of LGBT+ rights.

The union must also convince the employer of the advantages of opening itself up to diversity in the workplace: a more engaged and fulfilled staff, higher productivity, retention of competent and talented employees, and—lastly—a more harmonious working environment.

<sup>4</sup> Line Chamberland. *Gais et lesbiennes en milieu de travail*, 2007.

<sup>5</sup> Labour standards, section 81.19: Every employee has a right to a work environment free from psychological harassment. Employers must take reasonable action to prevent psychological harassment and, whenever they become aware of such behaviour, to put a stop to it.

# Lexicon

A number of principles to note regarding the use of this vocabulary:

- Although some words are relatively new, the realities they describe are not. For example, bisexuality and trans people have always existed; we did not always have words to designate their experiences, but we now do.
- The definitions vary quite a bit from one source to another. All the information presented here is thus subject to discussion and further nuance. Our intention is not so much to stipulate definitively what each term means so much as to sketch an outline of different realities, in the hope that it will be useful to you in your workplace.
- Our choice of vocabulary is one that favours self-identification. In fact, only the individual in question can determine the term that best describes them. Accordingly, the goal of this guide is not to put labels on people, but rather to explore a vocabulary that echoes people's feelings about themselves, that unites people, and that lets them know they are not alone.
- There is no strict correlation between sexual orientation, gender identity, and gender expression. For example, a trans man can perfectly well be straight or gay, a heterosexual woman can have a rather masculine gender expression, etc.

## Some Definitions

**Sexual orientation** has to do with sexual attraction toward other people, ranging from heterosexuality to homosexuality and every possible nuance in between, including asexuality.

A **homosexual** person (gay, lesbian) is only attracted to people who share the same gender.

A **heterosexual** woman is only sexually attracted to men, and a heterosexual man to women.

A **bisexual** person is sexually attracted to both men and women.

Someone who is **asexual** feels little or no sexual attraction to other people.

A **homoparental** or **transparental** family is one in which the parents (or one of them) is homosexual, bisexual, or trans, as the case may be.

A **queer** person is someone who adopts this term to designate their sexual orientation and/or their gender identity or expression. The reappropriation of this term, which was once considered pejorative, is a form of empowerment. Some queer people include a political rejection of social norms as part of their self-identification.

**Two-spiritedness** is a First Nations concept that simultaneously designates indigenous identity and identification with a sexual or gender minority. However, every indigenous community has a unique definition of two-spiritedness, especially when it comes to the spiritual dimension of the term. Two-spiritedness cannot be reduced only to the sexual and gender components of its definition.

**Homophobia** consists in discrimination (erasure, rejection, or violence) directed at a person or group of people by virtue of their sexual orientation, whether real or perceived. Homophobia can manifest as lesbophobia, gayphobia, or biphobia. Homophobia can affect anyone whose appearance or behaviour does not conform to stereotypes about masculine and feminine roles.

**Heterosexism** refers to the assumption that everyone is heterosexual, and that heterosexuality is superior to every other sexual orientation. Heterosexism contributes to the erasure of other sexual orientations.

**Sex** designates the set of biological characteristics related to reproduction, while **gender** refers to a person's deep sense of themselves.



The **sex assigned at birth** is determined by a doctor, based on visual examination of the genital organs, by checking the box labelled 'M' for male or 'F' for female on the birth certificate. This decision on the part of the doctor then becomes the person's sex designation. Assigning a sex designation on the birth certificate is mandatory in Québec. '**Sex designation**' is a legal term used to refer to a person's gender according to their birth certificate. This may or may not align with their **gender identification**. If the two do not align, it is possible to file a request with the Director of Civil Status to have the sex designation changed.

**Gender identity** is the gender with which a person identifies, unrelated to what the doctor indicated on their birth certificate (sex assigned at birth). It is a deeply personal feeling. Given this, only the person themselves can determine their identity (self-identification) and—if desired—embark on a transition that suits them.

**Gender expression** has to do with the way in which a person expresses certain characteristics that are socially associated with gender, such as clothing, hair style, makeup, behaviour, body language, voice, etc. Gender expression may vary depending on context and circumstances (family, work, social life) and is thus not always identical with the person's gender identity.

**Trans** is an umbrella term that encompasses all people whose gender does not correspond to the sex they were assigned at birth. This term can include **non-binary** people, depending on how they self-identify.

A **trans woman** is a woman whose birth certificate was labelled 'M' (male sex) by a doctor.

A **trans man** is a man whose birth certificate was labelled 'F' (female sex) by a doctor.

Some trans people prefer the term **transsexual**, while others prefer **transgender**. Historically, these terms captured a distinction between trans people who felt the need to pursue a surgical sex change and those who did not. This dichotomy is nowadays considered to be dated and people use one or the other term (but not both), or else simply use the term trans, depending on their personal choice (self-identification).

**Non-binary** gender identity steps outside the man-woman binary. Non-binary people often prefer to be described by gender-neutral pronouns. It is an umbrella term that includes, for example, people who identify as both a man and a woman, or indeed as neither.

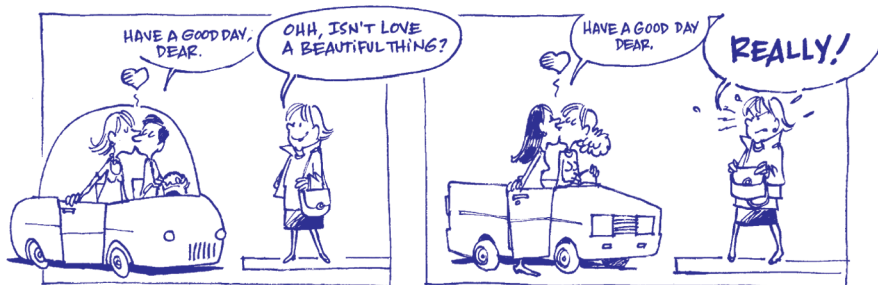
A **cisgender person** is someone whose gender aligns with what the doctor indicated on their birth certificate.

The **trans journey** is multiple and varied. In an effort to affirm their gender identity, this journey may involve a **transition** that is:

- **Social**, namely in disclosing how they identify to their entourage;
- **Medical**, via surgeries or hormonal treatments;
- **Legal**, by changing their name or the mention of their sex to the Register of Civil Status of Québec (no medical treatment required);
- A combination of the three.

**Transphobia** is a form of discrimination (erasure, rejection, violence) towards trans or gender non-conforming individuals.

An **intersex** person is someone who possesses—often from the moment of birth—biological sexual characteristics (genital, gonadal, chromosomal, or hormonal) that do not fit with binary medical definitions of male and female bodies. The sexual binary (man-woman) thus does not account for the real, full range of biological diversity, since it does not include intersex people.



# Useful Resources

## Resources

Local unions and federations have a mandate to defend the rights of all workers. There is a person responsible for the rights of LGBT+ individuals in each CSN central council.  
[www.csn.qc.ca/mouvement/comites/comite-lgbt](http://www.csn.qc.ca/mouvement/comites/comite-lgbt)

## Community organizations

### The GRIS du Québec - to demystify :

GRIS-Montréal	514 590-0016	<a href="mailto:info@gris.ca">info@gris.ca</a>
GRIS-Québec	418 523-5572	<a href="mailto:info@grisquebec.org">info@grisquebec.org</a>
GRIS-Chaudière-Appalaches	418 774-4210	<a href="mailto:infogrisca@gmail.com">infogrisca@gmail.com</a>
GRIS-Centre-du-Québec	819 445-0007	<a href="mailto:info@griscdq.org">info@griscdq.org</a>
GRIS-Estrie	819 823-6704	<a href="http://www.grisestrie.org">www.grisestrie.org</a>

### GAI ÉCOUTE

#### help and information phone line for gays and lesbians in Québec

1 888 505-1010

[www.gai-ecoute.qc.ca](http://www.gai-ecoute.qc.ca)

### FONDATION ÉMERGENCE

[www.emergence.qc.ca](http://www.emergence.qc.ca)

### CONSEIL QUÉBÉCOIS LGBT

[www.conseil-lgbt.ca](http://www.conseil-lgbt.ca)

### ASTT(e)Q

#### Action santé travesti(e)s et transsexuel(le)s du Québec

[astteq@yahoo.ca](mailto:astteq@yahoo.ca) et [www.santetranshealth.org](http://www.santetranshealth.org)

### AIDE AUX TRANS DU QUÉBEC (ATQ)

[www.atq.org](http://www.atq.org)

## Other organizations

### CHAIRE DE RECHERCHE SUR L'HOMOPHOBIE

514 987-3000, Extension 3752

[chaire.homophobie@uqam.ca](mailto:chaire.homophobie@uqam.ca)

### MINISTÈRE DE LA JUSTICE DU QUÉBEC

Dossier de lutte contre l'homophobie

[www.justice.gouv.qc.ca/francais/ministere/dossiers/homophobie/homophobie.htm#programme](http://www.justice.gouv.qc.ca/francais/ministere/dossiers/homophobie/homophobie.htm#programme)

PERSONALLY, I DON'T HAVE ANY THING AGAINST GAY PEOPLE.

- AS LONG AS THEY DON'T FLAUNT IT.
- AS LONG AS THEY DON'T PUSH IT IN MY FACE.
- AS LONG AS THEY DON'T KISS IN PUBLIC.
- AS LONG AS THEY DON'T MAKE ANY DEMANDS.

ALL OF THE ABOVE



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