



HOMOPHOBIA AND TRANSPHOBIA

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JCA is committed to providing a safe and welcoming space where students and staff can be their authentic selves. Members of the lesbian, gay, queer, trans, bi or asexual [ace]+ (LGBTQIA+) community have not always had the luxury of having safe spaces in society, and JCA recognises the importance of being such a space.

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about people who are, or are perceived to be, is known as homophobia (lesbian or gay) transphobia (transsexual), biphobia (bisexual) or acephobia (asexual).

It can manifest in many ways such as name-calling, derogatory jokes, intrusive or hostile questioning, threatening to 'out' (i.e. reveal the sexual orientation of) someone, as well as unwanted physical contact and violence. It can happen physically, verbally, in writing, in person or virtually (e.g. by email, messages, social media). It is unlawful and it is always unacceptable.

Below are just some examples of what homophobia, transphobia, biphobia and acephobia might look like:

- 'Joking' about a person's identity to infer that it is negative in some way such as making trans jokes or expressions like "that's so gay".
- Complimenting another person of the same gender and then assuring them 'don't worry, I'm not gay' or 'no homo', implying that it would be negative/bad.
- Assuming that someone is in a heterosexual relationship such as asking a woman 'so do you have a boyfriend/husband?'.
- 'Oh, you don't look LGBTQIA+ – wrongly implying that you can 'tell' someone's sexual orientation by their appearance.
- Suggesting LGBTQIA+ people are sexually 'deviant', mentally ill, deficient, broken or dangerous based on or because of their sexual orientation or gender identity.
- 'It's just a phase' – saying this dismisses and undermines someone's experiences and/or feelings about their own sexuality and identity.
- 'You need to just make up your mind' or 'You're just ashamed/scared/ embarrassed to say you're gay or lesbian' - this denies and undermines bisexuality as a valid sexual orientation.
- 'You can't really be LGBTQIA+ because you've only ever dated people of X gender' or 'because you have a girl/boyfriend' –sexual orientation cannot be assumed based on relationship or sexual history or current relationship status and shouldn't be used as 'proof' of someone's sexual orientation.
- 'You can't really be LGBTQIA+ because you're a member of X religious or ethnic group' –sexual orientation is unrelated to a person's racial, ethnic, cultural or religious identity and LGBTQIA+ people exist within all ethnic, racial and religious communities. It is also not something that has been brought by one culture into another.
- 'You are less than human and against human nature' - this denies and undermines asexuality as a valid sexual orientation and can be extremely upsetting to the ace community.
- Saying that 'you just haven't met the right person yet' - denies asexuality as a sexual orientation and implies an LGBTQIA+ person does not know their own sexuality.
- Deadnaming - Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition. Note that name changes may not necessarily be reflected on legal documentation, but they should always be referred to by their affirmed name.

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- The denial/refusal to accept someone's affirmed identity. Misgendering someone deliberately or repeatedly (i.e. using the wrong name and/or pronouns to describe a person, referring to them using the wrong gender). For example, referring to a trans man as 'she', or refusing to use 'they/them' to refer to a non-binary person who has specified they use those pronouns.
- Undue and intrusive personal questioning (or any other conduct) which is unwanted and has the purpose or the effect of violating the other person's dignity.
- Inciting hatred or violence against the LGBTQA+ community.
- Cyber bullying.
- Physical violence of any kind.

JCA acknowledges that not everyone with an LGBTQA+ sexuality wishes to identify with, or be active within the broader LGBTQA+ community, and that people will 'come out' if and when they feel they are ready to. This is however much easier in a safe environment that allows them to affirm their true selves.

It can also be a challenging and confusing time for somebody questioning or exploring their sexuality, especially if someone has been raised in an environment where it is regarded as deviant and where they may fear a hostile response from others. JCA will never 'out' someone, but fully accepts and affirms persons of all genders and sexualities. It offers a safe space for persons of all genders and sexualities, and can offer a range of resources that can be accessed to help their journey.

It is important that you report any homophobic, transphobic, biphobic or acephobic incident as LGBTQA+ identity is a protected characteristic and this type of conduct is unlawful. You can call the police and report it, or you can contact the Designated Safeguarding Officer (DSL) on safeguarding@jca.ac.uk or speak to a member of staff that you feel comfortable talking to. You can also use the JCA 'Report and Support' service.