

Gender Affirmation Plan for Students

Overview

Macquarie University is committed to supporting our diverse Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other expanding identities and sexualities (LGBTQIASB+) community.

The purpose of the *Gender Affirmation Plan for Students* is to provide a pathway for university staff members to support trans and gender diverse students who may need assistance in navigating social, legal and medical gender affirmation as it relates to student life. This plan is an optional tool for students who are affirming their gender while studying with us.

We acknowledge that trans and gender diverse students are the experts in their own lives – this support plan should only be completed if the student believes it would be of benefit for them to articulate their needs in this format.

More resources to support the plan can be found via the Gender Affirmation Guide.

The *Gender Affirmation Plan for Students* has been modeled from Transcend Australia's, 'Student support plan – Gender affirmation'. Transcend developed and adapted this plan over several years in consultation with the LGBTQIA+ youth sector in Victoria.

The *Gender Affirmation Guide* and associated resources have been further informed by the university's Ally Network Steering Committee as well as the comprehensive [Universities & TAFE resources on TransHub](#).

Gender Affirmation Plan for Students

Student

Student contact details

Student's close contact

Student's close contact details

Student Wellbeing Case Manager

Student Wellbeing Case Manager contact details

Date of meeting

supportcoordination@mq.edu.au

Appropriate forms of address (names and pronouns)

This Gender Affirmation Plan ('the Plan') outlines the actions agreed between _____ ('Student') and _____ (Student Wellbeing Case Manager) regarding the Student's gender affirmation at Macquarie University.

The Student wishes to be addressed by the following pronouns _____ / _____.

The Student is not obliged to share information regarding their gender affirmation process with Macquarie University if they do not wish to do so. They only need to share this information should they need to make any changes in university systems, such as changing their name, their pronouns, their student email account, name on their student ID card, and in official documents including their academic records and testamur.

Confidential guidance and support

The Student Wellbeing Case Manager will always respect the Student's right to privacy and will seek permission wherever possible and inform the Student of any sharing of their private information on a needs-to-know basis. The Student Wellbeing Case Manager is not able to disclose the specifics of the Student's process without their explicit consent.

At the end of the Gender Affirmation Guide, there are resources that could assist the Student to connect with groups that they may feel most comfortable with.

Support Categories	Management and Support Approaches
<p>University documents and records</p> <p>What records would the student like changed? For further details, refer to the Gender Affirmation Guide.</p> <p><i>Note: The Student is responsible for requesting any changes of name, title and gender within University records</i></p>	
<p>Communication to Academic Staff</p> <p>Would the Student like academic/teaching staff to be advised about their gender affirmation process?</p> <p>How would the student like this to happen?</p>	
<p>Communication to students</p> <p>Would the Student like other students in your class(es) to be advised about your gender affirmation process?</p> <p>How would the Student like this information shared?</p>	
<p>Acknowledging intersectionality</p> <p>Are there spaces or services the Student needs to access which intersect with their gender identity? e.g., faith-based services or cultural groups.</p>	
<p>Study Break</p> <p>Does the Student require time away from University to affirm their gender? If yes, when will this occur?</p> <p>Additional / relevant adjustments to be approved by the university.</p>	
<p>External Support</p> <p>Does the Student have access to external support services?</p> <p>What is the nature of the support?</p> <p>Does the Student think it would be useful for the University to have them involved in any support meetings?</p>	

Support Categories	Management and Support Approaches
<p>Other considerations</p> <p>Are there any questions or concerns the Student would like to raise?</p> <p>Are there any other supports the Student may need that have not been covered within this document?</p>	
<p>Plan review</p> <p>When will the plan be reviewed?</p> <p>Who has a copy of this document?</p> <p>Who will maintain the confidentiality of this document?</p> <p>Where will this document be stored?</p>	

Discussion checklist

- The Student has been informed of the following:
 - Student Wellbeing Case Manager contact details
 - Processes to update their personal information in the university systems
 - Timeframes and requirements for changing Macquarie University's internal records
 - Communication with peers and academic/teaching staff
 - Information about taking a break from studies
 - Date for check-in