

This union notes:

- ✦ That gender is self-defined, as opposed to physically determined and that it is not binary in nature.
- ✦ That biological sex is not a straightforward issue, as many are born with an ambiguous sex.
- ✦ That gender expression, from masculine through androgynous to feminine, is a separate factor from gender and sex.
- ✦ That it is NUS LGBT policy to campaign for gender-neutral toilets (GNTs) in all educational institutions and students' unions.
- ✦ That we currently have GNTs in a number of our venues, including the LRV/Verve, Ember Lounge and Squeeze Box.
- ✦ That GNTs were introduced as a result of requests from various students after a series of difficulties with gender-specific facilities including physical and verbal assaults.
- ✦ That a number of students have told a past LGBT officer that GNTs were a key factor in them choosing to come to Staffs.
- ✦ That recently our major GNTs adjacent to both the LRV and Verve have had their access restricted.

This union believes:

- ✦ That GNTs improve access, not just for those who are Trans or LGB, but also for those who are heterosexual and cisgendered who don't express themselves in a traditional gendered sense.
- ✦ That confining gender to a binary distinction discriminates against students that do not define as only either male or female, and that those who do not conform to common gender stereotypes should be able to use the facilities they are most comfortable with, free from discrimination and harassment.
- ✦ That providing accessible facilities for all members is a key part of our role as a union. That a lack of appropriate facilities for Trans students could make them reluctant to use the Union's venues.
- ✦ That GNTs are not a solution to inclusion in and of themselves and should combined with LGBT awareness training for all staff including security staff

This union resolves:

- ✦ To work towards ensuring both gender-neutral and gender-specific toilets are provided in both union and university buildings.
- ✦ To make feminine hygiene services available in any gender-neutral facilities as is done in gendered toilets, for those students with particular needs associated with the female sex.
- ✦ To mandate the full time officer with oversight of communications to publicise the existence of these provisions, their locations and the reasons for them at the beginning of every year.
- ✦ To support all Trans students who wish to use the facilities appropriate to their self defined gender, whether these facilities be gender-neutral or gender-specific.
- ✦ To seek to provide training on LGBT awareness to all staff, including security staff.
- ✦ To make clear to students and those providing entertainment at union events, that similar to our Zero Tolerance to Sexual Harassment policy, discriminatory language or actions will not be tolerated.
- ✦ To make sure that any form in use within the Union only asks for gender when absolutely necessary, and in those cases leaves the answer box of "gender" empty, to be filled in as appropriate. To lobby the University to do similar.