Gender Reassignment / Identity

Equality, diversity and inclusion are important in the recruitment process and it is of course illegal for an employer to discriminate against an individual due to gender reassignment under the Equality Act 2010.

Disclosure

You are not required to disclose whether you have changed gender to a prospective employer.

We have included below a selection of resources and websites, which provide further information and support:

- **University transition guide** - A guide intended for use by all students and staff who identify as transgender, or who are beginning to explore their gender identity and those supporting them.

- **Advisory, Conciliation and Arbitration Service** (ACAS) – Provides further guidance about the Equality Act in relation to Gender Reassignment/Identity, and key points to be aware of in the workplace.

- **University of Leicester LGBT+ Society** – Represent University of Leicester students who identify as LGBT+. They provide support and hold a number of events throughout the year.

- **Stonewall** - A lesbian, gay, bisexual and transgender (LGBT) rights charity in the UK. Amongst other services they offer career advice for LGBT students and graduates including lists of inclusive employers. “Starting Out” is their annually produced career guide for LGBT inclusive employers and job seekers.

- **The LGBT Professionals Network** - Organises events and networking opportunities for LGBT professionals.

- **Leicester LGBT Centre** - Leicester Lesbian Gay Bisexual and Transgender Centre is a voluntary organisation established to support lesbian, gay, bisexual and transgender people in Leicester, Leicestershire and Rutland.


- **Citizens Advice** – Provide confidential advice through a network of charities on areas including rights and discrimination at work.