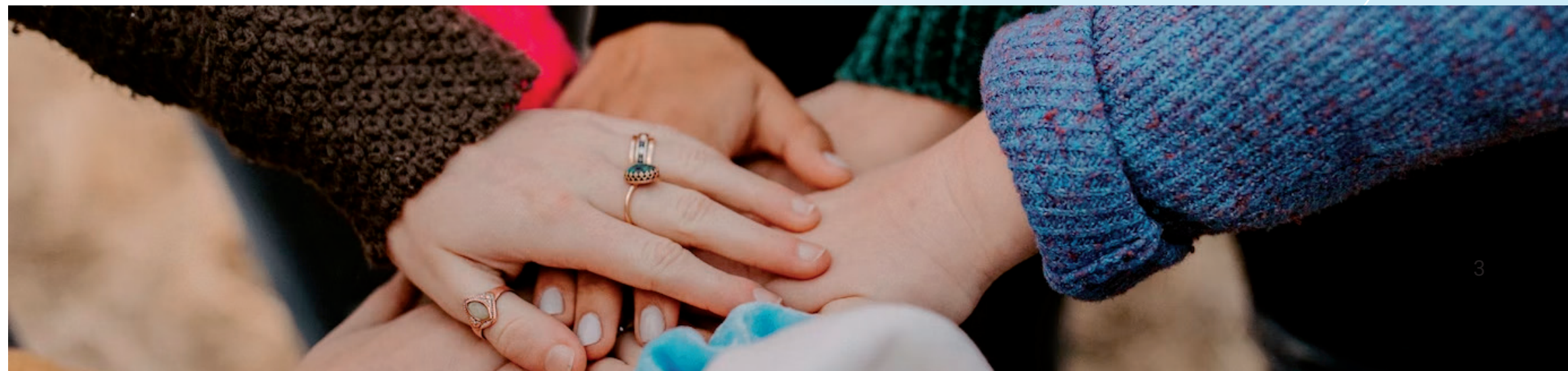




trans*gender guideline

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Foreword



Alexandra Schulz

Chief People and Culture Officer of momox SE

We are all unique and have our own strengths and develop in our own unique ways. Here at momox, we support and value this uniqueness. We know that it is only when each person feels respected, supported and valued in their uniqueness that they can contribute their full potential to the successful continued development of momox.

We aim to offer an inclusive workspace that respects every dimension of diversity – including gender, gender identity, age, origin, ethnicity and sexual orientation – just as much as religion, belief and mental and/or physical abilities. We are familiar with the special features of intersectionality and respect them in everything we do. We provide support and training to create the best possible work environment for all momoxians.

Introduction

Have you ever been afraid to use a public toilet for fear of people thinking you'd gone into the wrong door? Have you ever been asked what your "real" name is or what you're "really" called? Have you ever had the feeling that you can't wear your favourite outfit in public?

While most people would answer "no" to these questions and even wonder why they're being asked, remarks like this can be part of our trans and transident employee's' everyday experience.

We promote a workspace dedicated to diversity that is seen as positive by people applying to work here. This handbook is intended to support employees in being themselves at work. It is not just intended to create visibility for the topic and sensitise people to it, but also to show what possibilities there are for giving support and to provide signposts.

Our Code of Conduct also sets out clearly:

"Equality of opportunities and equal treatment are important cornerstones for fair, unprejudiced and open social interactions. momox promotes and encourages respectful co-existence, diversity and tolerance in a spirit of partnership. In line with the General Equal Treatment Act, each person employed here agrees to the requirements for equal treatment with their signature upon joining us. At momox we all have the same opportunities to unfold and develop our personalities. No person should be unjustly disadvantaged because of their gender or gender identity, their ethnic background or their religion or belief or because of any disability, or because of their age, social background or sexual orientation."

Framework enabling us to avoid discrimination:

The European Council Directive for equal treatment in employment and occupation (2000/78/EC) provides a statutory framework. It specifically covers occupation and employment and deals with sexual orientation and the protection of gender realignment in employment and in public service.

Under this Directive, no direct or indirect discrimination of any kind is permitted. The German General Equal Treatment Act (AGG) protects people in Germany against discrimination. "Nobody may be disadvantaged in Germany for racist reasons, because of their ethnic background, their gender, religion or belief, because of a disability, their age or their gender identity."

This handbook is a living document which is constantly being updated. A few processes and areas are still being worked on at the moment. With our internal processes undergoing continuous development, this document will be constantly updated and republished over time.

Why we have produced this Guide

We want to provide information to make it clear that...



- **your gender identity is at home in the workplace!**
- **every identity is closely woven into our personalities and makes us what we are.**
- **working without fear of exclusion and discrimination can promote better unfolding of our own potential.**
- **sensitive interactions with trans people are important.**
- **we support the identity of trans people.**
- **protection of the privacy and confidentiality is always guaranteed in the process.**

No matter whether you are an employee in logistics or part of the management, this guide is for you.

You can find the most important basic information here for your transition.

Of course, this Guide cannot predict every conceivable situation that can arise, and in any case, the needs of all trans employees must be assessed individually.

Work can often be stressful enough without having to deny or suppress your own gender identity. That is why this handbook supports an inclusive workplace.

Direct discrimination, indirect discrimination and victimisation of trans employees or others who are associated with or know trans people is illegal.



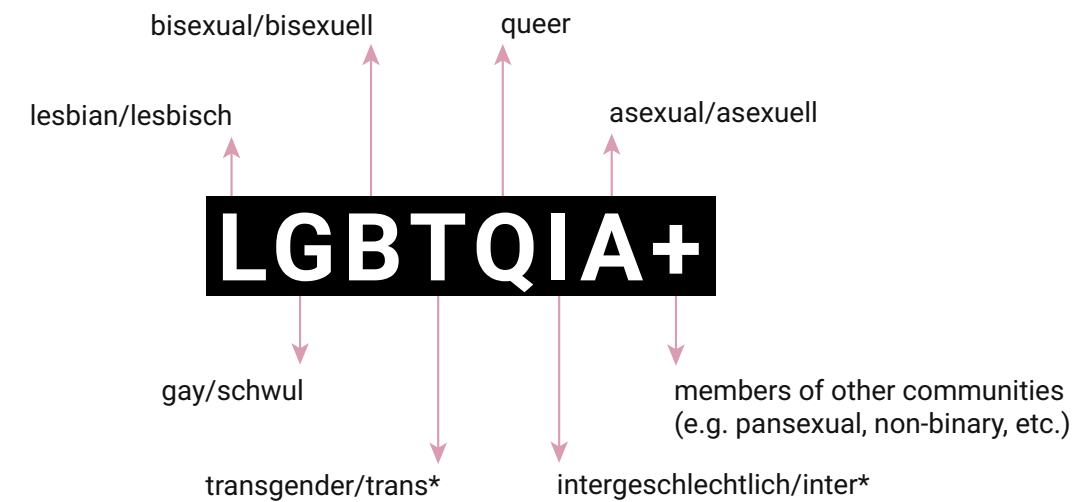
Definitions



Progress Pride Flag

The original rainbow Pride Flag with six colours was designed in 1978 by the American activist and artist Gilbert Baker. The colours symbolise life (red), health (orange), sun (yellow), nature (green), harmony (blue) and spirit (violet). It was originally supposed to include turquoise for art and pink for sexuality as well, but these colours got lost in the process of production.

The flag was first hoisted on public buildings in Berlin in 1996 and is part of the MoMA in New York. In 2018, Daniel Qasar designed the Progress Pride Flag which adds more colours to the original six to show progress in the fight against oppression and for inclusion. Black and brown stripes portray marginalized LGBTQ+ communities of colour. In the trans pride flag, baby blue stands for maleness, pink for femaleness and white for non-binary, agender, intersex and transitioning people. The purple circle on a yellow background represents intersex people.

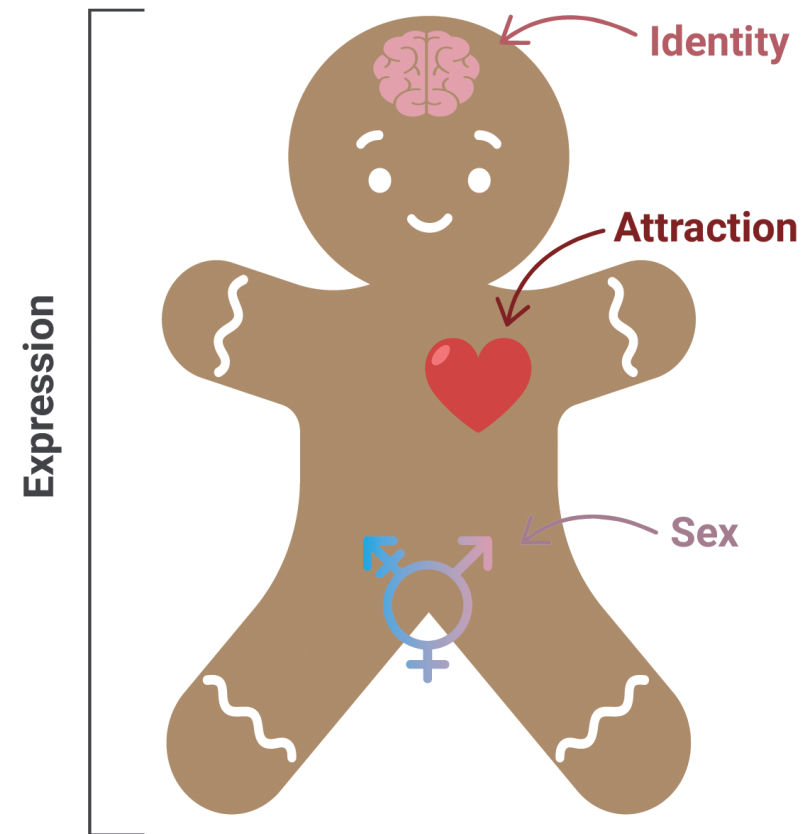


Source: <https://queer-lexikon.net/uebersichtsseiten/trans/>

LGBTQIA+ includes the constructs of **sexual orientation, gender identity and gender**. A general basic understanding of what these terms mean will help us to meet our fellow humans at eye level and treat them equally and to understand the meaning of how they identify.



The Genderbread Person



Gender Identity

- ⊘ → Woman-ness
- ⊘ → Man-ness



Gender Expression

- ⊘ → Femininity
- ⊘ → Masculinity



Anatomical Sex

- ⊘ → Female-ness
- ⊘ → Male-ness

Sexually attracted to

- ⊘ → Women a/o Feminine a/o Female People
- ⊘ → Men a/o Masculine a/o Male People

Romantically attracted to

- ⊘ → Women a/o Feminine a/o Female People
- ⊘ → Men a/o Masculine a/o Male People

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex assigned at birth

□ Female □ Intersex □ Male

Sexual orientation describes who a person feels sexually attracted to. Biological sex, on the other hand, relates to biological characteristics of the body. In our society, gender in the sense of biological sex is assigned at birth based on the outward appearance of the genitals. But there are not just two genders (male or female) but a spectrum covering many gender identities. In spite of this, in most cultures a binary assignment (either male or female) is made on birth certificates.

Gender is based on social characteristics and is socially constructed. The way gender is perceived varies based on how we are socialised and on our learned behaviour.

Gender identity is based on our inner feeling about who we are, as male, female, both or neither. It is not something that we can choose and it exists on a spectrum. Each of us has a deep sense of our own gender identity that has nothing to do with genitals. Many people identify with the gender assigned to them at birth (cis gender), while some identify with a different gender or genders (transgender or trans). Gender identity is an important part of a person's personality.



You can find a guide to some more terms in the **Handy Guide** at the end of this booklet.



Use of pronouns as a cis person

A cis person normally has no problem sharing their pronouns with other people. But for trans people this can be a difficult decision. By sharing your own pronouns with other people you are creating visibility, giving trans people the space to share theirs and showing that you are aware that the world is not exclusively cis binary.



Introduce yourself in a conversation or a meeting, for instance, with your own pronouns. Starting with yourself and speaking in a way that signals that you mean it, can keep other people (who may not be used to naming their own pronouns) from making fun of this way of introduction.

“Hi, my name is Michael and my pronouns are **he/him**.”

“Hello, I’m Finja and my pronouns are **she/her**.”

“Hi, please call me Norman and use the pronouns **she/he**.”

Why using the wrong pronouns and deadnaming are unacceptable

It is impolite and hurtful to use the wrong pronouns or names for a person. Deadnaming, or calling a trans person by the name they were given at birth, can lead to forced outing and physical and/or verbal attacks as well as causing mental stress. A name change is often part of transitioning, but it can take quite some time for official papers to be updated.

In Germany, the **supplemental ID** issued by the non-profit **dgti (Deutsche Gesellschaft für Transidentität und Intersexualität e.V.)** can bridge the time while a person has no official ID. It is important to respect a person’s chosen name and preferred pronouns even when these details don’t match the ones on their official ID.

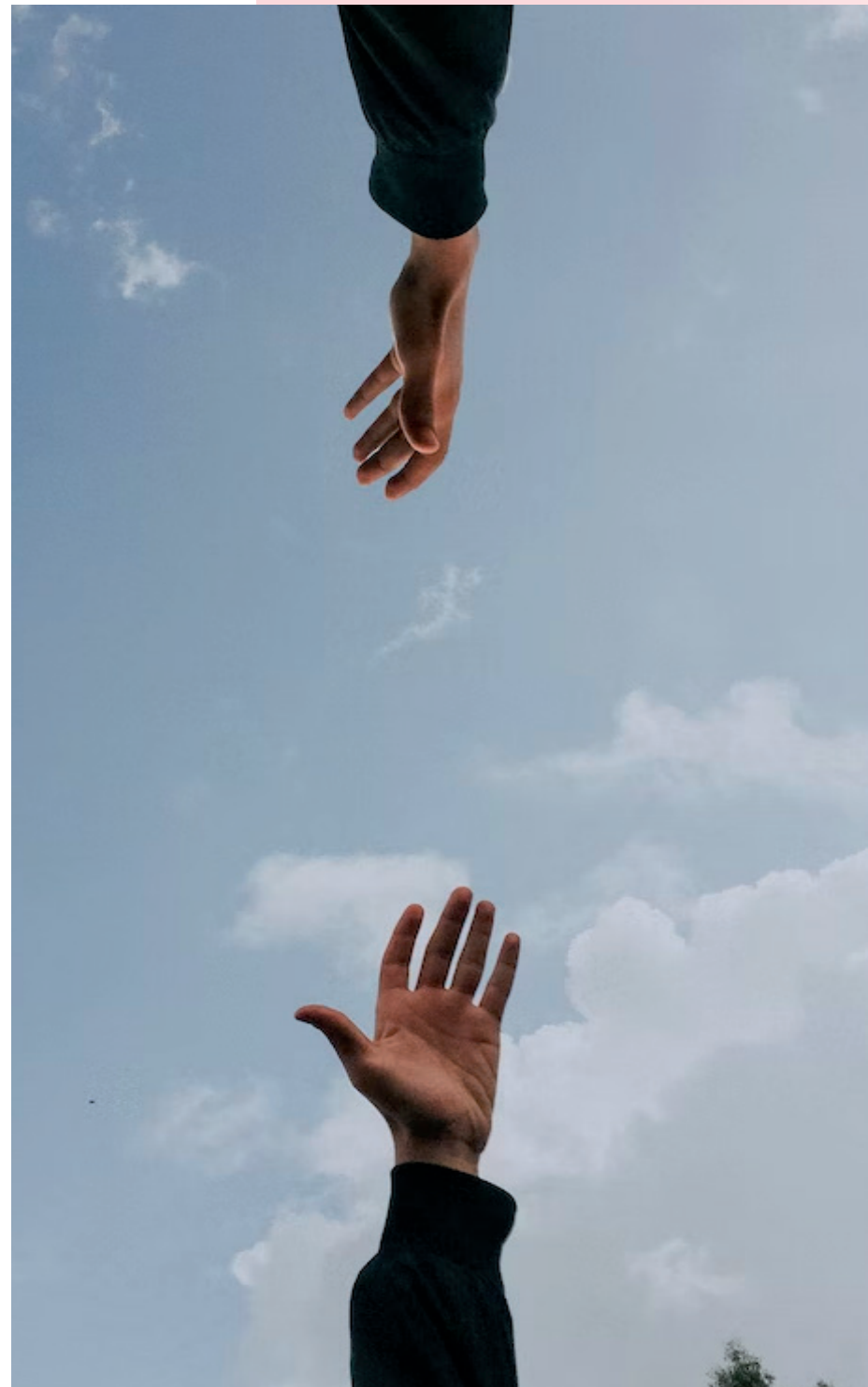
There is often quite a large time gap between a person coming out as transgender and the official and legal change of their name. During this time there is a risk that they can be exposed to deadnaming if, for instance, they have to show their ID. This can also be confusing for other people and may affect the processing of their personnel file.

How to offer and get support

To support a trans person and make them feel accepted it is important to give them support and understanding both at work and outside work.

Trans people who are able to come out at work free up more mental resources and energy than those who have to control their behaviour or keep their gender identity secret. Our aim is to create an inclusive work environment creating awareness and transparency for all.

It is also important to understand that no-one chooses to be transgender, just as no-one chooses to be cis.



Changing pronouns is an important part of transitioning for trans people. They choose pronouns that reflect their gender identity so that they can be addressed correctly.

Pronouns that can be used are he/him or she/her, or gender-neutral neopronouns for non-binary, gender-fluid, gender-queer or trans people who identify as gender nonconforming such as (in German) „nin“, „xier“ or „dey“ or (in English) „xe“, „ze“, „ve“, „they“, and „hir“. (in Polish) „ono“, „onu“, „ne“, „one“, „oni“, „ony“, „onie“.

To show respect and understanding, it's always best to ask if you're not sure what pronouns a person prefers.

It can happen that certain statements or questions can be unwittingly hurtful even if they are not intended to be. It's important to recognize that using the right words for some people can be a sign of acceptance even if it seems banal to other people.

It may help to have a look at the section of the Guide called 'You have questions? – we answer them'.

How you can become an ally

We're setting out some information and examples below for how you can become an ally for trans co-workers.

We're setting out some information and examples below for how you can become an ally for trans co-workers.

You can support trans people in the work environment even if they are not present by not tolerating transphobic remarks or jokes and standing up for the trans person. It is important to treat a person who is transitioning in the same way that you have always done.

But it is not appropriate to ask about a person's sexual preferences, sex life or sexual orientation.



Here are few examples and respectful alternatives. We've made a list at the end of this Guide of some more respectful alternatives.

You can find this in the section 'You have questions – we answer them'.



But your right/old name was so lovely.

You look like a real woman/
a real man.

The woman sitting on
the park bench.

I'm doing my holiday handover
with my female colleague.



What name can I call you by
from now on?

You look great.

The person sitting on the
park bench.

I'm doing my holiday handover
with Jasmine.



Instead of assigning people to the gender you think they are from their appearance, you could use appropriate neutral descriptions or their names, if you know what they are.



A trans person does not have any specific background or appearance and it shouldn't be assumed that you can automatically jump to any conclusions about what gender you think a person is.

Tips or "compliments" that are meant to be "helpful" can come across quite differently and be hurtful.

What support is there at momox for transitioning, coming out and fundamental changes?

This handbook is intended to support staff members in showing their authentic selves at work and to create an inclusive environment that respects the well-being of LGBTQAI+ co-workers.

All co-workers can contribute, whatever their position in the company. Staff who are privileged because of their position or status in the organisation can use their role to initiate positive changes and support trans employee's. One effective way of supporting transgender co-workers is a clear commitment by the top management. It is the responsibility of all management and staff to implement this support and report any breaches to the management, the People & Culture team or the works council.

Supporting co-workers who are transitioning

This handbook recommends that co-workers should tell their immediate managers in confidence about their transition and ask the person concerned how this should be handled. It is important to support the person during this process and respect their needs. There are various different options for talking to someone at work about this, including your immediate managers, co-workers, People & Culture or the DE&I team. momox runs regular training seminars to improve support for staff as they transition. Country-specific support networks and authorities should be contacted to find out what the current legislative position is and obtain legal support and individual advice.

Country-specific support

Every country has its own support networks and organisations which offer individual support for trans people. You should contact the authorities locally in relation to legislation and the legal support that is available. Your health insurance can also help you find the right advice for your individual needs.

Your transition

We will support you during your personal transition. Below we give you a few tips. If you have any questions, don't hesitate to get in touch with our DE&I team at any time.

We've got your back

You can talk to your immediate manager or the People and Culture department at any time. And our works council will lend you a sympathetic ear and support you as well. You're also welcome of course to join our internal network #proudmomoxians via Slack. All you need to do is get in touch with diversity@momox.biz and the DE&I team staff will invite you to an initial get-to-know-you session. The names of the people to get in touch with are listed further on in this Guide.



You can get in touch with these co-workers at the mail address **diversity@momox.biz**



Really important! Your transition is yours - and yours alone

Maybe you've already been intensely researching the topic yourself and now you're ready to get going. Or maybe you're still unsure about whether you want to talk openly about your situation. We respect and accept your decision and want to encourage you to take the steps you feel are right for you.

There are no fixed rules or timeframes for transitioning, since every process is unique. We want you to decide for yourself how you want to transition. But don't forget – we've got your back.

Changing your name at momox

We understand how stressful the process of transitioning can be and how it can be drawn out by all those appointments with courts, public authorities and doctors. We know that we can't be of much help with them, but we do want you to know that we'll give you as much support as you need. Even if you're still in the middle of the process of getting your name officially changed, we can already, for some purposes at least, change the first name you use at momox. Together with our co-workers in Timekeeping and the People & Culture department, we'll find a solution for changing your name for internal communication even before your name is officially changed. If you want to change your name at momox because you are transitioning, you should first get in touch with the DE&I team who will pass on your request internally to the right place.





Your manager

Ideally, your manager will be the first person you can confide in. They can help you for instance with talking to the People & Culture department or the co-workers in your team and will lend a sympathetic ear to your concerns and questions.

The works council

Our works council represents all our staff, including you. If you ever have the feeling that you are not being accepted or if you are worried about coming out, you can get in touch with the works council. There's more information as well as current contact details for the works council in the intranet. You can find the contact details for the works council in Leipzig on the information panels in Logistics.

The role of managers

There are various ways in which managers can support staff members in their transitions. But it is important to ask the person concerned what they need and not to set expectations too high.

Managers should also ensure that transitioning staff do not suffer any disadvantages from having to take time off from work for appointments etc. while they are transitioning. It can be helpful to hold training seminars and talk rounds to sensitise the team to the subject, in which the transitioning person can take part if they wish to.

Inclusion in staff procurement is important and when someone is coming out it is important to use the person's name and pronouns without outing them to other people.



How can I lend support as a co-worker?

Tips on how to support transgender co-workers:

Every transition is individual and personal. Don't ask questions about the transition or the story behind it.

Use the right first name and pronouns. Use only this name right from the moment you first know what it is.

Always use the pronouns the person identifies with. If you're unsure what they are, then ask, but respectfully.

Dealing with discrimination

Contact in Berlin:

Alexandra Schulz (Chief People and Culture Officer):
alexandra.schulz@momox.biz

or the **works council** at
betriebsrat.berlin@momox.biz

Contact in Leipzig:

Michael Rogers-Faßauer (Head of P&C Leipzig):
michael.fassauer@momox.biz

or the **works council** at
betriebsrat.leipzig@momox.biz

Contact in Stettin:

Kamila Suchodolska (Head of P&C Poland):
kamila.suchodolska@momox.biz,

Monika Sliwa (HR Business Partnerin):
monika.sliwa@momox.biz

or the **workers' representation**:
przedstawiciel@momox.biz

Contact global:

diversity@momox.biz



Discrimination of any kind can be reported to the **People and Culture department, the works council or the DE&I team**. The DE&I team will also support you with your questions and advise you whom you should get in touch with at your location.

Contact points outside momox



All over the world there are official support groups for transgender people and their families.

Berlin:

inter* trans* Beratung Queer Leben: Hermannstraße 256-258, 12049 Berlin, beratung@queer-leben.de, +49(0)30-446688-111 oder-114

TransInterQueer: Gürtelstraße 35, 10247 Berlin, trig@transinterqueer.org, +49(0)30-76952515

Leipzig:

Rosa Linde E.V.: Demmeringstraße 32, 04177 Leipzig, kontakt@rosalinde-leipzig.de, +49(0)341-8790173

Department for Equal Treatment (Referat für Gleichstellung):

Otto-Schill-Straße 2, 04109 Leipzig, gleichstellung@leipzig.de, +49(0)341-1232689

Stettin/Polen:

Stowarzyszenie Lambda Szczecin:

Aleja Papieża Jana Pawła II 50/U7, 70-413 Szczecin, +48 91 885 17 00
pomoc@lambda.szczecin.pl



Other help points and organisations:

Here are some more examples of organisations offering support for the parents of trans children and for trans partners as well as for trans people themselves:

Trans-Ident E.V.

<https://www.trans-ident.de/trans-ident-beratungsstelle>

Rainbow portal (Regenbogen-Portal) of the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)

<https://www.regenbogenportal.de/infoartikel/mein-kind-ist-trans>

Federal Trans Association (Bundesverband Trans*)

<https://www.bundesverband-trans.de/publikationen/aufklaerungsvideo-zum-thema-trans-und-inter-im-gesundheitswesen/>

Federal Ministry of Equal Opportunities

<https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/gleichgeschlechtliche-lebensweisen-geschlechtsidentitaet/projektfoerderungen/lgbtiq-aufklaerung-und-beratung-foerdern-73926>

You have questions – we answer them

It can happen that some things people say or questions they ask may be unwittingly hurtful, even if they are not deliberately meant to be. It is important to recognise that using the right words can be a sign of acceptance for some people, even if this seems banal to other people. So we'd like to help you to get a better understanding and feeling for questions that could give rise to problems so that you'll be equipped to avoid them in future.

If you're still unsure after this, then please contact the DE&I team.
diversity@momox.de



So what's your real name, then? (What's your old name?)

This question refers to the birth name. This is usually the name given to a person based on the gender they are assigned to at birth. Trans people often change this name and choose a new name that fits them better. This means that their birth name becomes their old name or what is also called their deadname. A few trans people talk about their deadnames, but a lot don't identify with them any more. So you should not ask about a person's deadname as it denigrates the new name the person has chosen.

So who are you attracted to now, men or women? And how do you have sex?

Sexuality is something very intimate, individual and diverse. Asking questions about someone's sexuality can very quickly transgress their personal boundaries, but it can also lead to fetishisation or even generalisation. In any case, a person's sexuality has absolutely nothing to do with their identity.

Which toilet do you use? Do you use the men's or women's changing room?

Looking for a public toilet presents a huge hurdle for many trans people. In many cases they are constantly subjected to hostility when they go into either a men's or a women's toilet. A person should not be hindered in their choice of which toilet to use, regardless of their gender identity. If you have concerns or feel uncomfortable, you can get in touch with the DE&I team at **diversity@momox.biz**.

So are you a man or a woman? How should I talk to you?

If you're not sure how you should talk to a person or if you're not sure about their gender, you can ask the person like this: "What pronouns can I use when I talk about you?" This question shows that you are aware of what's at stake and approaching the issue in a respectful and sensitive way.

You look really good for a trans person. (I'd never have thought you were trans to look at you.)

If you want to give someone a compliment then you can do it without referring to their trans identity. If you mention their trans identity it sounds as though you're saying the person looks good even though they're trans. So just tell the person how great they look without referring to their trans identity.

How many operations do you still need? Have you had all your operations yet? Have you had the operation yet?

How many stages a trans person undergoes in their transition is entirely up to them. Treatments to bring about bodily and hormonal changes are not a must and questions should not be asked about the progress of the transition. Deciding whether to undergo treatment to bring about bodily and hormonal changes is a process for many trans people and it remains entirely up to them.



**Are you sure it's not just a phase you're going through?
(Question trans people are most asked by their family members)**

By the time a trans person comes out to their family and friends in their outward coming out, they've already gone through their own inner process of coming out to themselves, an inner struggle that can take quite some time. So when a trans person comes out in private and in public, that intense inner process has already been gone through and should always be met with respect, acceptance and understanding.



So is trans the same as transvestite?

A transvestite is not the same as a trans person. Transvestites are often "straight" men who get a sexual thrill from wearing women's clothes, while drag artists are a certain kind of transvestite who predominantly wear the clothes of other genders for stage performances. "Tranny", which is unacceptable, is often used pejoratively as a term of insult and abuse for both trans people and transvestites because people often don't know the difference. Some trans people have tried to reappropriate the term "tranny" as a way of describing themselves and turn it round into a mark of pride, but it didn't catch on.

Further information

Business trips and holidays

Not all countries are open and accepting in relation to LGBTQIA+ people in general and trans people in particular. Some countries discriminate against trans people, are prejudiced and not prepared to accept trans identities as a reality. In some countries, it is even forbidden to transition.

It can fundamentally lead to problems for transgender people when arriving in another country if, for instance, their ID doesn't match the way the person currently looks. The trans person may not feel comfortable travelling to a certain country if other trans people have already had bad experiences there.

This can result in a high level of mental stress or in their not wanting or being able to go on a trip because of what other people have experienced or other kinds of obstacles.

So when you're planning any event it is important to consider whether the country or region is safe for LGBTQIA+ people. Are there any safe alternatives? Is there a preferred destination where everyone can feel safe? Only send LGBTQIA+ co-workers to safe destinations and make sure that the transfer from airport to hotel and to the workplace is safe as well. There should be appropriate travel insurance in place, especially in relation to a solid risk assessment for the trip.



The international organisation **Lesbian, Gay, Bisexual, trans and Intersex Association (ILGA)** offers a world map of LGBTQIA+ rights, which can be helpful with risk assessments for trips.

www.ilga.org



The momox DE&I team

**Diversity, Equity & Inclusion Team
at momox SE**



This handbook has been produced by the momox DE&I team to shape a present and future free of barriers for all employed people and applicants.



Alexandra Schulz

(she/her) • Chief People and Culture Officer



Michael Rogers-Faßauer

(he/him) • Head of HR Leipzig



Anhelina Ralko

(she/her) • Recruitment Specialist Stettin



Thuy Tien Trin Do (Moni)

(she/her) • Recruiter & DE&I Partner



Tina Schimek

(she/her) • Senior Recruiter & DE&I Partner



Nele Burgund

(she/her) • Sustainability Manager

A handy reference list of terms

Agender

Genderless. Description for people who have a fluid or indefinite gender identity or none.

Ally

Ally refers to someone who belongs to a privileged majority group and uses their privilege to support a disadvantaged minority. The ally is not part of the disadvantaged group.

Binary

In the binary gender norm, sex and gender are reduced to “male” or “female” meaning that all other gender identities are simply ignored.

cis

Das lateinische Präfix „cis-“ wird verwendet, um Menschen zu bezeichnen, The Latin prefix “cis” is used to describe people whose gender identity matches their biological sex.

Cross-Dressing (see Transvestism)

Cross-dressing refers to the wearing of clothes of the other sex, regardless of gender identity or sexual orientation. It can be an expression of a trans gender identity but does not necessarily have to be.

Coming-Out

Coming out refers to the process by which someone commits themselves to their gender identity or sexual orientation which is different from the heteronormative one. There are two parts to the process, firstly, coming out to oneself, involving soul-searching and the start of self-acceptance, and, secondly, public coming out to friends, family, co-workers, etc.

Deadname (old name)

Deadname refers to the birth name of a person who has changed their name on account of a realignment of their gender identity.

Drag artist (drag queen, drag king)

“Drag” is an art form that transcends boundaries of gender performativity and representation. “Drag queens” are men performing as women and “drag kings” are women performing as men. “Drag artist” is the preferred integrative term.

Gender dysphoria

Gender dysphoria refers to a feeling of unease or even desperation arising from a discrepancy between biological sex and gender identity. This feeling can be so strong that it triggers anxiety attacks or depression and can have a detrimental effect on a person’s everyday life.

Genderfluid

Genderfluidity refers to the ability of a gender identity to change over time.

Gender identity

A person’s gender identity is the gender they identify with and feel to be their own, regardless of biological sex characteristics. Every person has the right to choose their own gender identity themselves.

Genderqueer

Genderqueer is an umbrella term referring to people who do not identify as exclusively female or male and do not feel they belong to any specific gender.

Gender roles

Gender roles are a social construction that define certain types of behaviour, characteristics, interests and activities as “typically male” or “typically female”. These gender roles are not, however, innate but are influenced by socialising factors such as family, friends, media and education, which means that they can be changed.

Gender star

In German, as a gendered language, the gender star is used to indicate inclusivity of gender identities that are not reduced to women and men and create a space for acknowledgement and visibility of non-binary genders.

Heteronormativity

Heteronormativity dictates that heterosexuality, cis sexual identities and the binary gender system are the social norm.

Non-binary

“Non-binary” is an umbrella term for gender identities outside binary gender systems. Also called “genderqueer”, it also includes people with variable or several gender identities. Some non-binary people see themselves as trans, others don’t.

Passing

Passing refers to how well a trans person is perceived as belonging to the gender they identify with. It can bring greater social acceptance but can also have disadvantages, since it means that a person is no longer identified as trans.

Queer

Used as an umbrella term to cover all identities and lifestyles which do not conform to heteronormative conventions. “Queer” refers to the diversity of genders and sexual identities and practices and can be used both as a political term and as a way of describing yourself.

Real life test

A real life test, in which a patient successfully lives continuously in their “desired” gender role for at least a year, is a requirement for medical sex reassignment treatment in Germany. But the real life test has increasingly come under criticism and it is being debated whether it should continue to be a necessary condition.

Sex, biological

Sex (biological sex) refers to all physical characteristics which identify a person as female or male.

Sex reassignment

Transition refers to the process by which a person changes their body’s sex characteristics to match their gender identity. This can involve hormone treatment as well as surgical or non-surgical methods. It creates a space for the acknowledgement and visibility of non-binary genders.

Sexual identity (see Gender identity)

Includes our biological, mental and social gender and our sexual orientation. It refers to the way we see ourselves and how we want to be seen by others.

Sexual orientation

Refers to which gender someone desires sexually and feels emotionally and erotically attracted to, for instance bi, straight (heterosexual) or gay (homosexual).

Third sex

Many people who do not feel at home in the binary gender system use for themselves or demand the official introduction of a third sex with the entry in ID papers as “other”.

Trans / transidentity

Refers to people who identify as a different gender from the one they were assigned at birth.

Transgender

Trans can also stand for other forms of gender identity that don’t conform to the binary gender system and can be a political term for all gender identities which do not fit into the “medical transsexuality model”.

Transition

Transition refers to the process by which a trans person undergoes social, physical and legal changes in order to express their gender identity. This transition process is very personal and depends on each person’s individual needs and decisions. Some aspects of the transition, such as medical measures and (in Germany at least) change of name are frequently determined by outsiders, which means that they can be a source of physical, mental and emotional stress over a longer period of time.

Transphobia

Transphobia refers to fear and rejection of trans and transident people which often leads to hate, violence, discrimination and exclusion. Use of this word is avoided in the community (in Germany), since phobias are often illnesses for which people cannot be blamed. Transphobic acts on the other hand are active and deliberate.

Generally, however, transphobia refers to a form of prejudice and discrimination directed against trans people and is a form of hostility, rather stronger than mere misanthropy, aimed at an entire group of people. The term highlights the fact that not just isolated incidents are involved but that it is a systemic problem involving exclusionary practices, hate, violence and discrimination.

Transsexual

Transsexual is a term used by some trans people to describe themselves but rejected by others. It harks back to an obsolete medical and psychological category and refers to a strong need to belong permanently to the “other sex” and realign one’s body accordingly. This does not, however, apply to all trans people, and the “sexual” suffix means that it is easily mistakable with having something to do with sexuality.

Transvestism and transvestite / tranny

Transvestism, or cross-dressing, refers to the practice of wearing clothes associated with the opposite sex for various reasons including stage performance and sexual motivation. Trans people are often confused with transvestites and the terms “transvestite” and “tranny” are mostly felt to be pejorative when applied to trans and transident people.

Transsexual Law (TSG)

In Germany. The Federal Constitution Court ruled in 1976 that trans people should be allowed to have their legal sex and their forenames changed in the register of births if they have undergone sex reassignment surgery. This ruling was implemented into law in the TSG on 10 September 1980. But the TSG has been coming heavily under fire for several years, since its provisions have repeatedly been found to be unconstitutional by the Federal Constitutional Court.

