

Trans Rights are Human Rights

Organized labour in Canada has played a pivotal role in helping to secure equal rights for LGBTQ communities, and UFCW Locals 175 & 633 is committed to removing barriers for community members.

Under the Ontario Human Rights Code, people are protected from discrimination and harassment because of sexual orientation, gender identity and gender expression. But many still face discrimination, harassment and unfair labour practices at work.

As a labour movement we have made accomplishments with respect to LGBTQ rights, but there are still many battles to be won. In particular we must work hard to win legal protections in our collective agreements at work for trans individuals.

UFCW Locals 175 & 633 aims to provide and promote an inclusive environment, reflecting the diversity of the membership, based on the respect and dignity of all members.

Solidarity is strengthened through empowerment - every person must be proactive in improving the quality of life for all in a society constantly changing.

This pamphlet aims to be a tool in our work to strengthen our Union and to educate ourselves and others.



United Food & Commercial Workers Locals 175 & 633

Shawn Haggerty – President
Kelly Tosato – Secretary-Treasurer
Karen Vaughan – Recorder



Head Office
2200 Argentia Road
Misissauga, ON L5N 2K7

Phone: 905-821-8329
Toll Free: 1-800-565-8329
Fax: 905-821-7144

myunion.ca
membership@ufcw175.com

Helpful Links

egale.ca
rainbowhealthontario.ca
accessalliance.ca
lgbtqpn.ca
sherbourne.on.ca

CREATING SAFE WORKSPACES



IS EVERYONE'S RESPONSIBILITY

Shawn Haggerty
President

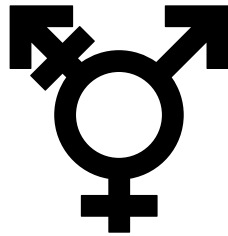
Kelly Tosato
Secretary-Treasurer

Karen Vaughan
Recorder

An information pamphlet provided by your Union.

Sex and Gender

Many people use the words sex and gender interchangeably, believing they are one in the same. In fact these words have different meanings.



The word sex can be defined as a biological or legal characteristic that is used to categorize humans into different categories like male, female, intersex or another classification. These are usually connected with physical or biological anatomical features. People are designated male or female at birth and then this label goes on legal documents such as birth certificates, passports, etc.

Gender however, refers to roles, behaviours, expressions and identities of girls, women, boys, men, and trans people that have been created by society. An example of this would be that boys play with trucks and girls play with dolls. These roles that are assigned and the way people think about gender will change over time and are different across cultures.

In many cases, people's sex and gender may be alike, but there are also many who identify with a gender that is different from the sex they were assigned at birth.

Gender Identity & Gender Expression

The terms gender identity and expression are often confused with one another. But it should be noted that while ones' identity and expression of gender are sometimes similar, they do not always match. A person may express their gender in a way that is different from how they feel on the inside.

Gender identity is each person's individual, internal sense of oneself as being a woman, a man, both or neither. It is how we perceive ourselves and it cannot be observed or

measured by others. Each person will determine their own gender identity which may be different from their birth assigned sex.

Gender Expression is how a person outwardly shows their gender. This can include what name or pronoun they choose, style of dress, voice or hairstyle. Gender expression may be referred to as masculine, feminine or androgynous. Our gender expression may be done purposefully or could be forced on us by society and therefore a person may change how they express themselves depending on the situation, their surroundings and how safe they feel.

Trans or transgender is an umbrella term describing a wide range of people with diverse gender identities and expressions that differ from their assigned sex and/or the societal and cultural expectations of their assigned sex. It includes but is not limited to people who identify as transgender, trans woman (male-to-female), trans man (female-to-male), transsexual, cross-dresser, gender non-conforming, gender variant or gender queer.

We do this to be as inclusive as possible to all people who are trans and gender diverse.

Many people wrongly believe that being trans is a sexual orientation, but sexual orientation is fundamentally different from gender identity.



Trans people aren't asking for special treatment. They are asking for the same thing everyone else wants or already has – a safe place to work, a safe washroom/changeroom, the right to be called by their chosen name, the right to accommodation, and the right to be referred to by their chosen gender.

As trade unionists we have core principles. We believe:

- Everyone has the right to dignity on the job.
- Everyone has the right to a safe and healthy workplace.
- Workplaces should be free from harassment and discrimination.
- Wages and benefits are negotiated for all of our members.
- Our employers should not have access to, or dictate, our private lives.

We believe that an injury to one is an injury to all.

We know it's wrong for employers to fire people based on personal characteristics, to deny one of our members access to benefits while providing it to others or to leak private information about us.

We know it's wrong when one of our members is afraid to come to work for fear of co-worker harassment and violence or when any member faces ridicule on the job.

We know it's wrong when one of our members is afraid to turn to the union for help, for fear of being rejected. We know it's wrong when the majority stand silent while a member suffers.

Trans workers are our sisters, our brothers, our friends and we all have a responsibility to stand up and defend all members.