**Transgender and Gender Identity**

As a supportive and inclusive community, St John’s College is committed to the University’s [Transgender Policy.](https://edu.admin.ox.ac.uk/transgender-policy)

In this policy ‘Transgender’ (trans) is used to refer to the following two groups:

1. People who are taking or have taken steps to change the gender identity. This includes people covered by the Equality Act definition: “A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.”
2. People who do not identify with a permanent binary gender identity, including those who identify in other ways, such as genderqueer, gender variant, non-binary or agender. These terminologies are evolving and highly personal and this list is not exhaustive.

The first point of contact for a student wanting to come out as trans at College is the Fellow for Equality, Diversity and Inclusion, or the Head of Student Wellbeing.

We acknowledge that some students may have concerns about coming out as trans (perhaps regarding those at home finding out, or about visas if they are an international student) and we can be flexible in coming to arrangements on such issues if they are raised. Students requiring time away from their studies for medical reasons should feel free to mention this so that options for suspension can be discussed. All conversations regarding this process will be handled sensitively and respectfully.

Further information about University-wide policy and welfare provision for students who want to transition is available from the University’s Equality and Diversity Unit [here](https://edu.admin.ox.ac.uk/transgender-guidance). The JCR Welfare Officers jcr-welfare@sjc.ox.ac.uk can also help guide you to relevant information and support.