

# trans, gender diverse and non binary inclusion

## Creating safe and welcoming environments

cohealth is committed to ensuring all people feel welcome in our facilities. In 2013, amendments to the federal Sex Discrimination Amendment Act made it unlawful to discriminate against a person on the grounds of their:

- sexual orientation
- gender identity
- intersex status

At cohealth, we recognise that gender identity is self-determined. Trans and gender diverse people have a legal right to access services and amenities that best align to their identity, regardless of how they express or affirm their gender.

We acknowledge the additional challenges for non-binary (not exclusively masculine or feminine) people in accessing gendered services and amenities.

Everyone is welcome at cohealth.



Free interpreter service  
available or call **131 450**

**cohealth.org.au**



everyone is welcome at **cohealth**

## bathrooms

We have signs on our bathrooms that support the right of trans, gender diverse and non binary (TGDNB) people to use the toilets they feel most comfortable with.



cohealth operates from a human rights based framework and has chosen to display these signs as we fully support the human right of trans, gender diverse and non binary people to use the bathroom of their choice.

It could be considered unlawful discrimination to ask any person to use a toilet that does not reflect their gender identity. Statistics from a study of 27 000 trans and gender diverse participants found that:

- More than half (59%) of respondents avoided using a public bathroom in the past year because they were afraid of confrontations or other problems they might experience.
- Nearly one-third (32%) of respondents limited the amount they ate and drank to avoid using the toilet in the past year.
- 8% of respondents had developed a UTI or other kidney-related disease due to avoiding public toilets.

(2015 US National Transgender Survey)

Trans and gender diverse people like all people would like to use the bathrooms in peace.

## feedback

We value collaboration and feedback from all LGBTIQ+ consumers and staff to ensure our ongoing improvement in the delivery of safe and responsive services and workplaces.

We encourage all of our consumers who would prefer more privacy accessing our bathroom facilities to use our single stalled all gender / gender neutral facilities available at most cohealth sites.

cohealth has a zero tolerance policy of harassment against our consumers.

If you wish to provide us any feedback you can do so via our feedback form:

[www.cohealth.org.au/contact/feedback](http://www.cohealth.org.au/contact/feedback)

You can also contact our Quality Team on 9448 6102.

## our vision

healthy communities, healthy people

## our mission

improve health and wellbeing for all, and tackle inequality in partnership with people and the communities they live in.

## our values

we care about the whole person and place people at the centre of everything we do.