

"CWU Statement on Trans+ Rights

The CWU supports the right of all trans and non-binary members to dignity in the workplace and in wider society. Trans rights are human rights.

In the workplace

Trans women are women and trans men are men. We recognise the equal validity of non-binary people. Everyone deserves to be recognised in their self-defined gender at work by employers and colleagues. The CWU will support members going through the process of transitioning and their rights to access work facilities appropriate for their gender.

We support the right of trans and non-binary people to self-define and to be addressed by correct pronouns at work. We support changes to work systems to reflect members self-defined gender identity.

The CWU will work with reps and union members to develop trans allies who can support their colleagues, fight discrimination and challenge bullying and harassment. We are committed to workplaces where everyone can be safe, included and respected. By challenging transphobia in the workplace we can also defeat it in society.

In wider society

The CWU supports progressive reform of the 2004 Gender Recognition Act. We believe a move away from the cruel treatment that many trans members experience in accessing their rights is long overdue, including more timely access to vital NHS services. We support changes in the law to a more humane, less lengthy and bureaucratic & cheaper process of gender self-identification as exists in other countries, such as the Republic of Ireland. We support legal rights for non-binary people.

In the UK and in the wider world trans and non-binary people have been targeted and scapegoated, sometimes violently. We reject the attempts of the far right and other reactionaries to divide working people. We stand in solidarity with our trans and non-binary members."