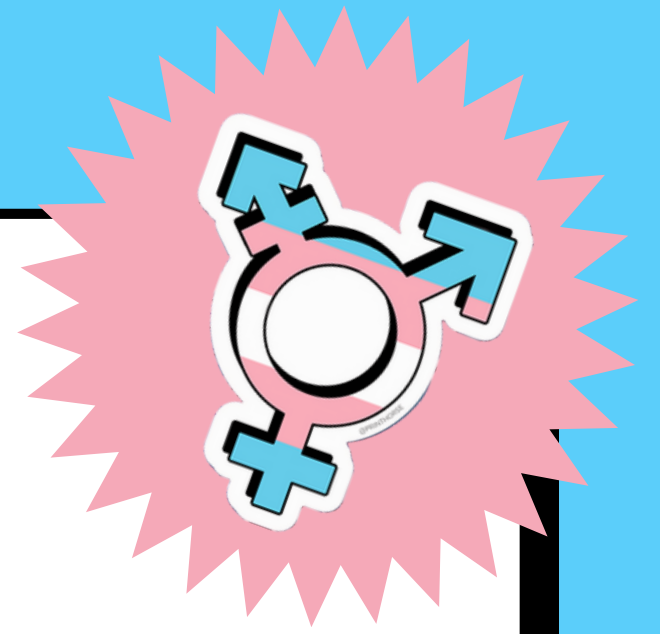


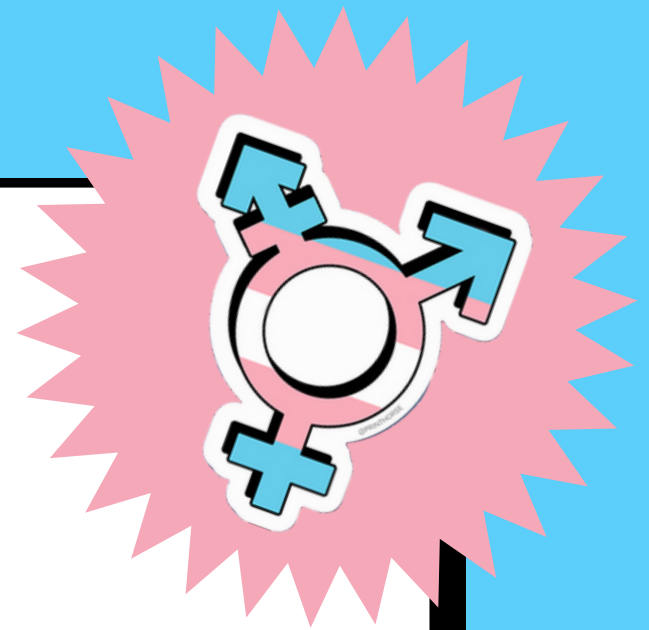
TRANS SAFETY TIPS

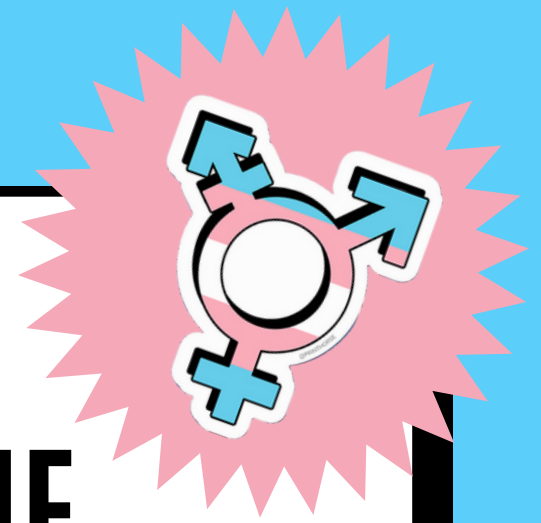


FOR HOSPITALITY VENUES

WHY?

Hospitality venues can be tricky spaces to navigate for our transgender, takatāpui, gender-queer, intersex and non-binary whānau. Here are some quick top tips for keeping trans and rainbow patrons safe and happy in your space.

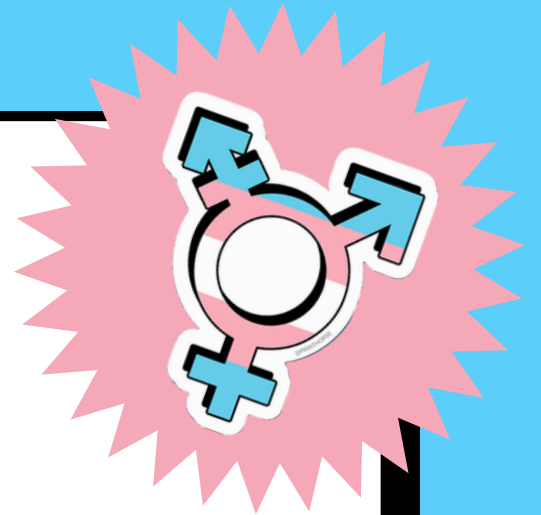




1.

ID CHECK: KNOWN NAME AND ID NAME DON'T MATCH?

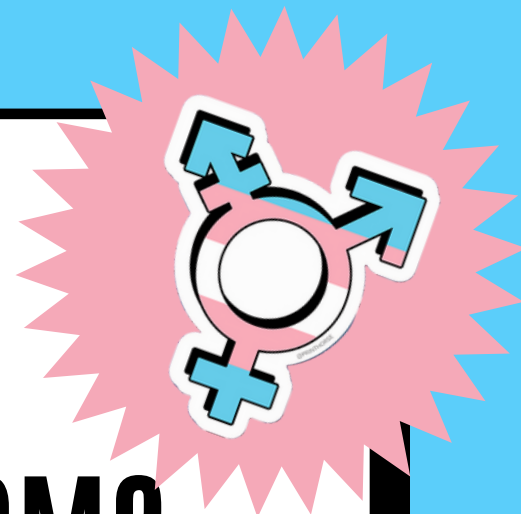
When checking ID you may hear that person being called a different name to what is displayed on their ID. This can happen for lots of reasons; they may have a nickname, a different preferred name, or they might have chosen a new name that differs from the name on their ID. They may intend to legally change this or they may not. So long as their DOB and photo pass your checks, treat gender diverse patrons the same way you would as anyone who has a different preferred name.



2.

ID CHECK: GENDER DOESN'T MATCH?

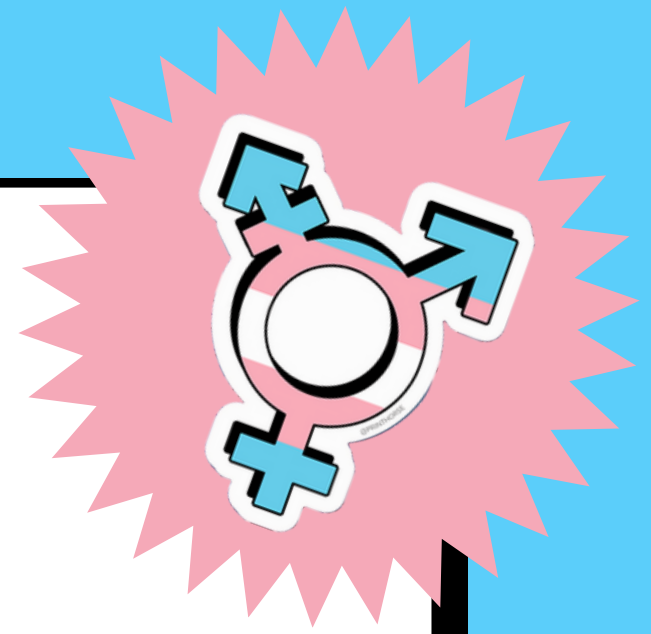
Gender markers might also be an issue when checking someone's ID, if your eyes are coding someone as a different gender to that which is displayed on their ID. Look at their picture, if their face lines up and you have no issues, let them in. If you cannot match their face, quietly pull them to the side and ask them to recite their DOB. Pulling them to the side reduces the risk of outing them to surrounding strangers. Remember that outing someone can mean danger for a lot of transgender people.



3.

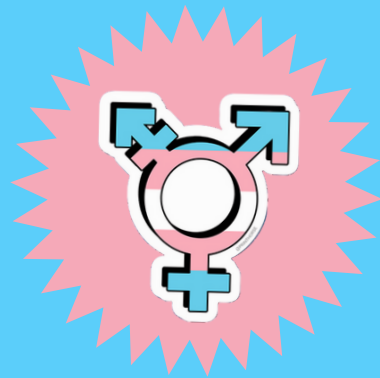
TOILETS: 'WRONG' GENDER FOR THE BATHROOM?

Public toilets can be trying spaces for gender-diverse people. For example, a party goer might tell you that there is a woman in the men's bathroom. As a staff member in this situation, acknowledge that using the bathroom of their choice is every patron's right. You may like to add that your venue and its staff support this. If the accusing patron is persistent, you may offer that they wait until the other patron has left the loos to make use of them, or further reiterate the venue's policy. Treat the situation with care, stand by your queer patron and try not to make a fuss - this can encourage the situation to get worse, especially when alcohol is involved. Remember: the individual knows themselves and what's best for them better than you or others do. Listen to them and trust their judgement.



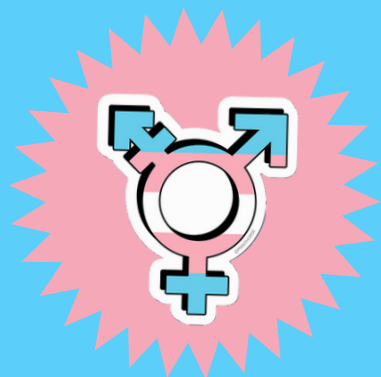
4. PRONOUNS

If you're not sure about someone's gender or pronouns, using they/them pronouns is a great option. (For example, 'they're sitting at table four' or 'someone left their phone here.'")



AND REMEMBER!

Gender diversity is a wonderful thing! If queer people feel comfortable in your space, you are doing something right. Keep up the good work in supporting our trans, non-binary, takatāpui, gender nonconforming and rainbow whānau in Aotearoa.



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