

# Gender Transition Guidelines

## Questions and Answers

March 2022

### Key Messages

- The Government of Saskatchewan's Pride Alliance Network working in collaboration with the Public Service Commission has developed [Gender Transition Guidelines](#). This work is part of the Inclusion Action Plan to support building a diverse workforce and inclusive workplace.
- The [Gender Transition Guidelines](#) supports employees who are transgender and gender diverse as they transition to their authentic selves in the workplace.
- These guidelines also provide tools for managers and coworkers to support transitioning or gender diverse employees in the workplace.
- The [Gender Transition Guidelines](#) are another step to ensure our workplaces are inclusive and supportive, so that gender non-conforming employees feel safe, welcome and able to succeed.
- The Government of Saskatchewan is committed to an inclusive workplace, where the diversity and strengths of all employees are recognized and supported.
- The [Gender Transition Guidelines](#) are available on [Taskroom](#) in the HR Manual under PS 1000 Employment Equity, and the Inclusion Toolkit.

### Questions and Answers

#### **Why does the Government of Saskatchewan have these guidelines?**

The Government of Saskatchewan is committed to an inclusive, diverse, safe, and respectful workplace. The [Gender Transition Guidelines](#) have been developed to support people who are transgender and gender diverse as they transition to their authentic selves in the workplace, as well as provide guidance to their managers and coworkers.

#### **Why guidelines and not a policy?**

Transgender and gender diversity is a fluid and rapidly changing area, so guidelines allow more opportunity to update and refresh the content to reflect evolving and changing best practices. At this time, there is no plan to develop an employer policy for this process.

#### **Why do employees need a document like this?**

People who identify as transgender or gender non-conforming may experience workplace discrimination in many forms. This guideline document is a meaningful resource and demonstrates the importance of valuing the safety and experience of all employees. It also provides information for managers and coworkers to support transgender and gender diverse employees.

#### **How can managers and supervisors use the guidelines?**

The [Gender Transition Guidelines](#) can help support managers in the kinds of conversations and supportive process that they may need to have with/for their employee.

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### **How do these guidelines align to current government policies?**

The [Gender Transition Guidelines](#) work within existing government policies and practices.

### **Will these guidelines contribute to making our workplaces safer?**

Government of Saskatchewan has a number of policies and guidelines in place to support an inclusive and healthy workplace. These guidelines are another tool to provide guidance to employees and managers in having supportive dialogue.

### **How can I support transgender and gender diverse co-workers?**

Transgender and gender diverse employees in transition require understanding, support, flexibility, and respect from all co-workers. The [Gender Transition Guidelines](#) provide information of relevant terms and how to be a good ally.

### **Where can I find the Gender Transition Guidelines**

The [Gender Transition Guidelines](#) are available on [Taskroom](#) in the HR Manual under PS 1000 Employment Equity. They can also be found in the Getting Started section of the Inclusion Toolkit under Our Journey So Far.