

# Men's Australian Network

## M.A.N.

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### About Us

Men's Australian Network (MAN) is a lobby group working towards full legal recognition and acceptance for men with ts (transsexualism), their significant others and all of their supporters. MAN exists primarily online and is a hub that is intended to act as a base for information, communication and action.

### Our Vision and Mission

We seek full legal recognition and community acceptance of our innate male identity and to be treated with the same rights and responsibilities as other Australian men.

Men's Australian Network (M.A.N.) supports the introduction of law based on Gender Identity , however we would encourage the proposed bill to use language that is more in line with current understandings of transsexualism .

People born with transsexualism affirm their innate sense of self (gender identity). The majority of discrimination experienced by such people is based on the notion of sex change, or a failure to accept the affirmed sex as their innate sex.

The process of affirmation may be by style of dress, medical intervention, or otherwise

The draft bill uses the language of a person of one sex who seeks to live as a member of the other sex and as such denies the true perspective of the person who is the one being discriminated against.

***gender identity*** means:

- 16 (a) the identification, on a genuine basis, by a person of one sex
- 17 as a member of the other sex (whether or not the person is
- 18 recognised as such):
- 19 (i) by assuming characteristics of the other sex, whether by
- 20 means of medical intervention, style of dressing or

21 otherwise; or  
22 (ii) by living, or seeking to live, as a member of the other  
23 sex; or  
24 (b) the identification, on a genuine basis, by a person of  
25 indeterminate sex as a member of a particular sex (whether or  
26 not the person is recognised as such):  
27 (i) by assuming characteristics of that sex, whether by  
28 means of medical intervention, style of dressing or  
29 otherwise; or  
30 (ii) by living, or seeking to live, as a member of that sex.

Discrimination Legislation is not only for active use as a sword when discrimination occurs but is also a shield against discrimination occurring as it is educational.

The definition proposed is therefore in our view flawed for not recognizing the perspective of the person who is the one being discriminated against.

*We would recommend a definition of gender identity that is more in line with modern understanding*

*An example being*

*Gender identity (a) a person affirms their gender identity on a genuine basis to reflect their innate sense of self as a member of a particular sex.*

*(i) By assuming characteristics of the sex they affirm, whether by means of medical intervention, style of dressing or otherwise*

## Employment

When a person who affirms their gender identity applies for employment they may have references and documents that do not match their affirmed name and gender, It needs to be clear that such inconsistencies should not be used as the basis for exclusion from obtaining a position.

When a person who affirms their gender identity in the work place the employer and fellow staff should make every effort to ensure that appropriate that the appropriate name and pronouns are used.

A person who has affirmed their gender identity and experiences transsexualism should be accorded that same right to privacy about their medical history as all other employees.

An employer has an obligation not to discriminate when writing a reference for a person who has affirmed their gender identity.

A male with ts who affirmed his identity asked his employer for a reference and was given a four line letter whereas before the employee had affirmed his gender identity the employer wrote a glowing two page reference.

### Education

Schools which receive government funding should enable all students and staff to work in a safe environment, free from discrimination on the basis of gender identity. A child who affirms their gender identity should, with support, be permitted to wear the appropriate uniform for their affirmed gender and be addressed with the appropriate name and pronouns.

### Provision of Goods and Services

A person who affirmed a male gender identity was charged a disconnection and reconnection fee by a telephone company when they started using their affirmed name and pronouns, despite the fact that their initials and last name remained the same.

The same company did not charge a woman who married and changed names any fees.

### Participation in sport,

The priority for determining participation in gender specific sporting activities should enable people who affirm their gender identity to participate in their affirmed gender with an exception being made if they are at an advantage because of physical strength or stamina.

### Exemptions

M.A.N. does not support the use of exemptions in religious organizations as per clauses 32 and 33. The Explanatory notes for the draft bill refer to religious organizations that receive government funding specifically aged care. It is our view that as religious exemptions are discussed as being inappropriate in such circumstances, so to they are inappropriate when religious organizations receive government funding for unemployment schemes or social welfare and in educational settings.

