

RECOGNISING AND FIGHTING DISCRIMINATION AGAINST LGBTIQ+ PEOPLE AT UNIL

The University: a place of respect

UNIL is committed to providing an inclusive, egalitarian environment that respects diversity, so that everyone can study or work here with a sense of security, confidence and belonging.

UNIL thus wishes to allow each member of the university community to thrive and to mobilise their skills to ensure the success of their studies, research and/or professional projects. Homophobia and transphobia have no place at the university.

unil.ch/egalite/lgbtiq

What is the acronym LGBTIQ+?

It refers to lesbian, gay, bisexual, transgender, intersex and queer people. The «+» indicates that this list is not exhaustive.

What is transidentity?

A trans* person does not recognise themselves, or only partially, in the sex assigned to them at birth and/or in what is related to this native gender identity. The person may or may not wish to make a transition, i.e. a social and/or physical change that allows them to more or less match their gender identity with their social integration and physical appearance¹.

In order to better support trans* people, UNIL has adopted a directive concerning the use of the preferred first name and the change of form of address (Mr./Ms.).

Homophobia, transphobia and outing

Homophobia includes any manifestation of rejection, or discrimination against, lesbian and gay people or homosexuality in general. Lesbophobia refers to forms of homophobia that specifically target lesbian women, with the double penalty of sexism and homophobia. Gayphobia refers to forms of homophobia that target gay men².

Transphobia refers to any manifestation of rejection and discrimination against trans* people or trans* issues in general.

Outing, or the disclosure of a person's sexual orientation or transidentity without their consent, is a violation of privacy.

¹ Digos, Memento à l'usage des intervenant-e-s de l'école, Service de l'enseignement spécialisé et de l'appui à la formation, 2015.

² Travailler la diversité, Guide des questions lesbiennes, gay, bisexuelles et trans* (LGBT) en contexte professionnel, Fédération Genevoise des Associations LGBT, 2019.

The **Equal Opportunities Office** provides advice and support in relation to emotional and sexual orientation or gender identity. It collaborates with UNIL departments, faculties and associations in the development of measures and projects aimed at preventing discrimination and raising awareness of this issue within the university community.