**Definitions and Facts**

* **Transgender** people look, behave, or act differently than the sex they were born into.
* **Gender identity** is whether a person feels male, female, or something else.
* **Gender expression** is how a person expresses their gender identity through behavior, clothing, hairstyles, or voice.
* Some transgender people you will encounter have had surgery or take hormones to change their appearance, but many do not.
* Sometimes it is hard to know the right thing to say in unfamiliar situations, like the first time we meet someone who is transgender. Remember, we all want to be treated with respect.
* When you meet someone who is transgender, use the name and pronoun that they request. For example, if a fellow student was born male, but would like to be referred to by a female name and by the pronoun “her”, respect her wishes.

**Equal Access to the Job Corps Program for   
Transgender Applicants and Students**

Job Corps protects the rights of **all applicants and students** and does not discriminate based on gender, race, disability, sexual orientation, or gender expression.

Job Corps protects the civil rights of **transgender students** by:

* Using the appropriate **names and pronouns**
* Allowing transgender applicants’ and students’ **dress and appearance** to be consistent with their gender identity
* Collaborating with transgender applicants and students on decisions about **housing, restroom, and shower access**
* Protecting transgender applicants’ and students’ privacy by limiting **disclosure of transgender status**
* Providing appropriate care for transgender students during **entrance physical examinations and for medical issues**
* Ensuring that transgender students are supported in **moving from Job Corps to the workforce**
* Providing appropriate **student and staff training** for the entire Job Corps community

If you have any questions about how Job Corps protects the rights of transgender students, contact the center’s **Equal Opportunity Officer**.