

Good practices in combating discrimination and violence based on sexual orientation, gender identity and intersex status – Flemish Government – Equal Opportunities in Flanders

- Brochure 'Transgender people at work' - Tips and information for employers and employees

<http://www.gelijkekansen.be/Portals/GelijkeKansen/transgender%20people%20at%20work%20-%20tips%20and%20information.pdf>

The urgent need for information among employers about transgender issues on the work floor led to the creation of the publication 'Transgender people at work'. It's a practical guide filled with tips, background information and testimonials. The publication was created in collaboration with Equal Opportunities in Flanders, the department of Labour, representatives of the private sector, social partners, civil society organisations, the public employment service of Flanders and the academic world. It's aimed at employers, ombudspersons, employment counsellors, HR-managers, diversity consultants, prevention advisors, project developers for career and diversity policies and employees.

- Transgender Infopoint (TIP)

www.transgenderinfo.be (in Dutch)

www.infotransgenre.be (in French)

In 2013 the Transgender Information Point was created, for all those with questions about transgenderism. It is located in the Centre for Sexology and Gender Issues at the University Hospital Ghent. The service is not only available to transgender people in a medical trajectory, but also to those in doubt or those who don't want medical reassignment treatment, or any other person with questions about transgender issues or a need for specific information about health care, support mechanisms regarding work-related issues, education, discrimination, etc.

- Toolkit 'Football vs homophobia: 1 - 0'

www.gelijkekansen.be/Portals/GelijkeKansen/Toolkit_MEDIUM.pdf (in Dutch)

[www.gelijkekansen.be/Portals/GelijkeKansen/Football c homophobie 1-0_MEDIUM.pdf](http://www.gelijkekansen.be/Portals/GelijkeKansen/Football_c_homophobie_1-0_MEDIUM.pdf) (in French)

This toolkit was created in the framework of the action plan against homophobia in football www.maakergeenspelvan.be/en (in Dutch, French and English)

The toolkit is a practical instrument for organisations active in football. On the one hand, it outlines the 'theory', supplemented with facts and figures. It contextualises the problem, gives an overview of (inter)national organisations which have specialised in this matter (such as FARE, Paris Foot Gay and Football vs Homophobia,...) and describes examples of actions, both at home and abroad, that may serve as a source of inspiration. On the other hand it elaborates on the

concrete actions club managements, football federations and leagues, coaches, supporters' groups, referees, etc. can take to combat discrimination, and homophobia in particular, in football.

- Brochures 'Everything you've always wanted to know about ... , but were afraid to ask'

... LGB people:

http://www.gelijkekansen.be/Portals/GelijkeKansen/transwatjes2014_finaal_lores.pdf

... transgender people:

http://www.gelijkekansen.be/Portals/GelijkeKansen/transwatjes2014_finaal_lores.pdf

The English translations will be published on the site

<http://www.gelijkekansen.be/Praktisch/Publicaties/Publicatiesholebi.aspx> as soon as they are available.

Providing correct information is essential to combat stereotypes. It also makes a subject visible and debatable. These two brochures aim to inform and raise awareness about homosexuality and LGB people on the one hand and transgender issues on the other. Both provide accessible but still nuanced information aimed at LGB and straight people, as well as transgender people and those around them.

- Legal Guide on parenthood for LGBT couples

<http://www.gelijkekansen.be/Portals/GelijkeKansen/LGBT%20ouderschap%20juridische%20gids.pdf> (in Dutch)

Becoming a parent is a huge step in life, and for LGBT people one with additional obstacles to take into account. Adoption, foster care, surrogacy? What are the legal implications? How do these choices influence for e.g. inheritance taxes or fiscal matters? This guide aims to clear up the legal implications of certain choices that LGBT parents make. It is not only meant for future parents, but also for civil servants, lawyers, adoption agencies, etc.

- Gender aware and LGBT friendly policies in education

Charter: www.ond.vlaanderen.be/nieuws/2012/doc/10-23-gender-verklaring.pdf (English in annex)

<https://www.youtube.com/watch?v=MLCmLeDpvek> (Video by Klasse, a communication platform for professionals, parents, students via online channels, magazines, actions and campaigns)

To structurally anchor gender and LGBT issues in school policies and enhancing the wellbeing of LGBT students in school, Equal Opportunities and the department of Education launched a trajectory in close cooperation with students guidance councils. This led to the signing of a common declaration on gender and LGBT school policies in October 2012 by the vast majority of stakeholders in the educational field, such as

the minister for Education, the representatives of the different educational portals, the Flemish Interuniversity Council, The Flemish Education Council, education trade unions, representatives of students and parents boards, etc.

During the first phase of implementation (school year 2012-2013) an inventory of tools, materials, good practices was created and published during a one-day conference. The second phase the efforts were scaled up. Two fulltime teachers were put in charge of organizing pedagogical study days on gender and LGBT issues, and also provide tailored workshops for primary and secondary schools.

- Pregnancy guide for lesbian couples

One in two lesbian women dreams of having children. Especially young women (under the age of 26) have a clear wish to have children. This group of women will at some point search for information and tips. But all existing pregnancy books are written from the perspective of a mom and dad. Lesbian couples however have specific questions that stay unanswered in the regular available pregnancy literature, such as the choice of a known or anonymous donor, the legal status of the co-mother, etc. This publication not only provides practical and legal information for lesbian mothers, but also honest, touching and sometimes funny testimonials of other lesbian mothers.

The guide can be found in the regular bookshop or ordered online.

- Research on violence towards LGBT people / Manual on violence

After a string of incidents of violence towards LGBT people in Belgium, the policy research centre on equal opportunities received the assignment to survey the experiences of violence undergone by LGB and T people. This survey was set up via 3 types of research. A comprehensive qualitative survey among LGB victims depicts the issue in detail, with attention to the nature of the aggression, the prevalence, the circumstances, the correlation with heterosexism and visibility management, the impact. This research will be completed in 2015.

A similar approach is used to research the violence transgender people experience. That report will be available in December 2014.

A third component consists of researching (conducted via participative observation) violence related dynamics in the Brussels 'Kolenmarkt' neighbourhood, a well know nightlife district for LGB people. The researchers did not only observe and analyse, but also interacted with the community outreach workers, local civil society organisations and local inhabitants.

Although the surveys are still ongoing, preliminary results already show that LGBT people are more likely to experience violence. These first results gave way to the creation of an elaborate guide for LGBT persons with tips to avoid situations of violence, how to deal with

incidents of violence, and information on where to go for help and protection. This manual will be available in December 2014.