

General reminders

- Avoid making assumptions about the client's gender identity based on their appearance, physical, mental, intellectual and linguistic abilities, ethnicity, or cultural and religious backgrounds
- Ask the client if you don't know what pronouns to use and use they/them if you are unsure
- Use the client's preferred name and pronouns in conversation with the client, when discussing with colleagues, in writing with clients, colleagues, external professionals and in notes (taking into account privacy and who the client is out to, see below)

Privacy

- Ask the client who they are out to about their gender identity and if there is anyone they don't want to know e.g. family, friends, colleagues, external health professionals
- If in doubt about who you can share this information with ask the client
- Remember that the trans community is small and people are easily identified

Language

- Be conscious of how often you use gendered words like "women", "men", "ladies", "boys" and "mothers"
- Practice using gender-neutral terms like "person", "pregnant people", "parent", "partner" and "siblings"
- Begin to familiarise yourself with the terms and language used in the local trans community – there is a list of key terms in the LGBTIQ folder on the shared drive
- Different gender diverse people may use different terms or the same terms differently – follow your client's lead
- In general use non-gendered language to describe body parts
- Take cues from your client as to how they refer to their body parts or ask what terms they prefer

Medtech

- Ensure you put a Gender Identity [GI] and Pronouns [PN] alert on Medtech
- Ask what gender marker the client would prefer on Medtech – to change a client's gender on Medtech follow the guideline in the LGBTIQ folder

Assessments and screenings

- As with all clients, screen for symptoms of anxiety and depression - coping with prolonged discrimination such as transphobia, racism, and misogyny can lead to anxiety and depression
- Gender diverse people are often subject to unnecessary questions about their bodies. Be sure that all your questions are necessary, and explain to your client why the questions are relevant and important
- As with all clients, avoid making assumptions about sexual and health behaviours - let the client tell you about themselves and their issues
- Be aware that genital exams and chest exams can be extremely stressful for trans clients - as always only do these if necessary and discuss with the client what can be done to make the exam as comfortable as possible

Under 18s

- Timely access to hormone blockers for young people who want them is very important
- Discuss the option of hormone blockers with clients who may be eligible
- Be aware of the secondary care pathways so that access can be as efficient as possible – see the pathway in the LGBTIQ folder

Community support

- Familiarise yourself with the supports and resources available for trans people in your local community, and nationally/online - check the LGBTIQ folder for a list of community supports

Secondary care pathways

- Be aware of the current pathways to secondary care for clients wishing to access hormones or surgeries - there is a regularly updated flowchart in the LGBTIQ folder

Turning 25 soon

- Does the client need handover to another service for continuity of care? For a list of trans friendly health providers and services check the LGBTIQ folder

[Adapted from "Tip Sheet for Midwives – Providing Care to Trans Clients", Association of Ontario Midwives, 2012]