



**CHAPTER 61
TRANSGENDER COMMUNITY INTERACTIONS**

Effective: November 2018

Revised: January 2019

61.0 PURPOSE

The purpose of this chapter is to provide guidelines for interactions with people in the transgender community.

61.1 POLICY

It is the policy of the Golden Police Department to be professional, respectful, courteous, and considerate when interacting with all persons, regardless of their race, religion, color, creed, national origin, gender, marital status, age, disability, sexual orientation, gender identity or any other characteristics protected by federal or state law.

61.2 DEFINITIONS

For purposes of this manual section and when interacting with transgender people, the following definitions apply.

Adopted Name: Non-birth name that a transgender person uses in self-reference (this may or may not be in the person's legal name).

Gender Expression: External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender Identity: A person's innermost concept of self as male, female, a blend of both or neither – how persons perceive themselves and what they call themselves. Unlike gender expression, gender identity is not visible to others.

Sex: A person's biological or anatomical identity as male, female, or intersex.

Transgender (adjective): An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.

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Transgender Man or Female-to-Male (FTM): A person who transitions from female to male, meaning a person who was assigned female at birth, but identifies and lives as male or as a man.

Transgender Woman or Male-to Female (MTF): A person who transitions from male to female, meaning a person who was assigned male at birth, but identifies and lives as female or as a woman.

Intersex: People who possess or develop physical sex characteristics that do not fit into conventional medical definitions of male or female. This can include chromosomes, genitals, hormones and more. Intersex people have been referred to in the past as “hermaphrodites” however “Intersex” is the preferred term.

Gender Non-conforming: A term used to describe some people whose gender expression or gender identity is different from conventional expectations of masculinity and femininity. Not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.

61.3 DEPARTMENT LIAISON

The department will maintain a LGBTQ liaison with appointment to this position being made by the Chief of Police on a voluntary basis. The liaison’s purpose will be to serve as a resource for members within the department and to foster positive communication with LGBTQ persons and groups, including school-based groups, within the City of Golden Community.

61.4 NAMES AND PRONOUNS

Once it becomes known that a member is interacting with a transgender person, they will use the adopted name, even if that name is not legally recognized, in all conversations with the transgender person or any other person when referring to the transgender person.

In addition, when addressing or referring to a transgender person, members will use pronouns preferred by the transgender person.

If members are uncertain about which pronouns are appropriate, members will respectfully ask the person which pronouns are preferred.

- She, her, hers for a person who is a transgender woman.

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- He, him, his for a person who is a transgender man
- They, them, their for a person who is gender non-conforming and/or prefers gender-neutral pronouns.

Members should be aware that there are numerous examples of gender non-conforming pronouns beyond those listed above.

When completing official documents and reports, members will include a transgender person's adopted name as the alias or AKA name. The transgender person's legal name will be used as the primary name. The adopted name will be used when referring to the transgender person throughout the report.

If no identification is available, and the member cannot determine a transgender person's legal name, members will use the adopted name for the primary name.

61.5 SEARCHES

When practical, before performing any level of search of transgender persons, members will provide them an opportunity to express a preference for the gender of the officer who will conduct the search. Members must take into account the reasonableness of any delay created by waiting for another member. If a member of the preferred gender is not available, members may proceed with the search per *PPM Chapter 75 – Arrest, Custody and Detainment*.

If the transgender person does not specify a preference, the default should be for the individual to be searched by the arresting officer.

Under no circumstances shall members of the department frisk or search any person, including searches premised on an individual's consent, for the purpose of viewing or assigning gender based on the person's anatomy or genitalia or for any demeaning or harassing purpose.

61.6 TEMPORARY DETENTION FACILITY

Members will house transgender detainees in holding cells alone. If there are no individual holding cells available, arrangements should be made to transport the detainee to the Jefferson County Jail or be released.

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Prior to transporting a transgender person to the Jefferson County Jail, jail personnel will be notified that the person is transgender and how the person would like to be addressed.