


Respect and  
Equality



# LGBTIQ

## Awareness and Inclusion



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On completion of this online module, you will be able to:

- Explain the importance of engaging with lesbian, gay, bisexual, transgender, intersex, queer and questioning (LGBTIQ) people respectfully.
- Apply key terms and concepts to support LGBTIQ communities.
- Use inclusive terminology and language.
- Apply inclusion and equality strategies within your role.

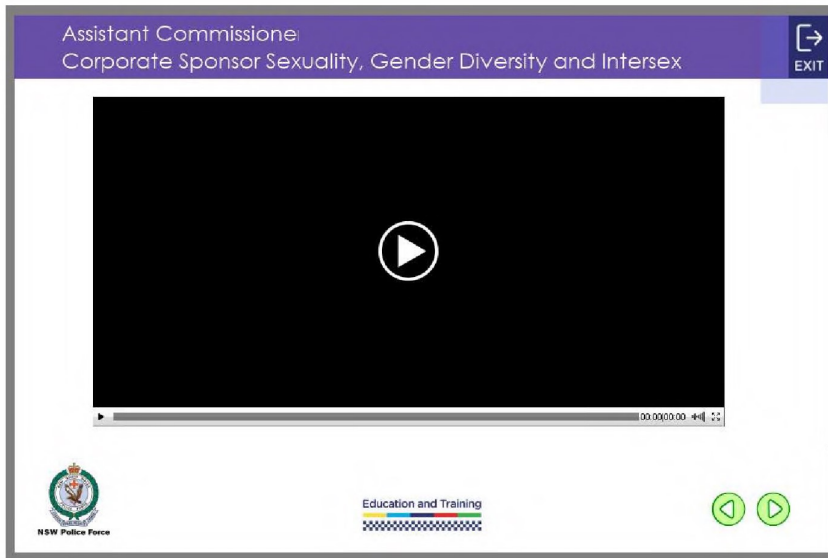
The NSW Police Force proudly supports LGBTIQ communities and provides a safe and secure environment for everyone.

[We are a diverse organisation and we are proud of that diversity.](#)



There are audio clips and videos within this module.  
All music used is from [www.bensound.com](http://www.bensound.com).





### Synopsis

- What does it mean for NSW Police employees to engage w/ LGBTIQ respectfully and equally?
  - Statement of intent
  - Community engagement to provide a safe environment
  - Be respectful and courteous of colleagues and the community
  - Lead by example and be inclusive
  - Educate the community about bias motivated violence
  - Understand and advocate for vulnerable communities and know where to go for support using specialist police like YLOs
  - Its about respect and acceptance and that human rights are upheld.

## The past



In the past society did not approve of homosexuality.

People were scared of homosexuality - they did not know much about it; they believed in stereotypes and misconceptions.

They generally lacked exposure to gay people.

It is not surprising that the relationships between police officers and gay people were not positive.

Gay men in particular **did not trust the police.**

Violence against gay men was condoned.

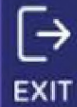


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A graphic consisting of a horizontal bar with yellow, blue, and red segments, and a black and white checkered pattern below it.



## The first Mardi Gras



In 1978, the year that some people attribute to the birth of Australia's 'gay rights movement', there were violent confrontations between the NSW Police and a group of protestors in Sydney.

This ended in 53 violent arrests. This was the first gay Mardi Gras.


Following these arrests, names were publicised in the newspapers leading to the loss of employment and other serious family and personal consequences. Many "78ers" remain traumatised to this day.

Additional protests in the same year resulted in a total of approximately 200 arrests.






**Formal apology to the 78ers** EXIT

In 2016, the NSWPF Corporate Sponsor formally apologised to the first Mardi Gras participants. This apology followed a formal apology from the NSW Parliament and the Sydney Morning Herald newspaper.

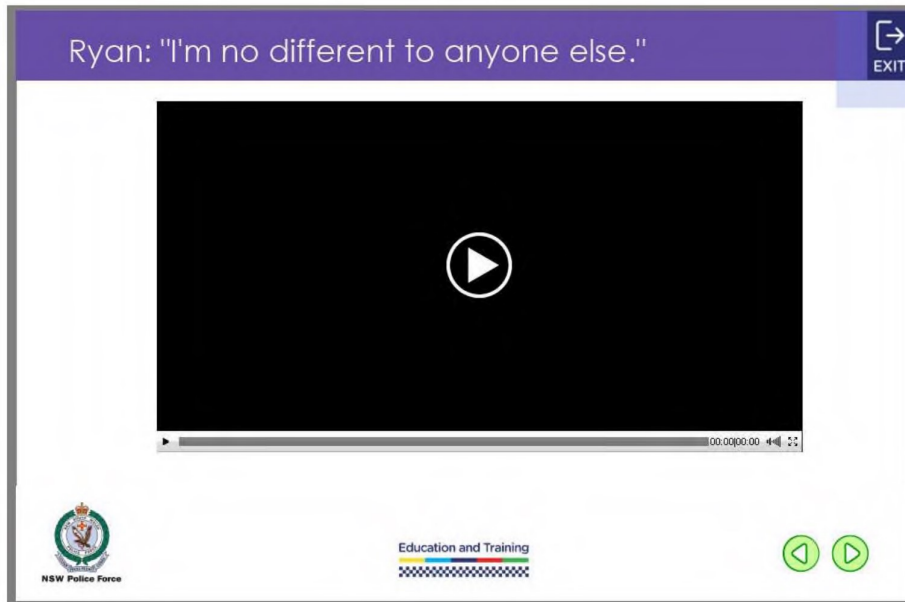


In 2018, to mark the 40th anniversary of the first gay Mardi Gras, the Commissioner of the NSW Police Force delivered a formal and heartfelt apology to the 78ers.

### Synopsis

- Provide a safe and secure environment
- Parliamentary apology and NSWPF is sorry for how the 1978 Mardi Gras was policed.
- Acknowledge the pain and hurt at that event.
- Today NSWPF is one of diversity, particularly at the Mardi Gras.
- LGBTIQ liaison officers always perform well and their commitment to their duties is well received by the community.
- Happy that Mardi Gras has invited NSWPF to participate in the 20<sup>th</sup> year of the parade.



### Synopsis

- It took me a long time to realise my sexuality but why does it make me different to someone else?
- We all have the same jobs, same ambitions.
- The only difference between you and me is who I'm sexually attracted to and that doesn't define me as a person.

If it makes no difference, why is this still an issue today?

**PRIDE IN POLICE**  
SEXUALITY, GENDER DIVERSITY AND INTERSEX



Every single person has a sexual orientation (sometimes called sexuality); for most people its heterosexual.

The difficulty is that for many heterosexual people, their orientation doesn't even come into question. It's such an incredibly innate and acceptable part of who they are that it doesn't even occur to them that their orientation is on display for others to see 24/7.

Heterosexual people talk about their families, bring their partners to events, they may even have a photo of them on their desk at work. Yet, if someone mentions the name of a same-sex partner or if they tell someone they're gay, then suddenly that part of their persona takes over.

Source: Pride in Diversity



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If it makes no difference, why is this still an issue today?

**PRIDE IN POLICE**  
SEXUALITY, GENDER DIVERSITY AND INTERSEX



From here on in they might be labelled as the 'gay cop' instead of a 'great cop'. It's odd isn't it? Look at it from another perspective; would you refer to someone as a 'hetero cop'? Probably not.

While most of us go through daily life without giving our orientation a second thought, many lesbian, gay, bisexual and gender diverse people go through daily life safeguarding that part of themselves.

### Why?

Because at the end of the day, that small piece of information can be detrimental to workplace, social and family relationships.



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11% of the population identify as LGBTIQ



UP TO  
**11 in 100**  
Australians may  
have a diverse sexual  
orientation, sex or  
gender identity.



### What does this mean for the police?

If, in NSW, police are called out to domestic related matters every 3 minutes, that means, that every 27.5 minutes, police may be called to a LGBTIQ domestic related matter.



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# What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

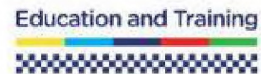
Transgender and  
Gender Diverse

Intersex

Questioning  
(Gender or Sexual  
Orientation)

Queer

Generally refers to people who self identify as being attracted to the same sex.



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Queer

Generally refers to someone who self identifies as being attracted to the same and opposite sex.



# What does LGBTIQ stand for?



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Lesbian and Gay

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(Gender or Sexual Orientation)

Queer

Any person who feels their assigned gender does not completely or adequately reflect their internal gender (how they feel).

Transgender people may or may not take steps to live as a different gender.

A transgender person may express any sexuality - heterosexual, homosexual or bisexual.



# What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and Gender Diverse

Intersex

Questioning (Gender or Sexual Orientation)

Queer

Refers to people born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'.

Like all of us, intersex people have a diversity of bodies and identities.



# What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and Gender Diverse

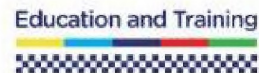
Intersex

Questioning  
(Gender or Sexual Orientation)

Queer

An individual may question the usefulness or validity of their current biological sex and/or assigned gender, including those who see binary categories of male and female as meaningless or unduly restrictive, and those who feel their gender does not align with the sex assigned to them at birth.

Individuals may also question their sexual orientation at various stages of their lives.



# What does LGBTIQ stand for?



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Lesbian and Gay

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Intersex

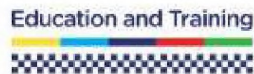
Questioning (Gender or Sexual Orientation)

Queer

An umbrella term for anyone who prefers to identify as queer or who feels somehow outside of the societal norms in relation to gender and/ or sexuality. Queer is a more fluid label than many others.

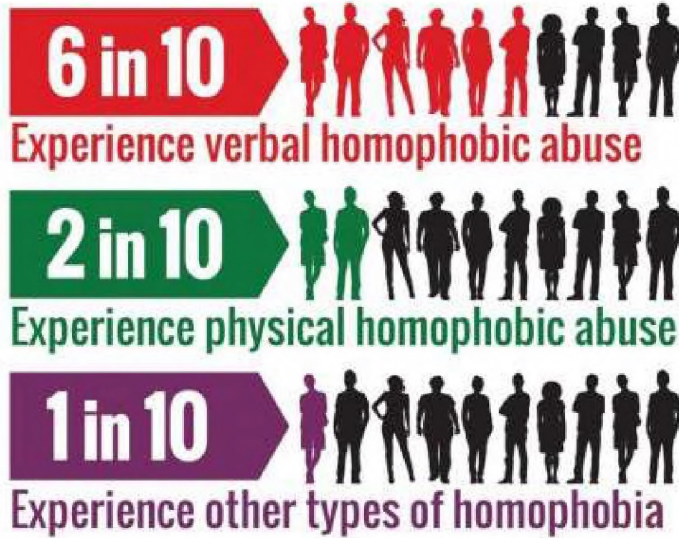
This term used to be derogatory reference in the past and sometimes is still used negatively today.

Please be mindful when using the term.

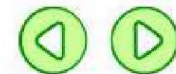




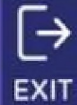
# Let's look at some facts - LGBTIQ communities



Source: AHRC



## Let's look at some facts - Transgender and Gender diverse communities



**35%** of transgender people aged 18 and over have attempted suicide in their lifetime.

**40%** of transgender and gender diverse people aged 18 and over have been diagnosed with an anxiety disorder in their lifetime.

**57%** of transgender and gender diverse people aged 18 and over have been diagnosed with depression in their lifetime.

An Australian national online survey found almost 80% of young transgender and gender diverse people aged 14-25 years had self-harmed compared to almost 11% of adolescents in the general Australian population (Trans Pathways 2016).

Source: Telethon Kids Institute, LGBTI Health Alliance



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# Walking in rainbow shoes



What do you know about LGBTQ inclusion and how do you feel about people who identify as LGBTQ? Click the buttons to reveal the answers.

## How do I Feel?

A bit uncomfortable...

That's ok, this module will help you **feel more comfortable** with LGBTQ inclusion.

Don't care either way...

That's ok, hopefully this module will give you **some reasons to care** about LGBTQ inclusion.

I'm cool with it...

Great. Hopefully you'll be **keen to actively support** LGBTQ inclusion once you learn more.

I'm a quiet supporter...

Excellent. Hopefully you'll be **keen to actively support** LGBTQ inclusion once you learn more.

I'm an active supporter...

Fantastic. Perhaps this module will give you **more ways to actively support** LGBTQ inclusion.

## What do I Know?

Nothing...

That's ok. Hopefully this module will give you **a great introduction** to LGBTQ inclusion.

A little...

Great. Hopefully this module will **help you learn more** about LGBTQ inclusion.

More than a little, less than a lot...

Excellent. Hopefully this module will **help you learn more** about LGBTQ inclusion.

A lot...

Fantastic. Perhaps in this module **you will learn something new**.

Source: Pride in Diversity



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# The genderbread person



Understanding LGBTIQ is understanding gender and how it relates. Click on the blinking items to reveal.

## Gender Identity

This is how you - in your head - experience and define your gender. It's based on how much you align - or not - with what you understand the options for gender to be.

## Attraction

Is how you find yourself drawn - or not drawn - to others in a sexual, romantic and/or other ways.

## Biological Sex

Refers to the physical traits you're born with or develop that we think of as "sex characteristics" as well as the sex you are assigned at birth such as male, female, intersex.



For some people, these don't always align with each other or follow societal expectations.

## Expression

This is how you present gender (through your actions, clothing, demeanour etc.).

It's how these presentations are viewed based on social expectations such as masculine, feminine, both, neither or fluid.

Adapted from  
[www.itpronouncedmetrosexual.com](http://www.itpronouncedmetrosexual.com)



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# What is LGBTIQ?



Drag and drop all 6 terms on the left onto the circles and click Submit to progress. Each circle will have at least one. To reset, drag the terms back to the left and try again. If you need further help go back to the Genderperson and What does LGBTIQ Stand For screens.

Gender Identity

**Transgender**

Questioning Queer

Correct!



Attraction

**Lesbian**  
**Bisexual**  
**Gay**

Biological Sex

**Intersex**

Submit

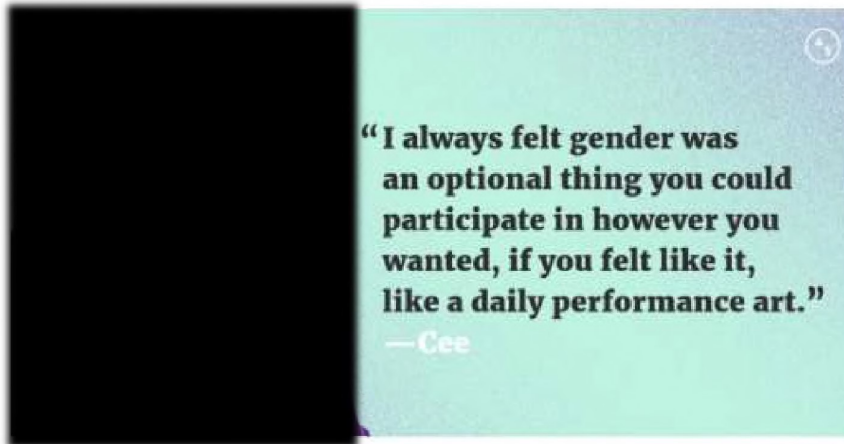


# What about people who identify as 'non binary'?



## Non Binary

Someone who feels their gender identity is outside the male and female categories.



"My gender has always been a bit different. I was an artsy tomboyish nature kid who liked to read and harass amphibians. I started to question my sexuality in 1994, in high school. During that time I loved playing with gendered clothing, mixing vintage dresses with knee high combat boots and started wearing men's clothing as a teenager.

I now identify as a genderqueer / non-binary, and I'm thankful for the new vocabulary to describe myself.

**The more people interact with and see me the way I feel I am inside, the more comfortable I feel in my skin."**

Cee, Tech Director

Source: <https://www.autostraddle.com/what-it-means-to-call-ourselves-non-binary-an-autostraddle-roundtable-377060/>





# What is LGBTIQ Awareness and Inclusion? Why is it Important?



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# The locker room

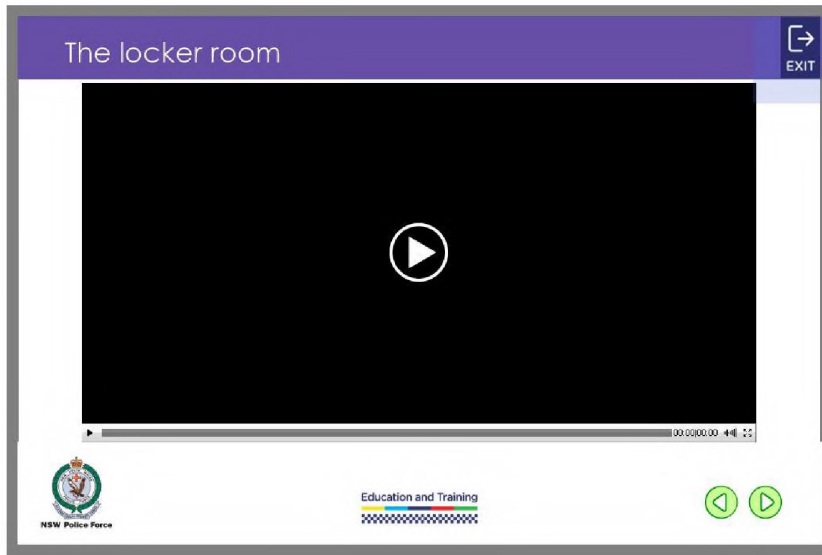


Inclusion at work is extremely important.

Watch the next scenario and consider what behaviours are or are not inclusive.







### Synopsis

- 2 officers in change room at end of shift
- Officer 1 "What are you up to now pretty boy?"
- Officer 2 "just going for drinks"
- Officer 1 "Thought you were getting ready for your boyfriend"
- One on one with Officer 1 "I was just stirring him up. He never told me had a problem. It was just a joke."
- Officer 2 "I'm sick of all the jokes about my appearance and perceived sexuality. Its getting me down."
- Officer 3 "It's al jokes but that's how it is here. Just needs to suck it up."

## The locker room



Was there a problem with the previous video? Click the appropriate answer.

No, nothing was wrong in this situation.

Yes, there were a few issues.

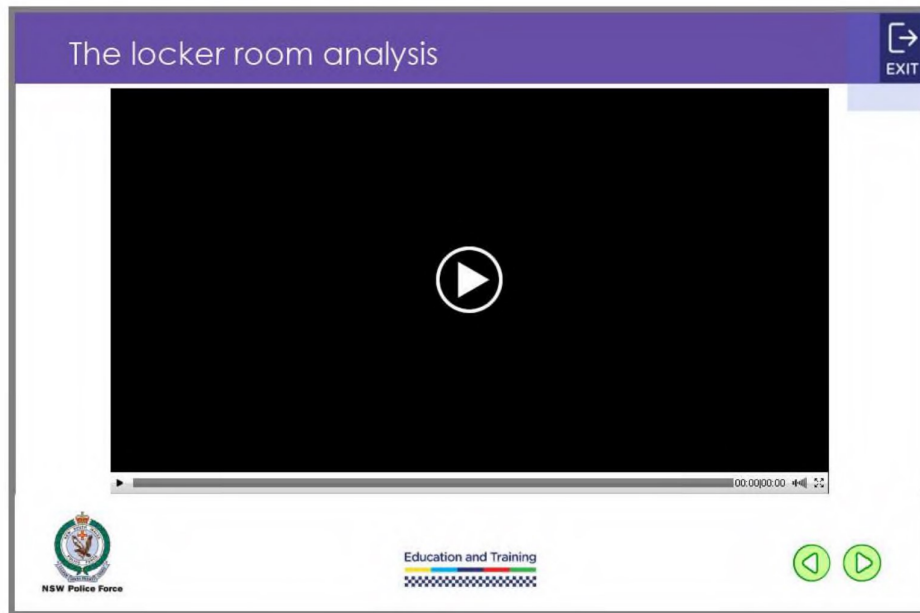
Not quite right.

Correct, the officer's behaviour is not consistent with the standards of behaviour as set out in the NSWPF Respectful Workplace Behaviours Policy and Guidelines and the NSWPF Code of Conduct and Ethics, specifically the comments "pretty boy" and "getting ready for your boyfriend".

According to NSWPF Policy, harassment can include jokes based on gender, race, marital status, homosexuality, disability, age, marital status carer's responsibilities or transgender status.

Remember, before you engage in banter-like behaviour, what is funny to one person may not be funny to another as everyone has different backgrounds, experiences and beliefs.





### Synopsis

- NSWPF solicitor and psychologist
  - Anti-discrimination laws – it is not ok to ridicule somebody because of a particular characteristic.
  - Psychological effects like anger, frustration, depression and in the longer term anxiety
  - Possibility of avoiding work and even trauma
  - Safer to say nothing for fear of more targeting
  - If someone doesn't complain it means it wasn't harassment – this is not the case. A one-off comment can still be harassment.

## How does this apply to you?



Make sure you **understand** the key concepts and terms so you can support LGBTIQ people.

**Accept and support differences** – we are all unique.

**Lead by example** – you are a role model in the community, so be visibly supportive and inclusive of all people including LGBTIQ people. Treat everyone with respect.

Take opportunities to **educate** others.

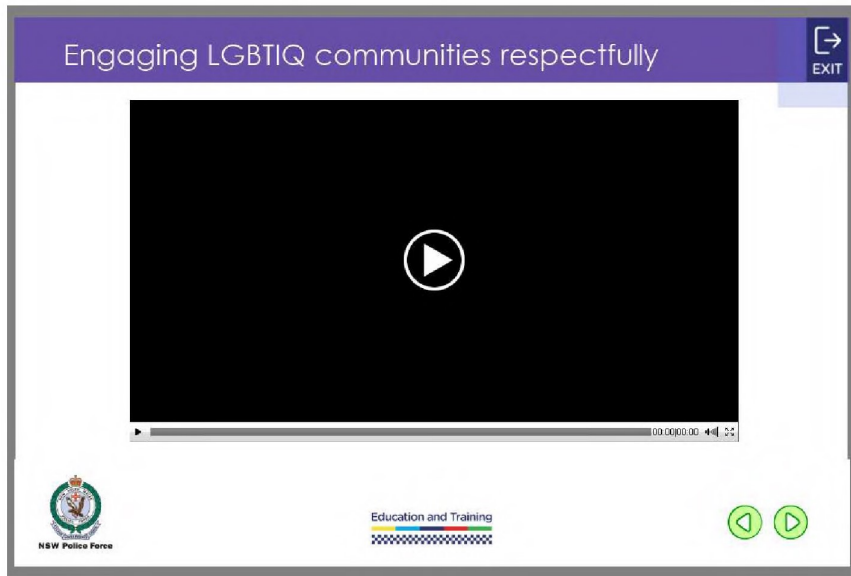
**Challenge** negative behaviours.

Know where to find **more information and referrals**.

**Don't be a passive bystander** – if you see or hear inappropriate behaviour, speak out!

Source: Twenty 10





### Synopsis

- It's simple, being a good human is to be kind to all people, everyone deserves to be treated fairly and with respect
- Even more so as a police officer to ensure this happens

## Your role in the community



"The anticipation of how police will handle a matter is a particular concern for some LGBTIQ people. Treating a victim with respect and dignity will often help to overcome this concern.

Acknowledging the experiences of a victim in a sensitive manner will assist victims to feel more comfortable when talking to police. It may also encourage the future reporting of similar incidents and assistance in other non-related investigations by members of LGBTIQ communities.

It only takes one negative interaction to significantly damage the reputation of police."



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## Young people



Young people are amongst the most vulnerable within the community.

Those who are sexuality or gender diverse, and those questioning their orientation or identity are no exception.

Evidence suggests that they are even more at risk of social exclusion, discrimination, violence, unemployment and homelessness.

This can lead to mental health issues, drug and alcohol misuse and suicidal behaviours.

How does  
this apply to  
your role?



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## Young people



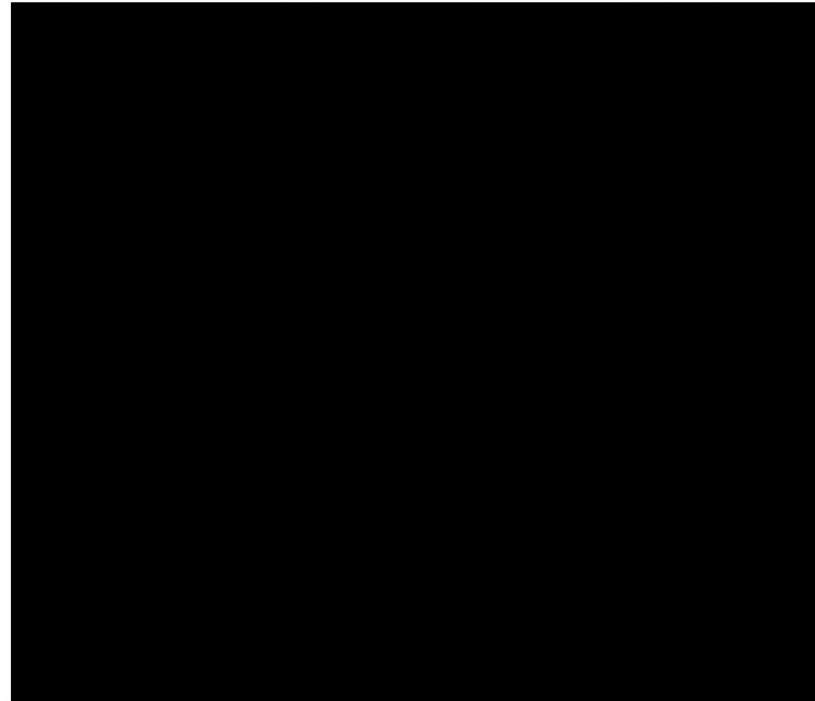
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This can lead to mental health issues, drug and alcohol misuse and suicidal behaviours.

As a Police Officer, you may engage with particularly vulnerable groups within LGBTIQ communities; young people, transgender and gender diverse people.





## Young people



How can you improve on your own practice in relation to working with LGBTIQ people in the pursuit of crime prevention, detections, addressing the fear of crime and ensuring an appropriate and sensitive response to victims and witnesses of crime?

Click to reveal.

- Be non-judgemental.
- Ask the person for their name and pronouns.
- Use inclusive language.
- Help to create an environment of acceptance and safety.

The use of inclusive terminology respects individuality and enables visibility of important issues. The rights of people to identify their sexual orientation, gender identity or intersex status as they choose is also supported.

Source: Twenty 10



# Using inclusive language



Using inclusive language makes a real difference to LGBTIQ people.

If someone discloses to you that they're from one of the LGBTIQ communities; respectfully ask what pronouns they use to describe themselves, then use those pronouns.  
Example: He / She / They

Use language that acknowledges diversity. This can mean using words like "partner" instead of "wife" or "husband".

Practise makes perfect so keep trying. If you make a mistake, apologise and move on.

Don't question or make assumptions about someone's gender, sexuality or relationship. Respect how people define their gender and sexuality.

Don't ask to satisfy your curiosity - we all have a right to privacy.



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## Ask

**Q.** *What should I do if a transgender person asks me to call her Jessica, but WebCOPS says her name is John?*

**A.** The use of inclusive terminology respects individuality and enables visibility for those people who are acknowledged appropriately. The right of people to identify their sexual orientation, gender identity or intersex status as they choose is very important.

You can address Jessica by her name, however you may come across legal documents, records and interviews that display her former name and you may want to let her know.

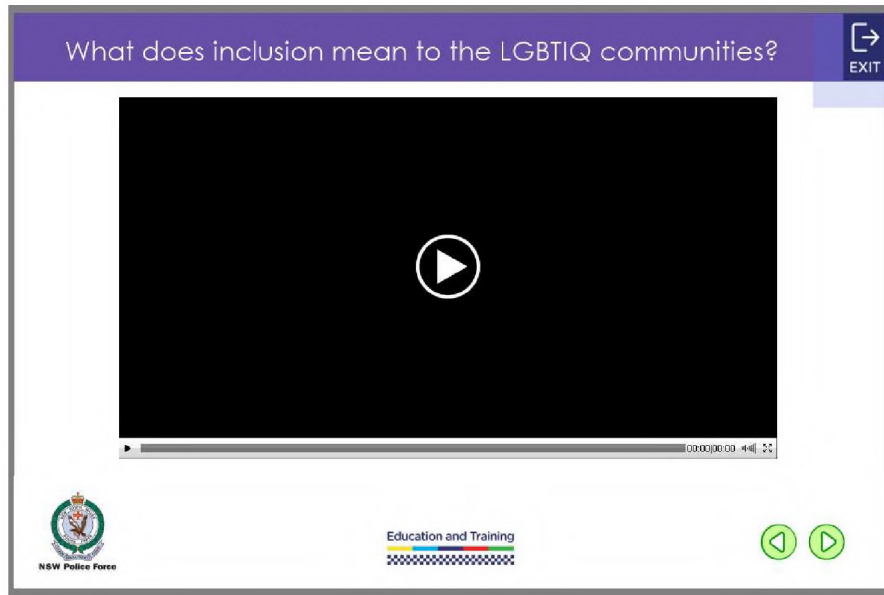
Using inclusive language and a person's pronouns can help us build a safer, more inclusive and respectful environment for transgender and gender diverse communities.



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### Synopsis

- NSWPF in purple shirts. Officer interviews 2 people.
- Officer "Does it make you feel good that you have the support of the NSWPF?"
- Person 1 "Yes absolutely, When we were walking through the crowd to do the performance we didn't know what type of crowd would be here. Seeing all of you guys in purple shirts was awesome."

## GLLOs, DVLOs, SLPs, YLOs, PSOs



Take a **coordinated approach** and utilise:

- GLLOs (LGBTIQ Liaison Officer)
- DVLOs
- SLPs
- YLOs
- PSOs
- Other specialist police.



A GLLO's main purpose is to help build a bridge between the local LGBTIQ communities and police.

Partnership and collaboration across all relevant portfolio areas are the keys to engaging all sworn and unsworn staff in inclusive practice.



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LGBTIQ Events - click on each picture to find out more EXIT



**Sydney Gay and Lesbian Mardi Gras** is a festival held in February / March each year, culminating in the world famous Mardi Gras Parade and Party. It aims to raise visibility of the LGBTIQ communities through a strong focus on celebration and the promotion of social justice for LGBTIQ communities.



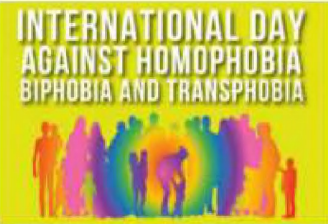
**Wear it Purple Day**  
Wear it Purple Day is conducted on the last Friday in August, encouraging people to wear purple to show support for young sexuality or gender diverse ("rainbow") people. It aims to foster supportive, safe, empowering and inclusive environments.



**Transgender Day of Remembrance**  
Transgender Day of Remembrance, on the 20th November each year, is an international event to remember and honour transgender people who have experienced anti-transgender violence, including those murdered, assaulted, harassed and discriminated against.

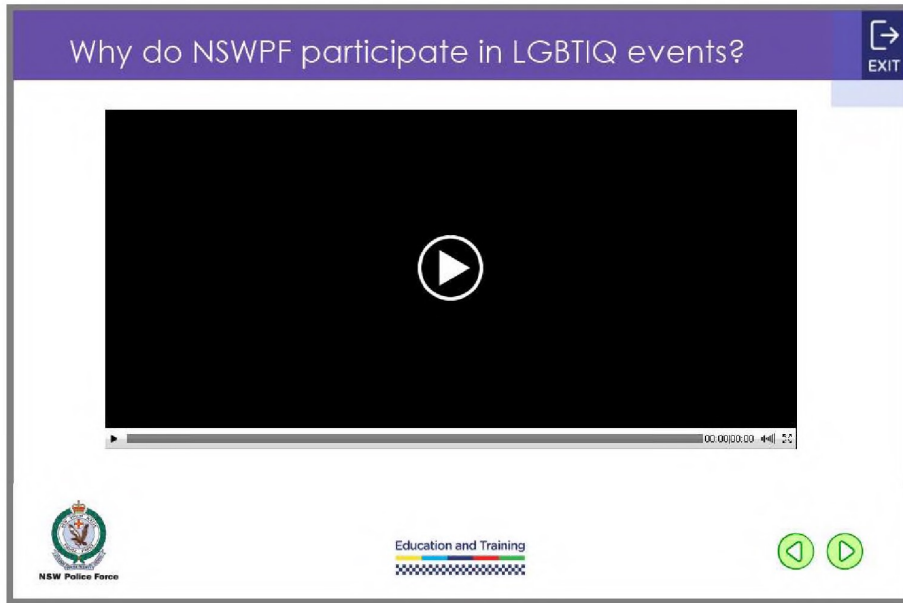


**Local Community Events**  
Local LGBTIQ communities are now celebrating visibility and awareness all over NSW including Parramatta, Broken Hill, Northern NSW, Wagga and Albury.



**International Day Against Homophobia, Biphobia and Transphobia**  
IDAHOT is a worldwide celebration of diverse sexual orientations, gender identities and expressions of sex characteristics and is held on the 17th of May each year.





### Synopsis

- Important to create greater visibility, recognition, acceptance and celebration of an important group of people who identify in a broad group of diverse sexuality and gender.
- The organisation supports these days as they education the organisation and the wider community.
- Encourages greater visibility for those who have been frightened and have been hiding their true selves. It helps NSWPF to create safer places for all inclusive communities.
- Gives the opportunity to call out and challenge unacceptable behaviours that can lead to criminal and civil and violations such as harassment, violence, discrimination and vilification – such behaviour will not be tolerated.
- Transgender and gender diverse people face daily threats / actual violence, discrimination, harassment and rejection.
- Wear it Purple is to help young people to be their true selves, to feel safe and be proud of who they are. Family and peer rejection, homelessness, isolation as well as negative physical and mental outcomes. By wearing purple the organisation demonstrates their support to a vulnerable and marginalised group of young people in the community.
- The organisations' involvement drives conversation about diversity, inclusion, acceptance and respect. It also supports the fundamental human right that all persons are born equal before the law with a freedom to live without discrimination, not be subject to violence and torture and the right to seek life in a safe community.

## Message from the Commissioner



Today's police force is a very different organisation to the agency that it was in 1978. Just over forty years ago, when the first 'Mardi Gras' in Darlinghurst resulted in a violent confrontation with police and 53 arrests, homosexuality was a crime. Police were recruited for their physical size and strength and there was little diversity within our ranks.

Today's police recruits are introduced to sexuality and gender diversity issues at the start of their training.

Our current approach maintains an ongoing commitment to improving the way we manage LGBTIQ issues in a policing context, and provides officers with a clear direction for the future.

It reflects our commitment to increasing trust and confidence in the NSW Police Force amongst members of the LGBTIQ communities and a collaborative approach to preventing crime and supporting all those affected by crime.

**Thank you for completing this awareness module and I look forward to working with each and every one of you to realise this commitment.**



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## What else can you do? How can I be more involved?



Click on the below for further information.

[Police intranet on Sexuality, Gender Diversity and Intersex](#)

[Strategy in Sexuality, Gender Diversity and Intersex 2019-2022](#)

[Sexuality, Gender Diversity and Intersex Policy Statement](#)

[Sex in Public Places](#)

[Key Contacts and LGBTIQ Support Services](#)

If you would like further training to become a GLLO or an 'ally', please click [here](#).



## Module Complete

EXIT

Congratulations! You have completed this module.

Click the 'EXIT' button at the top right corner to close this module.

