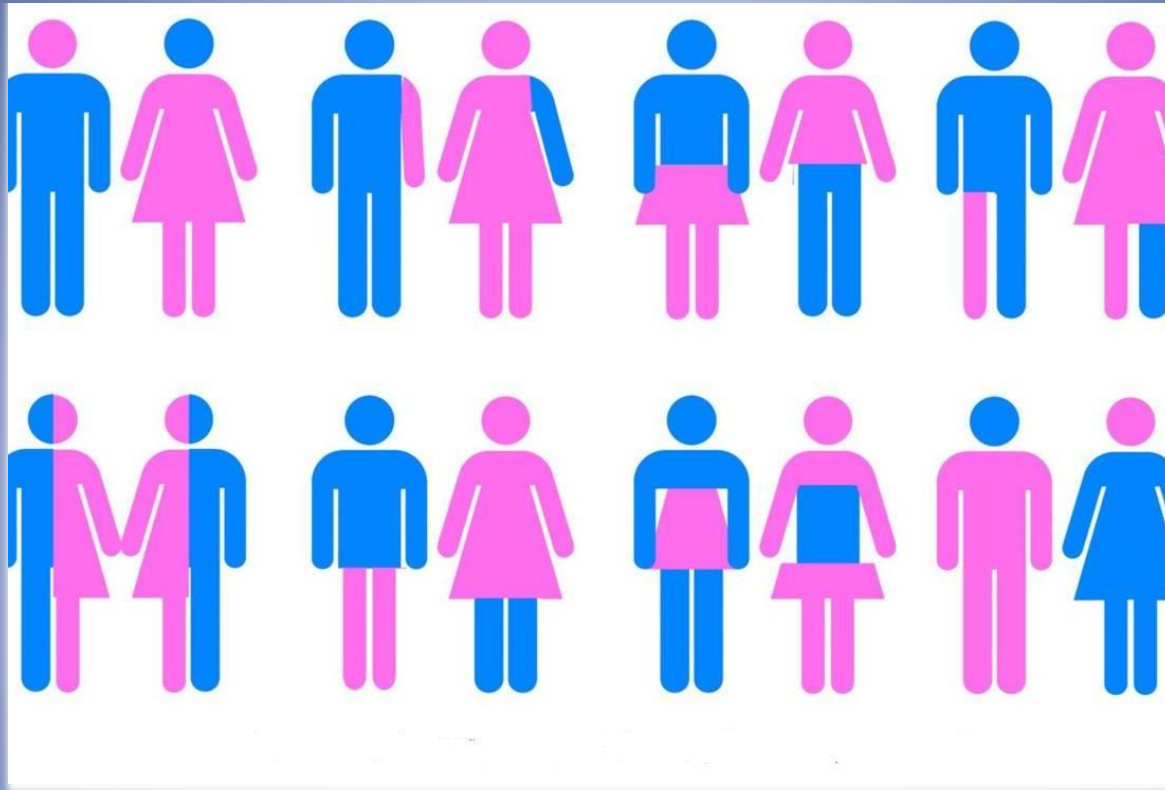


# Gender, Care & Custody



Jennifer Sprafke – PREA Director  
Benjamin Webster – SOS, MVRCF  
Vermont Department of Corrections

CA attorney general vows to halt ballot measure that would legalize killing gay people



Bathroom ban violated transgender student's rights: court

Gay football player reveals what showering with teammates is really like

Religious Freedom: The Difference Between Indiana's Law and All the Others

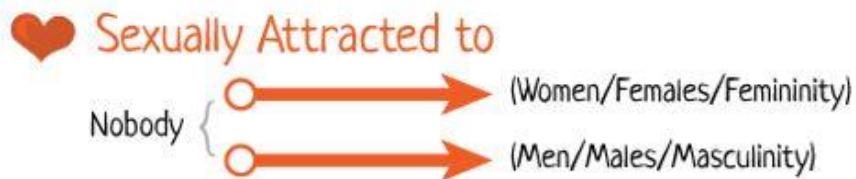
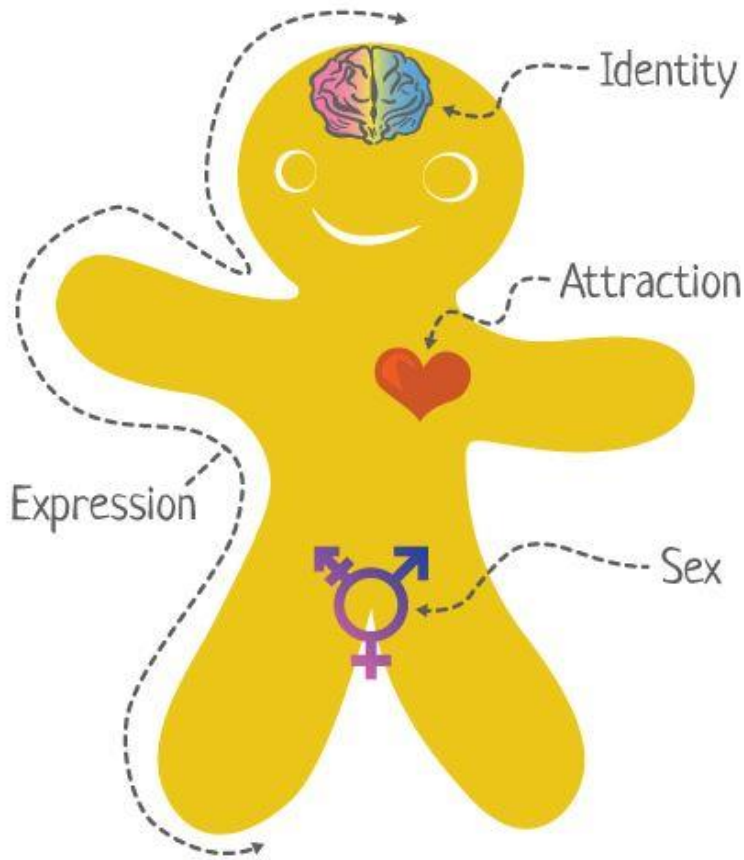
Bruce Jenner to undergo gender reassignment surgery in the spring

N.F.L. Prospect Michael Sam Proudly Says What Teammates Knew: He's Gay

# How We Communicate Matters!

Members of the LGBTQI community often encounter biases and negativity when they share their self-identification or status or when they present themselves in a gender non-conforming way.

# The Genderbread Person v3.2 by its pronounced METROsexual.com

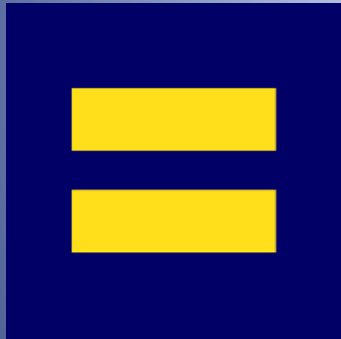


# Sex, Gender Identity, Gender Expression & Sexual Orientation

- How do all of these things fit together?
- Does any one determine the other?
- Gender does not determine sexual preference and vice versa
- Sex does not determine gender identity



# What does L-G-B-T-Q-I stand for?



- Lesbian
- Gay
- Bisexual
- Transgender
- Queer
- Questioning
- Intersex



## **Lesbian**

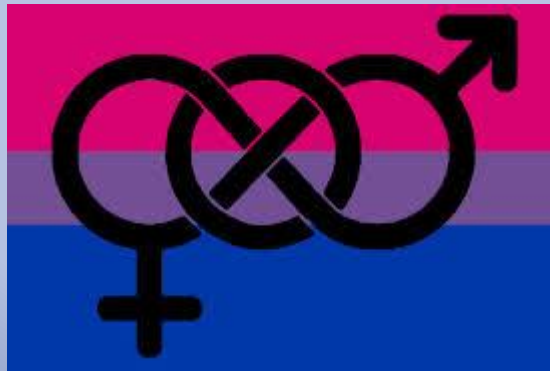
Most frequently used by female-identified people who experience attraction primarily or exclusively for other female-identified people

## **Gay**

Most frequently used by male-identified people who experience attraction primarily or exclusively for other male-identified people

# Bisexual

A person who is romantically or sexually attracted to more than one gender or sexual category.





# Queer & Questioning

## Queer:

- Blurs both gender and sexual orientation and is regarded by some as more inclusive than the terms gay or lesbian, because it encompasses both sexual orientation and gender identity.
- An umbrella term sometimes used by the LGBTQI community
- Regarded by some as offensive and derogatory because of its historic use as a slur.

## Questioning:

- For some, the process of exploring and discovering one's own sexual orientation, gender identity, or gender expression.

# Gender Non-Conforming

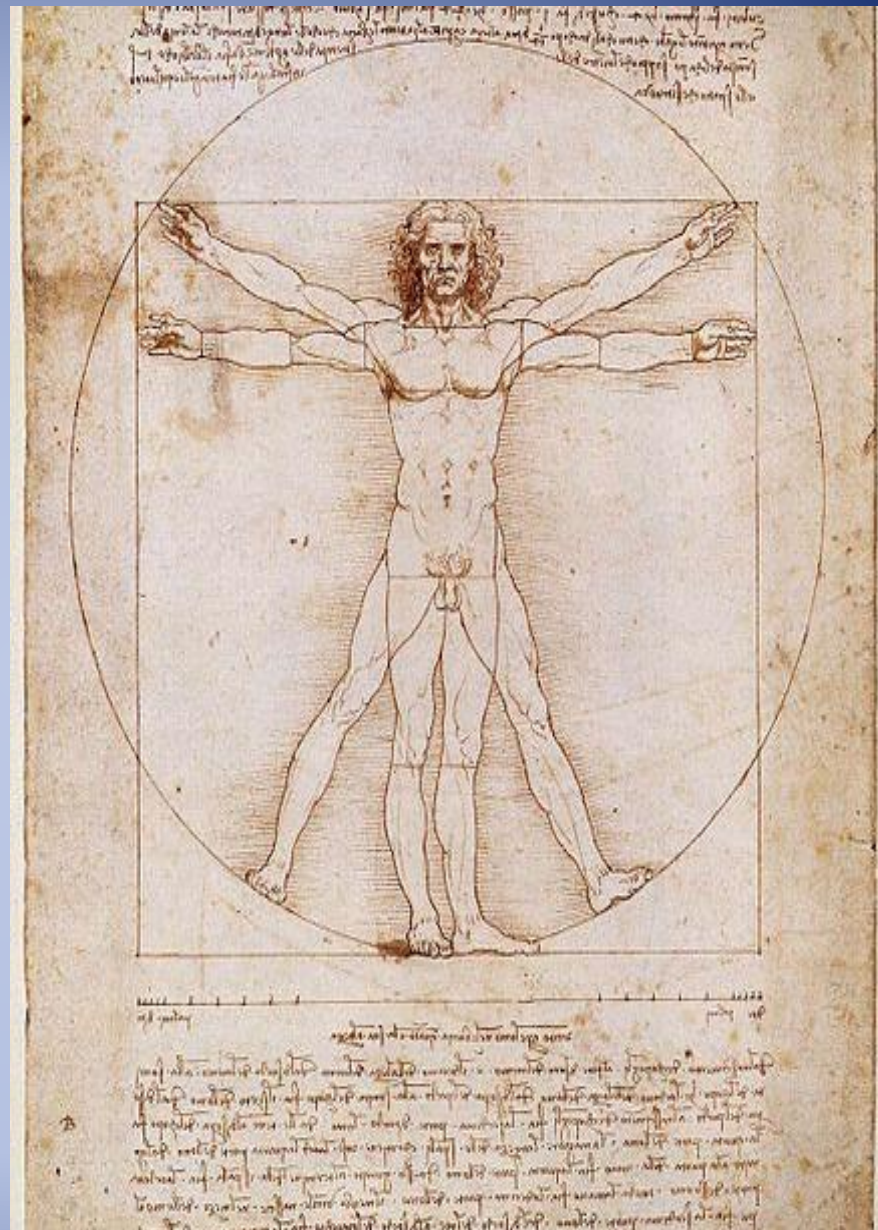


People who have mannerisms, dress, or behaviors that do not conform to expected common gender roles often encounter similar reactions as well – whether they are LGBTQI or not.

# intersex

A term referring to people who have physical markers that differ from the medical definitions of male or female.

An individual born with external genitalia, internal reproductive organs, chromosome patterns, and/or endocrine systems that do not seem to fit typical definitions of male or female.





# Transgender



A person whose gender identity differs from his/her birth sex. A transgender female is a person whose birth sex is male, but who understands herself to be, and desires to live her life as a female, and vice versa.

# Guidelines for Using Pronouns

- Legal name vs. identified name
- Beware of using incorrect pronouns, or using them in a demeaning or hurtful manner.
- **Don't insert gender when its not necessary!**



# Gender Identification & Sexual Preference Form

Legal Name: \_\_\_\_\_

DOB: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

PID/Jacket #: \_\_\_\_\_

- I do not identify as transgender or intersex and am not requesting any accommodation  
(Skip Part I & Part II – staff signature only)
  - I identify as transgender or intersex and am requesting no accommodations  
(Skip Part I & Part II – inmate and staff signatures only)
  - I identify as transgender or intersex and am requesting accommodation
  - I identify as gay, lesbian, bisexual, queer, questioning or gender nonconforming.
- 

## **Part I – Complete for transgender and/or intersex inmates that are requesting accommodations**

Preferred Name: \_\_\_\_\_

Preferred Pronoun (circle one): Male Female They M2F F2M Other: \_\_\_\_\_



# Accommodations

Accommodation Requests (i.e. bra, boxer shorts, hygiene items, etc.):

_____	_____
_____	_____
_____	_____

- Bra
- Underwear/boxers
- Chest/penis binder
- Cell assignments
- Makeup
- Hygiene products
- Shower times
- Bathroom usage

# Searches

---

**Part II - Complete for transgender and/or intersex inmates that are requesting accommodations**

While I am in custody of the Vermont Department of Corrections, I would prefer to be pat-searched by an officer of the below indicated gender whenever possible. I understand that this preference will be respected unless the situation in an emergency, there is no one of that sex available, or the failure to conduct a search will jeopardize the safety of the staff or inmates.

Female \_\_\_\_\_ Male \_\_\_\_\_ Either \_\_\_\_\_

---

Inmate Signature: \_\_\_\_\_

Today's Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Witnessing Officer's Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Today's Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

CFSS' Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Today's Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

# What do I do?

- Be aware of requested accommodations
- Use proper gender pronoun
- Admit what you don't know and accept the fact that you may sometimes say the wrong thing

# Using the Right Words

- Use professional terms; not slang or slurs
- Be aware of requested accommodations
  - Planned ignorance is not a “pass”
- Avoid Stereotypes
- Get your information from staff and not from the individual
- Gender neutral language

# Language Helps Create Culture

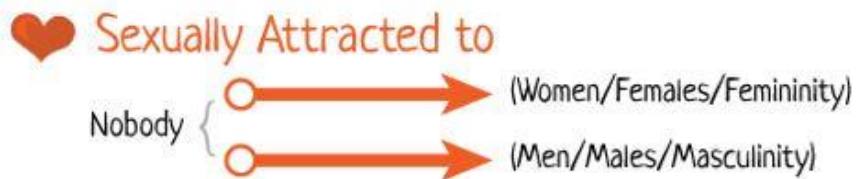
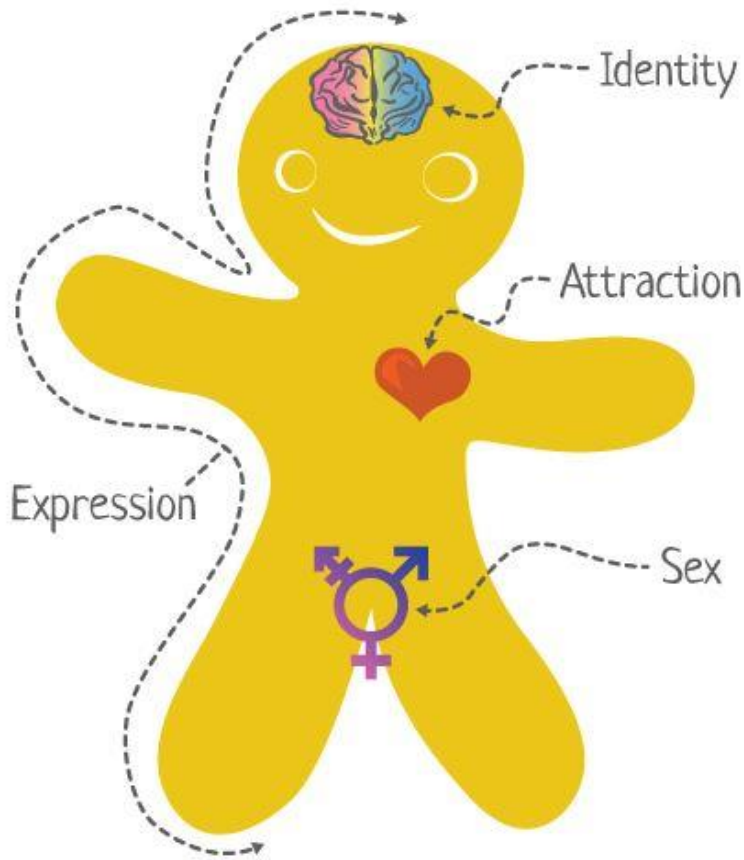
- The language staff use sets the foundation for the culture and work environment.
- Your language and actions affect the emotional well-being of fellow staff and offenders
- Your words help to create the culture of what is *acceptable* or *unacceptable* to say.

# Maintaining Confidentiality

- You should always be careful with personal information you may have about someone else, such as their sexual orientation.
- Perceptions and assumptions can be harmful, and unnecessarily sharing information can get someone hurt, whether offender or co-worker.
- Honor confidentiality – share information only on a “need to know” basis.



# The Genderbread Person v3.2 by its pronounced METROsexual.com



# Questions / Comments

Jennifer Sprafke – PREA Director

[jennifer.sprafke@vermont.gov](mailto:jennifer.sprafke@vermont.gov)

(c) 802.793.4586

Benjamin Webster – SOS, MVRCF

[Benjamin.webster@Vermont.gov](mailto:Benjamin.webster@Vermont.gov)

(c) 802.881.6546