

Central Arizona Shelter Services, Inc.

Policy

Transgender Policy

It is CASS' intent to provide all homeless individuals with access to a safe emergency shelter environment that treats all persons with dignity and respect. This includes respecting the gender of each person as they self-identify it.

Policy

All shelter residents, including transgender individuals, will be placed in the dormitory facilities of their self-identified gender. For transgender individuals, self identified gender placement will be made regardless of appearance, presenting biological status or legal documentation.

Intake

At initial intake to the shelter, individuals will be given the option of self-identifying as transgender. If an individual self-identifies as being transgender, staff will inform the individual that the shelter respects transgender individuals, that information will be kept confidential, that harassment is prohibited, and that accommodations are available.

Accommodations

Sleeping Arrangements: For safety purposes and to reduce the potential for harassment, transgender individuals will be provided bed space in the Level I dormitory of their self-identified gender. If a transgender client reports harassment in the dormitory or if the transgender client does not feel comfortable in the dormitory, a bed can be provided in the dayroom, where shelter staff can provide supervision and security during the evening hours

Restrooms – Due to safety and security concerns, CASS dormitory bathrooms do not have private shower facilities. Transgender individuals will be provided with access to private restrooms behind intake area for showers.

Transgender individuals will be expected to comply with all other shelter rules and policies. Transgender clients may dress in a manner consistent with their gender identity, but all clients are expected to comply with general standards of modesty while in the shelter.

Harassment

CASS does not tolerate verbal or physical harassment of any client within the shelter. If a transgender client experiences harassment, the incident should be reported to a staff member as soon as possible per the CASS harassment policy. If harassment is committed by staff member, individual should report incident to appropriate supervisor as documented in grievance procedure.

Confidentiality

Consistent with its existing confidentiality policies, CASS will respect the privacy of transgender clients. To this end, a person's transgender status will be kept confidential by staff.

Questions

Questions about this policy should be addressed to staff or appropriate supervisor. If they are not available, please contact the Program Director at (602) 256-6945x3043.

Human Services Campus

This policy only applies to CASS facilities and services. It does not cover activities on or services provided by other campus entities or facilities including the Human Services Campus, the Lodestar Day Resource Center, St. Vincent de Paul, Health Care for the Homeless or other campus services not provided by CASS. Harassment, accommodation or other issues should be reported through the appropriate processes of the agency in question.