

2021.04.29-0337 REVISED PROCEDURES AND TPS FORMS

Further to Routine Order [2020.03.10-0205 - NEW STANDARD OF CONDUCT 1.9.2 – RESPECT FOR GENDER DIVERSITY AND TRANS-INCLUSIVE POLICING](#), the Service remains committed to delivering effective police services which are sensitive to the needs of Toronto's diverse communities.

As such in consultation with Equity, Inclusion and Human Rights, the following Procedures have been amended to reflect current practice:

- 01-02 Search of Persons
- 01-02 Appendix C Trans Persons
- 01-03 Persons in Custody
- 01-03 Appendix A Medical Advisory Notes
- 01-03 Appendix C Designated Lock-Ups
- 01-03 Appendix E Transportation and Lodging of Trans Persons
- 09-06 Property of Persons in Custody
- 13-14 Human Rights

In addition, the following definitions will be included in Service Governance where applicable and will be included in the next electronic update of Service Governance Definitions as contained on the Intranet.

<u>Assistive/Prosthetic Device</u>	means a device used to replace, compensate for, or improve the functional abilities of people with disabilities or for trans or gender diverse persons to affirm gender identity. Assistive device includes a broad range of items such as mobility and visual/hearing aids, orthotics/prosthetics, speech devices, medical supplies, environmental controls and respiratory devices. Prosthetics used to express gender identity include: breast forms, chest binders, gaffs, packers, prosthetic penises and wigs.
<u>Gender</u>	the set of socially classified behaviours, attitudes and norms associated with and roles of men, women, trans people, non-binary people and more. Encompasses gender identity, a person's internal sense of being a man, woman, both or neither.
<u>Gender Expression</u>	is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common and important ways of expressing gender.
<u>Gender Identity</u>	is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along or beyond the gender spectrum. A person's gender identity may be the same as or different from the typical pairing with their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.
<u>Sex</u>	the classification of people as male, female or intersex based on a specific combination of reproductive organs, chromosomes and hormones and assigned at birth based on observation of a person's genitals.
<u>Trans</u>	is an umbrella term referring to people with diverse gender identities and expressions that differ from their assigned sex at birth. It includes but is not limited to people who identify as transgender, trans woman (someone assigned male at birth who knows themselves to be a woman), trans man (someone assigned female at birth who knows themselves to be a man), non-binary, gender non-conforming, gender variant or gender queer. Some people may consider two-spirit to be a trans identity. Trans persons may or may not make a social transition, have surgery, use prosthetic devices or take prescription medications (such as hormone therapies), to affirm their gender identity. They may or may not have identity documents that reflect their lived identity.

That attached listing of TPS forms has also been updated to reflect current practice. Specifically Sex has been replaced with *Gender and the drop down selection includes: Male, Female, Non-binary and Unknown.

For the purposes of TPS forms *Gender shall be accepted and used/recorded as the respondent identifies, and in instances where they are unable or unavailable to answer it is how they present.

<u>Female</u>	a person who identifies her gender as a female.
<u>Male</u>	a person who identifies his gender as a man.
<u>Non-binary</u>	gender identities outside of the expected binary of men and women.
<u>Unknown</u>	this is to be used when a person's gender is unknown and the individual is unable or unwilling to provide further information to police. This category is to be used to prevent police making an erroneous assumption about someone's gender. This is intended to be a temporary category, to be amended if and when the individual shares their gender.

The revised procedures will be included in the next electronic update of Service Governance as contained on the Intranet. For the convenience of members, the revisions have been shaded. The revised forms are now available on the TPS Forms Menu.

Members should be aware that Service Governance is continually reviewed and revised to reflect best practice. There will be further updates to come as matters are identified and members will be advised accordingly.

Any inquiries about this Routine Order may be directed to the Governance.GeneralMailbox@torontopolice.on.ca

Unit Commanders shall ensure that all members under their Command are made aware of and comply with the contents of this Order.

Per: Strategy and Risk Management - Governance