

2020.03.10-0205 - NEW STANDARD OF CONDUCT 1.9.2 – RESPECT FOR GENDER DIVERSITY AND TRANS-INCLUSIVE POLICING

Our Service is committed to delivering effective police services which are sensitive to the needs of Toronto's diverse communities. As part of this commitment, the Service has developed Standard of Conduct 1.9.2 "Respect for Gender Diversity and Trans-Inclusive Policing"

Compliance with Standards of Conduct 1.9.2 is crucial for enhancing public trust and confidence:

Standard of Conduct 1.9.2 "Respect for Gender Diversity and Trans-Inclusive Policing" states:

Members shall, in the performance of their duty, treat people of all gender identities and gender expressions, including trans and gender diverse individuals, with respect, courtesy, and consideration.

Members shall comply with Standards of Conduct 1.9.2 in their interactions, including but not limited to:

- (a) respect the rights of all individuals to be addressed by the name, pronoun, and gender that corresponds to their gender identity;
- (b) respect the rights of all individuals to express their self-identified gender, including through access to facilities, clothing and/or other personal items to support their gender identity and expression;
- (c) respect privacy and confidentiality relating to a persons gender identity and expression;
- (d) conduct themselves in a manner that is inclusive and respectful of trans and gender diverse individuals and communities.

Members shall not:

- (a) knowingly, intentionally, or repeatedly misgender any individual;
- (b) use derogatory, demeaning, discriminatory, abusive, or offensive language relating to gender identity or expression;
- (c) engage in gender-biased policing, which includes stereotyping based on gender identity or expression, or treating an individual's gender identity or expression as a basis for suspicion;
- (d) disclose an individual's trans or gender diverse identity without that individual's consent, except where it is relevant and necessary for the

performance of the member's duty, or there is an immediate risk to health and safety.

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

Per: Professional Standards Support - Governance