Reporting Transphobia in Australia



Transgender Anti-Violence Project 2012 Survey Results





BACKGROUND TO THE GENDER CENTRE AND THE TRANSGENDER ANTI-VIOLENCE PROJECT

The Gender Centre is a specialist not-for-profit organisation providing services to transgender and gender diverse people in Sydney and across NSW. Established in 1983, the Centre is committed to educating the public and service providers about the needs of people with gender issues. It offers a wide range of services to people with gender issues, their partners, families and friends. These services include case management, advocacy, counselling, residential services, training for service providers, outreach and support groups.

The Gender Centre has received reports of violence and supported victims of violence for a number of years. In May 2011, this aspect of the service was launched as the Transgender Anti-Violence Project (TAVP). The TAVP is run by The Gender Centre and supported by partners: NSW Police Force, the City of Sydney and the Inner City Legal Centre. The aim of the TAVP is to raise awareness of transphobia, increase the rate of reporting of transphobia, and provide advocacy and support to people who are victimised or discriminated against due to their gender identity. The project provides online and telephone services enabling people who have experienced violence, crime and discrimination based on their gender identity to both report incidents and obtain support. It also delivers training and awareness raising activities to the wider community about transphobia and its effects.

REASON FOR THE SURVEY

The TAVP Steering Committee, comprising of representatives from The Gender Centre, NSW Police Force, Inner City Legal Centre and the City of Sydney, decided it would be useful to find out more about people's experiences of transphobia. Key information sought included barriers to reporting, preferred reporting methods and experiences of reporting. The results would enable the committee to identify areas for development of the service.

DATA COLLECTION METHODS

The survey was launched at Sydney Mardi Gras Fair Day on 12 February 2012 and received a good response. The following week the survey was circulated by email to The Gender Centre's mailing list, and on 17 February it was converted into an online survey via the Survey Monkey website. Minor changes to the survey were made in order to suit the survey tool.

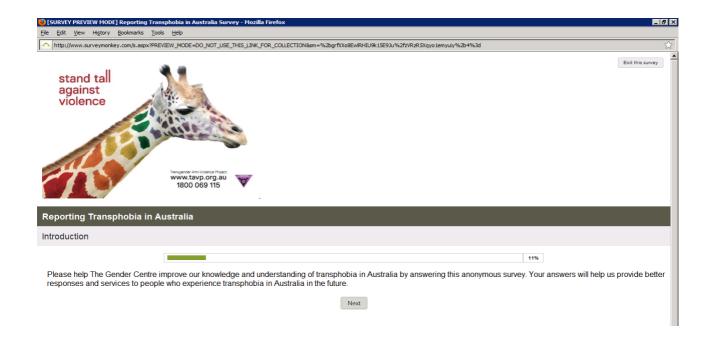
Collection method	Collection dates	Number of responses
Fair Day (paper survey)	12 February 2012	22
Facebook	17 February to 20 March 2012	466
Email	15 February to 20 March 2012	14
www.gendercentre.org.au and www.tavp.org.au	17 February to 20 March 2012	10
Total		512

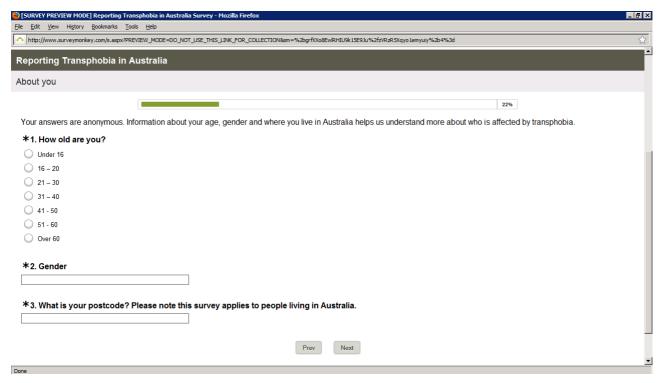
SURVEY CONTENT

The Fair Day survey form was compiled by the TAVP Steering Committee. The same questions were used in the electronic version of the survey, with the exception of the question 'What do you believe is a transphobic incident?'.

The online survey included 'question logic', which meant that respondents would progress through the survey based on their answers. For example, an affirmative answer to question four ('Have you ever experienced one or more transphobic incidents?') would lead the respondent to question five ('Have you ever reported a transphobic incident?'). A negative response would cause this question to be skipped and the respondent would move to question nine ('If you wanted to report a transphobic incident, what would be your preferred method?'). The 'question logic' accounts for why some questions have fewer responses than other questions.

The full online survey can be found at the end of this report. Screenshots of the first two pages of the online survey are shown below.





DEFINITION OF A TRANSPHOBIC INCIDENT

For the purpose of this report, the TAVP has adopted the definition of a transphobic incident given in NSW Police Force's *Policy on Sexuality and Gender Diversity 2011-2014*:

hate and fear based harassment, abuse or violence directed at transgender people based on the expression of their internal gender identity, not their perceived or actual sexuality.

A TRANSPHOBIC INCIDENT IS...

Members of the TAVP Steering Committee were interested in how community members defined 'transphobia'. People who completed the survey at Fair Day and by email were asked to define a transphobic incident. Twenty-six responses to the question were received from New South Wales and Queensland. This was a free-text field question.

A number of respondents described transphobia as being verbal or physical abuse of trans¹ people.

- ... unsocial behaviour directed towards transgendered people resulting in physical or verbal abuse.
- ... when a person makes remarks of a demeaning manner to a trans or gender variant person or physical hurt or threats are stated.
- ... abuse towards transsexuals whether verbal or physical.
- ... making degrading comments about someone's look or sexuality. Physical violence against someone because they are a transgender person.

Others considered it to be related to **discrimination** of trans people.

- ... an incident that discriminates in any way, shape or form someone who is transgender or gender diverse.
- ... when an individual who identifies as transgender is refused service or is discriminated against for being transgender.
- ... discrimination physically, verbally, digitally against trans in their choices to live how they wish.

The majority of respondents believed it to include **both discrimination and some form of assault** of trans people.

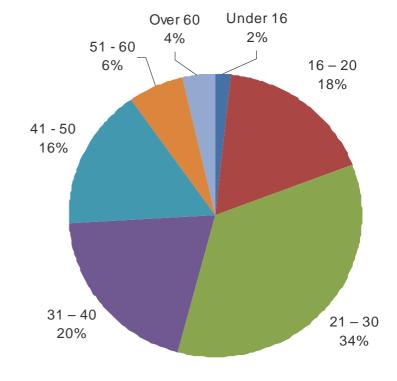
- ... one that occurs through discrimination or bias whether it be social, professional or physical that is in direct relation to a transgender individual. The discrimination must be due to the fact that this person is transgender not because of disagreement over a situation completely irrelevant.
- ... an unwelcome physical or verbal act of violence, vilification, discrimination, victimisation, harassment or any other prejudicial treatment imposed upon a person that identifies as any number of gender identities that are covered by the term transgender, because of how that person identifies.
- ... any type of judgement, discrimination or ill-treatment of a person because the perpetrator/s do not believe that they fit neatly into their idea of society's gender binary i.e. woman/man, feminine/masculine.
- ... when a Trans* identifying individual feels they are not welcome, unsafe, being discriminated against or are being threatened in any manner.
- ... someone displaying behaviour/language that is discriminatory or abusive of a trans* individual; verbally or physically attacking them.

¹ The term trans is used in this report as an umbrella term for a range of gender identities.

RESULTS

Q1. How old are you?

Answer Options	Response Count
Under 16	8
16 – 20	89
21 – 30	179
31 – 40	102
41 - 50	81
51 - 60	32
Over 60	18
Not stated	3
TOTAL	512*



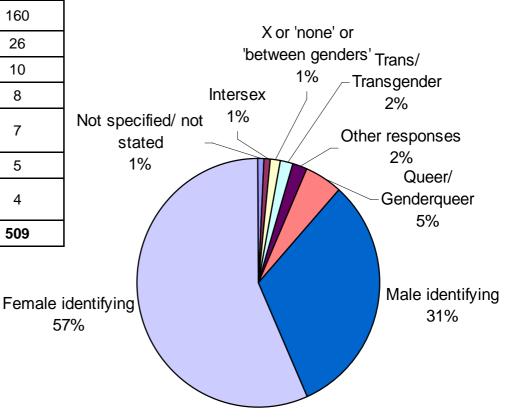
^{*512} respondents started the survey, but three respondents did not continue after the first

The majority of respondents were aged 21-40 years and a reasonable number was aged 16-20 years and 41-50 years.

Q2. Gender

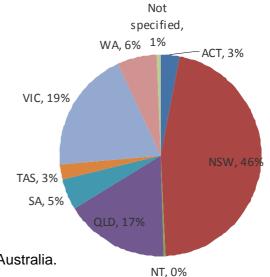
Answers	Response Count
Female identifying	289
Male identifying	160
Queer/ Genderqueer	26
Other responses	10
Trans/ Transgender	8
X or none or between genders	7
Intersex	5
Not specified/ not stated	4
Total	509

A free-text field for this question enabled respondents to write any answer. Over fifty different responses were given. For ease of analysis, responses have been grouped into categories.



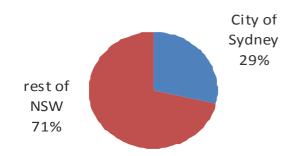
Q3. Location

State	Response Count
NSW	235
VIC	99
QLD	84
WA	32
SA	26
ACT	15
TAS	13
NT	2
Not specified	3
TOTAL	509



Responses were received from every state and territory in Australia.

Further analysis of respondents from NSW



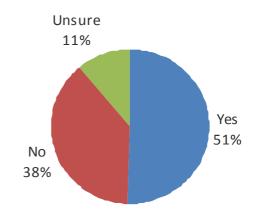
A significant number of respondents from NSW provided a location within the City of Sydney. However, it is also important to note that 86 respondents (37% of respondents from NSW) live in regional or rural NSW, demonstrating that trans people do not only live in metropolitan areas.

The table below shows areas in NSW from where three or more responses were received. 'Metro' refers to areas in Sydney that are not part of the City of Sydney (COS).

Postcode	Location	Area	Response Count	Percentage of all NSW respondents (%)
2042	Newtown/Enmore	cos	13	5.5%
2010	Darlinghurst/Surry Hills	cos	9	3.8%
2204	Marrickville	metro	9	3.8%
2000	Sydney	cos	7	3.0%
2048	Stanmore	metro	7	3.0%
2008	Chippendale	cos	6	2.6%
2016	Redfern	cos	6	2.6%
2044	St Peters/ Sydenham/ Tempe	cos	5	2.1%
2206	Earlwood	metro	5	2.1%
2480	Lismore	regional	4	1.7%
2017	Waterloo	COS	4	1.7%
2148	Blacktown	metro	4	1.7%
2015	Alexandria	cos	3	1.3%
2037	Glebe	COS	3	1.3%
2043	Erskineville	cos	3	1.3%
2050	Camperdown	cos	3	1.3%
2031	Randwick/ Clovelly	metro	3	1.3%
2049	Lewisham/ Petersham	metro	3	1.3%

Q4. Have you ever experienced one or more transphobic incidents?

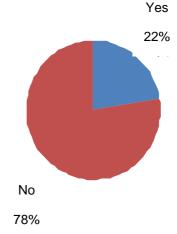
Answer Options	Response Count
Yes	235
No	178
Unsure	51



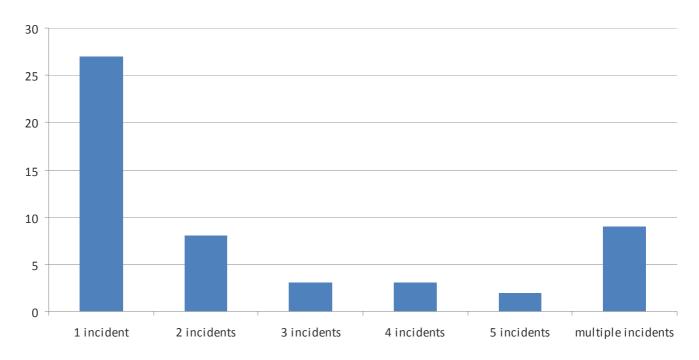
Despite over half the respondents stating that they have experienced transphobia, question five revealed that over three quarters of these people had not reported it.

Q5. Have you ever <u>reported</u> a transphobic incident? This includes to the police, lawyer, hospital or other organisation.

Answer Options	Response Count
No	222
Yes	63



Respondents who stated they had reported a transphobic incident were then asked how many incidents they had reported.



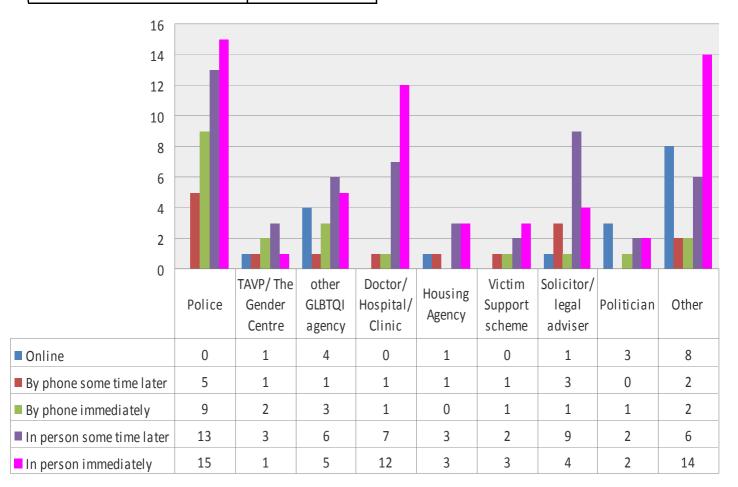
Q6. When you reported transphobic incident(s), who did you report to, and how did you make the report?

This question enabled respondents to give multiple answers from a list of agencies and reporting methods. This allowed people to explain *how* they had made the report in addition to identifying which agencies they had reported to.

However, it is not possible to know whether respondents listed all the agencies involved in the reporting process. For example, anecdotal reports from Gender Centre workers suggest that clients are often or sometimes accompanied to the Police Station to make a report. A respondent describing this situation may consider that they reported to the Police, rather than initially reporting to The Gender Centre.

Answer Options (agencies)	Total responses (all methods)
Police	42
Doctor/ Hospital/ Clinic	21
other GLBTQI organisation	19
Solicitor/ legal adviser	18
Transgender Anti Violence Project/ The Gender Centre	8
Housing Agency	8
Politician	8
Victim Support scheme	7
Other	32

Answer Options (methods)	Total responses (all agencies)
In person immediately	59
In person some time later	51
By phone immediately	20
Online	18
By phone some time later	15



Q7. Is there anything you would like to add about your experience reporting transphobic incident(s)?

Respondents described a range of experiences related to their reporting of transphobia. **Some were positive,** including a response from New South Wales relating that *'the police were very understanding and supportive.'*

However, many respondents felt **disappointed with their experience**. A respondent in Queensland commented that the process 'was protracted and extremely stressful'. Similar comments were made by two other respondents based in New South Wales and Victoria.

A respondent from South Australia stated that there was a 'complete lack of understanding in most cases of reporting, treated as if it was a minor event'.

Some respondents indicated that their perception of the reporting process had been affected by the subsequent action (or inaction) of the agency to which they had made the report. This included the Police, a GLBTQI support agency and a gender diversity support agency.

'The Queensland Police did basically nothing, and to my friend said "well what does she/he/it expect?".'

'No action was taken. The [New South Wales GLBTQI agency's] project said just stay away from the area'.

'It was a waste of time [reporting] to police & Transgender Anti Violence Project... just a statistic gathering exercise with no real power to do anything, just to get stats for some government department... [I] have never reported anything since.'

One respondent explained that they had felt unable to continue with the reporting and investigation process after making the initial report because it would have **resulted in being outed**.

'Solicitors wanted to take legal action which would have resulted in me being outed. Management said I'd have to come out for them to stop it.'

Q8. If you did not report the incident(s), why was this?

Answer Options	Response Count
The incident wasn't actually a crime	84
I thought it would not be taken seriously/ I would be laughed at	78
I was afraid of provoking a reprisal or aggravating the situation	56
It was a private/personal matter	39
I didn't want anyone to know or to be 'outed'	29
I was concerned about what the police response would be	29
Transphobia is just a fact of life – it's not worth reporting	27
I was concerned about what the response of a service provider would be (e.g. Doctor /Hospital/ Health Clinic, Housing Agency, legal adviser, etc)	22
Other	45

The most frequent response to this multiple choice question was that the incident was not a crime, but we cannot know whether the perception of the incident was correct. One respondent commented that 'you get so much shit on a regular basis it takes something pretty extraordinary to stand out against the background noise.'

Some respondents did not report incidents due to negative feelings towards the Police or other agencies:

'Cops can be horrible, disinterested and judgemental at the best of times. Why would I put myself or anyone else through that when they have already been abused?'

'Police are by far the most transphobic, that experience made me reticent to report matters to them ever again.'

'When I reported the incident to my manager at work I was laughed at. When I talked to the Assistant manager, I was laughed at. When I talked to people about it I was laughed at a third time. I gave up.'

Others did not consider it worthwhile or productive to report their experiences:

'I'd spend a lot of my time at the police station if I reported every time I was verbally abused.'

'I'm uncertain as to whether or not I have actually witnessed transphobia. Due to this uncertainty, I felt it best to stay quiet until I was actually certain or not.'

'Did not consider it serious enough.'

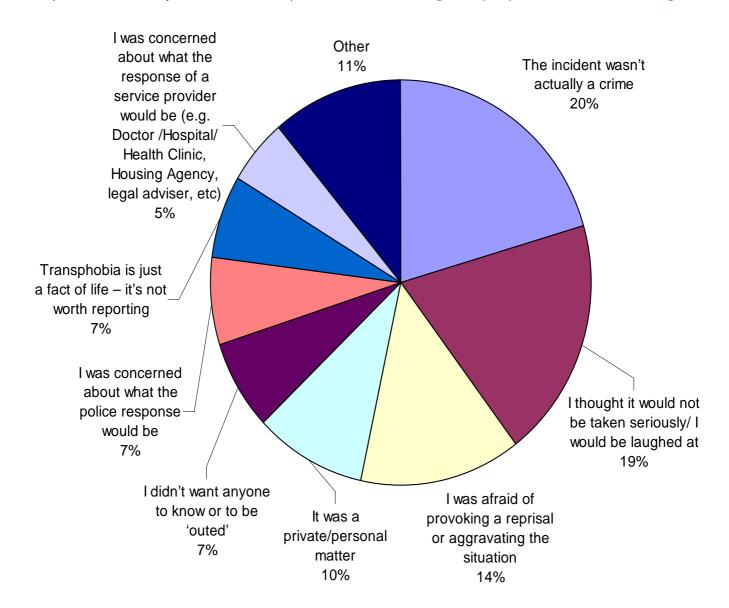
'[l] just feel that being verbally abused on a train for the whole 2 hour trip would not be taken seriously just be laughed at... I also felt like cause there was no blood physical injuries no point reporting'

Some respondents wanted to deal with the incident themselves:

'Didn't think anyone would do anything about it and didn't want my business being known by all.'

'On one occasion I was in a state of shock afterwards. Had to sort that out first.'

One person stated they did not want to report 'because the things the people did were humiliating'.



Q9. If you wanted to report a transphobic incident, what would be your preferred method?

Respondents were asked to rank their top three choices of reporting method, whether or not they had ever used this method of reporting. The rankings are shown in the chart opposite, and the combined results in the table below.

The most popular agencies to report to were the Police and Transgender organisations. Reporting by phone was the most popular method overall. One respondent stated they would prefer to report to a Trans organisation by phone rather than online 'because I could be more certain that someone was listening and taking down what I'm saying rather than it just being another message in an inbox.'

Answer Options	Total Response Count
By phone to the police - emergency Triple Zero (000), Police Assistance Line or a local station	201
By phone to a Transgender organisation	179
Attend a police station in person	175
By phone to a GLBTQI organisation	153
Online to a Transgender organisation	120
Online to a GLBTQI organisation	100
Other	55
Not applicable. I would never report a transphobic incident.	32

Eight respondents stated that if reporting to the Police, they would want to report to a **GLLO or LGBTQI** liaison officer.

Some respondents suggested other reporting methods. Nine people stated they would want to report to a state or federal anti-discrimination or equalities agency (e.g. Australian Human Rights Commission, Anti-Discrimination Board of NSW, Fair Work Australia). Others would look online, including seeking 'advice from Facebook friends with experience in such issues' or obtaining 'advice on internet general advice sites.'

One respondent stated they would do 'anything to remain anonymous'.

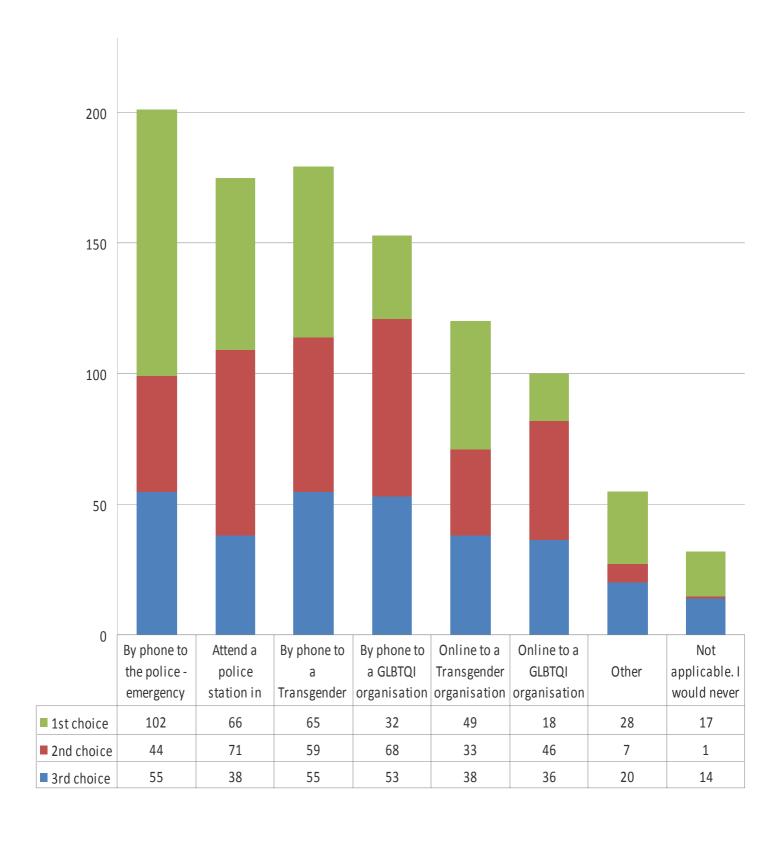
Of those who said they would not report transphobia, some people felt it was **not worthwhile to report incidents**:

'No point in reporting it. Nothing ever gets resolved.'

'Why waste time for nothing. The best way to report is just not to report & put up with it saves the embarrassment from the police as all they will say is & I quote, 'Why report it to us you brought it on yourself if you dressed normal then it would never of happened & go away & stop wasting police resources on a self inflicted problem we are only interested in real crime'.'

One response suggests a perception amongst some trans people that they are not protected in the same way that other victims of crime are:

'I would never report a transphobic incident. Attacking trannies is not a crime in NSW.'



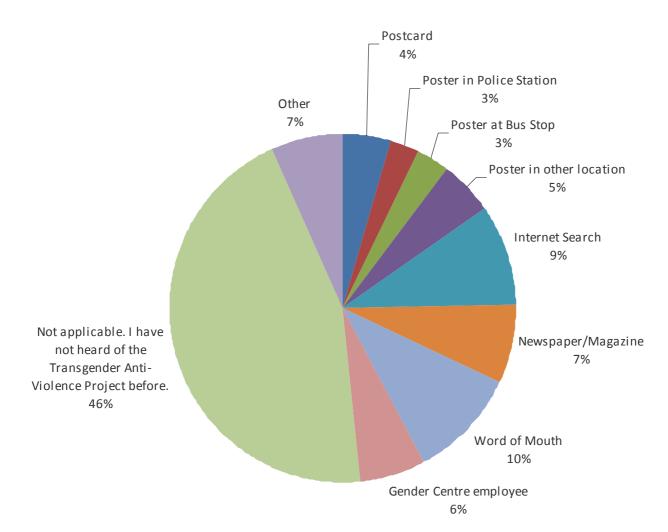
Q10. Have you heard of the Transgender Anti-Violence Project before through any of these methods?

Answer Options	Response Count
Not applicable. I have not heard of the Transgender Anti-Violence Project before.	233
Word of Mouth	54
Internet Search	49
Newspaper/ Magazine	37
Gender Centre employee	32
Poster in other location	26
Postcard	23
Poster in Police Station	15
Poster at Bus Stop	15
Other *	34

Responses written in the 'other' free-text field have been grouped into these categories:

* Other responses	Response Count
community event or organisation	13
not stated	11
Facebook	5
media	3
online	2

Respondents could select more than one answer for this question. Of the 370 people who answered this question, 63% have not heard of the Transgender Anti-Violence Project. Whilst this is an issue to be addressed, it is important to note that of the respondents from New South Wales (where the Transgender Anti-Violence Project is based and funded to operate), 71% of respondents were already aware of the service.







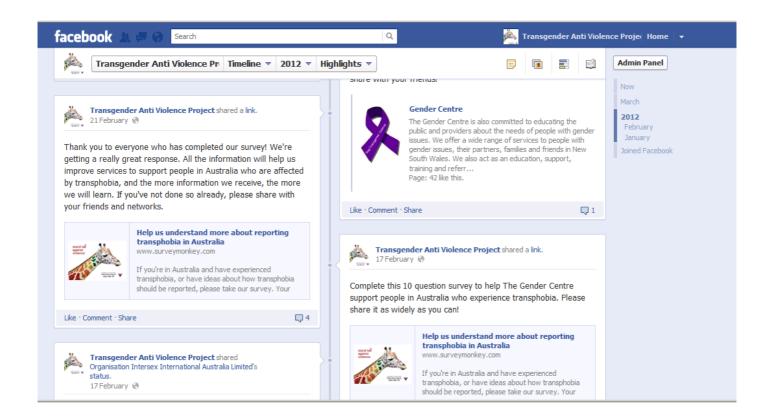
Examples of Transgender Anti-Violence Project publicity materials

Right: Poster at a bus stop in Sydney.

Above: Postcard

Below: Posts on Transgender Anti-Violence Project

Facebook page about the survey



CONCLUSIONS AND RECOMMENDATIONS

Conclusions	Recommendations	To be
Given the size of the trans community and the level of negative experiences involving established authorities and systems, the quantity of reports received by the TAVP since its launch is significant. Furthermore, respondents indicated that incidents occurred in metropolitan and regional areas, and the data confirmed that trans people live all over NSW (and beyond).	1. Secure longer-term, sustainable funding for the TAVP In order for key outcomes to be achieved, longer-term, sustainable funding for the TAVP is required. The pilot and second year of the TAVP have graciously been funded by the City of Sydney. However, responding to incidents motivated by transphobic bias is an important state-wide issue. For the project to provide appropriate coverage of the state, and be sustainable over time, funding is required from a relevant government department to facilitate planning and the achievement of key outcomes.	The Gender Centre, through submissions to key government departments
Almost 30% of respondents from NSW were not aware of the TAVP. 'While there may be less transgender people in smaller regional areas, awareness (even on a national scale) is still a big issue that needs to be tackled. Many local informational resources lack any resources for trans people. Even some local GLBTIQ groups are not sure how to respond to transgender people and ignorance can often result in insult, whether intentional or not. We just need more accurate information out there.'	2. Develop opportunities for promotion of the project and partnerships with mainstream organisations and media Develop phase two of the TAVP reporting campaign to raise awareness within the community.	The Gender Centre TAVP Steering Committee

Conclusions	Recommendations	To be delivered by
Many people are not aware of methods to report incidents motivated by transphobic bias and often unaware of what actions should be taken by the person they report it to and the investigation process. Many respondents stated that they did not feel safe or supported during the reporting process. Respondents were worried they would not be taken seriously when reporting incidents motivated by transphobic bias, including when reporting to the police.	3. Produce information, as part of phase two TAVP, such as fact sheets to explain the roles, responsibilities and actions of the police, other authorities/agencies and the legal options available to victims Police, lawyers, social workers and staff and volunteers at community organisations should be trained in the skills and knowledge necessary to identify, support the reporting of and prevent bias incidents. This is of particular importance for people in frontline roles.	NSW Police Force
'When I reported the incident to my manager at work I was laughed at. When I talked to the Assistant manager, I was laughed at. When I talked to people about it I was laughed at a third time. I gave up.' 'Too many people in society just do not understand what gender diversity is and the law and law enforcers are included.' '[Reporting] was protracted and extremely stressful.'	The trans community need to be made more aware of the variety of reporting and support options available to them, including The Gender Centre, the Inner City Legal Centre and the NSW Anti-Discrimination Board. This information should include encouragement to trans people to report all crimes to the police. Organisations that receive reports should provide greater transparency about their processes and ensure that contact is maintained with victims throughout the investigation. Information should also be developed to explain what victims can do if they are not satisfied with the way their report has been dealt with, whether they reported to the police, their employer or another organisation.	Inner City Legal Centre The Gender Centre
Bias incidents are often normalised by victims, and many people are unaware they can report all types of transphobia. 'More subtle forms of transphobia need to be addressed how people are treated at work, in public spaces etc. Just because you have never been bashed doesn't mean you have never experienced transphobia.'	4. Information about all kinds of bias incidents and crimes involving an element of transphobia including harassment, intimidation, threats, abuse and violence should be made available and promoted within the trans community and the general community A campaign should be delivered to develop understanding that all forms of bias incidents are unacceptable in our society.	The Gender Centre

Conclusions	Recommendations	To be delivered by
Many people are not comfortable reporting bias incidents at a police station.	5. Promote alternative methods of reporting within the trans community	
	Police officers can take reports from victims at locations other than Police Stations, for example at The Gender Centre or other organisations. Victims can also be accompanied by an advocate while they make the report. Agencies and victims need to know that these options are available.	The Gender Centre NSW Police Force
Many service providers, members of the public and media sources lack understanding of gender diversity issues and bias incidents.	6. Deliver training and produce information resources for schools, colleges, workplaces, service providers and the mainstream media	
'We are silent when it comes to the T in LGBT. The media is also a problem when it sensationalises us and stereotypes us and lies about us.'	Education establishments, workplaces and other organisations need support to develop and implement policies and practices to prevent bias incidents and create an environment that is supportive of gender diverse people.	The Gender Centre
'We have a long way to go I have transphobia at work 90% of the time and most people don't know that they are doing it.'	The TAVP should partner with a mainstream media provider to raise awareness in the wider community.	
Many situations involving bias incidents are complex, and victims may require ongoing support from a range of agencies.	7. Maintain and develop collaborative partnerships amongst all the key stakeholders	
	The TAVP Steering Committee should continue to operate, and be expanded to include representatives from education and domestic violence services.	TAVP Steering Committee

SURVEY

Mandatory questions are identified by an asterisk. Round tick boxes mean that only one option could be chosen, whilst square tick boxes show that more that one answer could be given.

Reporting Transphobia in Australia
Introduction
Please help The Gender Centre improve our knowledge and understanding of transphobia in Australia by answering this anonymous survey. Your answers will help us provide better responses and services to people who experience transphobia in Australia in the future.
About you
Your answers are anonymous. Information about your age, gender and where you live in Australia helps us understand more about who is affected by transphobia.
*1. How old are you?
Under 16
O 16 – 20
O 21 – 30
O 31 – 40
O 41 - 50
O 51 - 80
Over 60
*2. Gender
*3. What is your postcode? Please note this survey applies to people living in Australia.
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Your experience of transphobia
Transphobia includes things like being yelled at on the street, being refused service at a restaurant, unfair treatment at work or when looking for a job, physical violence, and other incidents that occur due to your gender or gender identity.
*4. Have you ever experienced one or more transphobic incidents?
○ Yes
○ No
O Unsure

our experience o	f reporting tr	ansphobia			
*5. Have you eve This includes to				nisation.	
Yes					
○ No					
If yes, please state how	many incidents	you have reported.			
	•				
our experience o	reporting ti	ransphobia cor	itinuea		
*6. When you rep	orted transp	hobic incident(s), who did y	ou report to, and	how did
you make the re			445.		
Please tick all that	apply.				
	In person	In person some	By phone	By phone some	Online
Police	immediately	time later	immediately	time later	
Transgender Anti		H	H	H	H
Violence Project/ The			\$		
Gender Centre					
other GLBTQI					
organisation					
Doctor/Hospital/Clinic			-H	-H	- H
Housing Agency	H	H	H	H	H
Victim Support scheme					
Solicitor/legal adviser	10	- e			
Politician					
Other					
If you selected Other, p	lease give details	i.	75=76		
		led.			
	802		44 10	29	26
7. Is there anythin transphobic incide		ould like to add	about your e	xperience report	ing
ransphobic incide	ent(s):				

Your experience of reporting transphobia continued			
*8. If you did not repo	rt the incident(s)	, why was this? Please tick a	ill that apply.
I didn't want anyone to know or to be 'outed'			
I was concerned about w	hat the police respon	se would be. Please give details belo	w.
I was concerned about w	hat the response of a	service provider would be (e.g. Doct	or/Hospital/Health Clinic,
Housing Agency, legal advise	r, etc). Please give d	etails below.	
I thought it would not bei	ng taken seriously/ I v	would be laughed at	
I was afraid of provoking	a reprisal or aggravat	ing the situation	
It was a private/personal	matter		
Transphobia is just a fact	t of life – it's not worth	n reporting	
The incident wasn't actua	ally a crime		
Other (please give details	below).		
Details			
		Δ.	
		T	
		_	
Reporting transphobia			
-	-	bic incident, what would be	
method: Please ran	1st choice	choices in order of preferer	3rd choice
By phone to the	0	0	0
police - emergency			
Triple Zero (000), Police Assistance			
Line or a local station			
Attend a police	0	0	0
station in person			
By phone to a	0	0	0
Transgender organisation			
By phone to a	0	0	0
GLBTQI organisation	_	_	_
Online to a	0	0	0
Transgender organisation			
Online to a GLBTQI	0	0	0
organisation		Ŭ	Ŭ
Other	0	O	0
Not applicable. I	0	0	0
would never report a transphobic incident.			
	oorting method you w	ould like to use, or explain why you	would never report an
incident.			
		A .	

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Transgender Anti-Violence Project
The Transgender Anti-Violence Project is run by The Gender Centre, NSW Police Force, Inner Cit Legal Centre and City of Sydney Council. Its purpose is to encourage the reporting of transphobic crime.
*10. Have you heard of the Transgender Anti-Violence Project before through any of these methods? Please tick all that apply.
Postcard
Poster in Police Station
Poster at Bus Stop
Poster in other location
Internet Search
Newspaper/Magazine
Word of Mouth
Gender Centre employee
Not applicable. I have not heard of the Transgender Anti-Violence Project before.
Other (please specify)
Any other comments
11. If you have any further comments, please leave them below.

FURTHER INFORMATION

Further information about the Transgender Anti-Violence Project and this report can be obtained from Phinn Borg, Manager, at The Gender Centre, PO Box 266, Petersham NSW 2049. Phone 02 9569 2366 or 1800 069 115. Email manager@gendercentre.org.au

To report transphobia or get support, call 1800 069 115 or contact us online at www.tavp.org.au.

ACKNOWLEDGEMENTS

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