University of St Andrews: Human Resources – Equality & Diversity Inclusion

Equality Briefing: Sexual Orientation

Reviewed: 27 Jun 2017 webpage: www.st-andrews.ac.uk/hr/edi/sexualorientation
Alternative formats are available upon request.

Sexual Orientation	Sexual Orientation, also known as Sexuality, is a '**Protected Characteristic**' of the **Equality Act (2010)**. It is defined as a person's emotional, romantic and/or sexual attraction to another person. The following terminology explores different identities of people who are protected due to their Sexual Orientation:

Term:	Description:	Other term:
Asexual	Refers to someone who does not experience sexual attraction.	Ace.
Bisexual	Refers to a person who has an emotional and/or sexual orientation towards more than one gender.	Bi.
Gay	Refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.	Homosexual (perceived as outdated in Scotland).
Heterosexual	Refers to a person who has an emotional, romantic and/or sexual orientation towards people of the opposite gender.	Straight.
Lesbian	Refers to a woman who has an emotional, romantic and/or sexual orientation towards women.	Homosexual (perceived as outdated in Scotland).
Pansexual	Refers to a person whose emotional, romantic and/or sexual attraction towards others is not limited by biological sex, gender or gender identity.	
Queer	In the past a derogatory term for LGBT individuals. The term has now been reclaimed by LGBT young people in particular who don't identify with traditional categories around gender identity and sexual orientation but is still viewed to be derogatory by some.	

Law	The University's Equality Policy embraces the Equality Act (2010). Other Scottish relevant legislation: • European Convention on Human Rights. • Marriage (Same Sex Couples) Act 2013 superseded by the Marriage and Civil Partnership (Scotland) Act 2014. Previous legislation: • Employment Equality (Sexual Orientation) Regulation (2003). • Equality Act (Sexual Orientation) Regulations (2007). • Civil Partnerships Act (2004). Resulting in the following protections on grounds of sexual orientation: ✓ Protection against discrimination, harassment and victimisation in employment due

	to sexual orientation. ✓ Protection from discrimination in the provision of goods, facilities, services, education, and the exercise of public functions. ✓ Protection from hatred on the grounds of sexual orientation: www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime
Relevant annual awareness dates	**L**esbian **G**ay **B**isexual **T**ransgender **I**ntersex **Q**ueer **LGBT History Month in the UK**: February. **International Day Against Homophobia (IDAHO) & Transphobia**: 16/17 May. **International Bi-Visibility Day**: 23 September. **National Coming Out Day**: 11 October. **Staff Monitoring:** Sexual Orientation monitoring data can be confidentially updated logging onto the University HR Self Service webpage: www.st-andrews.ac.uk/selfservice
Groups, networks and services	*Image of LGBT Rainbow and Bi-Visibility Day Flags over 'Sallies Quad', University of St Andrews.* **University LGBTIQ+ Staff Network** (first Weds every two months): www.st-andrews.ac.uk/hr/edi/stafflgbtiqnetwork **University Student LGBT+**: www.yourunion.net/activities/subcommittees/lgbt **University LGBT Alumni**: http://standrewslgbtalumni.weebly.com **LGBT Health**: Advice and support for Scotland: www.lgbthealth.org.uk **LGBT Scotland Helpline:** Emotional support for LGBT community and families/friends: www.lgbthealth.org.uk/helpline www.moodcafe.co.uk/national-helplines/lesbian,-gay,-bisexual,-transgender-(lgbt).aspx **LGBT Scotland Youth:** www.st-andrews.ac.uk/hr/edi/sexualorientation/charter **Stonewall Scotland:** www.st-andrews.ac.uk/hr/edi/sexualorientation/stonewall **UK Government:** • www.gov.uk/guidance/advice-and-support-for-lgbt-people • www.gov.uk/guidance/lesbian-gay-bisexual-and-transgender-foreign-travel-advice