



BHS: Accommodating Transgender Individuals Policy	Effective Date: 04/06/2022
Document Owner: [REDACTED]	
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I. Purpose:

The purpose of this policy is to identify current laws on transgender rights and provide guidelines to provide fair treatment to transgender individuals.

II. Definitions:

Transgender: frequently used to describe a broad range of identities and experiences that fall outside of the traditional understanding of gender. Examples include: people whose gender identity is different from the sex they were assigned at birth, people who transition from living as one gender to another or wish to do so, people who “cross-dress” part of the time, and people who identify outside the traditional gender binary (identify as something other than male or female). Some transgender people may describe themselves as gender variant or gender non-conforming.

Gender Identity: a person's perception of having a particular gender, which may or may not correspond to the gender they were assigned at birth.

Gender Expression/Presentation: The way in which a person reveals their gender identity to the rest of the world. A person’s clothing, mannerisms, voice, etc. can all be a part of the person’s gender expression.

III. Procedure:

Interaction with Transgender Patients

- a. When a transgender patient presents for healthcare, they will be addressed and referred to on the basis of their gender identity, using their preferred name and pronoun, regardless of their physical appearance, legal name, medical history, etc.
- b. Hospital staff will not use tone or language that would be considered demeaning, questioning, or invalidating a patient’s actual or perceived gender identity or expression.
- c. A patient should not be asked about their transgender status, sex assigned at birth, or transition related procedures unless this information is directly relevant to the patient’s care.

d. A transgender patient's pronoun should be determined as follows:

1. If the patient's gender presentation clearly indicates to a reasonable person the gender the patient wishes to be identified, staff should refer to the patient using pronouns appropriate to that gender.
2. If hospital staff determines the patient's preferred pronoun on the basis of the patient's gender presentation, but is then corrected by the patient, staff should use the pronouns associated with gender identity verbally expressed by patient.
3. If the patient's gender presentation does not clearly indicate a patient's gender identity, staff should discreetly and politely ask the patient for their preferred pronoun and name.

The BHS social worker/counselor in the Emergency Department will determine a patient's self-identified gender prior to assigning the patient a room by reviewing the patient's admitting/registration record. If the patient's family members suggest that the patient is of a gender different from that with which the patient self-identifies, the patient's view should be honored.

Room Assignments

Where patients are assigned to rooms based on gender, 4 West Nursing staff shall assign a transgender patient to a room in accordance with the patient's self-identified gender, unless the patient requests otherwise. Transgender patients shall be assigned to inpatient rooms in the following order of priority.

1. If a transgender patient requests to be assigned to a room with a roommate of the patient's same gender identity, and such a room is available, the request should be honored.
2. If a transgender patient requests a private room and there is one available, it should be made available to the patient.
3. If a transgender patient does not indicate a rooming preference, and a private room is available, the private room should be offered to the transgender patient. The offer should be explained to the patient as optional and for the purpose of ensuring the patient's privacy, safety, and comfort.
4. If there is no private room available the patient should be assigned to a room with a patient of the gender with which the transgender patient identifies.
5. Complaints from another patient regarding a roommate's gender identity or expression do not constitute grounds for an exception to the room assignment policy. Should hospital staff receive any complaints, the patient who made the



complaint should be moved to another room as long as relocating the patient would be medically appropriate.

6. If there is no private room available, the transgender patient refuses to share a room, and no other patient can safely be moved to make a private room available, the transgender patient should be transferred to another facility that can accommodate their needs.

Access to Restrooms

All patients of the hospital may use the restroom that matches their gender identity. Transgender patients shall not be asked to show identity documents in order to gain access to the restroom that is consistent with their gender identity.

Complaints

All patient complaints should be made to the Clinical Manager and/or Carroll Hospital's Patient Relations Department.

References:

Chipin, S. R., & Kim, F. (2017). Ten Most Important Things to Know About Caring for Transgender Patients. *American Journal of Medicine*, 130, 11, 1238-1245. Accessed February 8, 2022.