



# SUPPORTING LGBTIQ

## Students and Staff

Western Sydney University is proud to have a tradition of students and staff who identify from diverse sexualities and genders.

We understand that students who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ) may experience unique challenges when studying or working. That's why we work hard to ensure our student and staff support services, facilities and benefits are LGBTIQ inclusive, safe and friendly.

All students and staff have the right to access the University's support services, facilities and benefits regardless of sexuality or gender. This also means that any family or partner-related support or benefit offered through the University is equally available to our students and staff in a same sex partnership or from a family of same sex parents.

### ALLY NETWORK

The Ally Network is a University endorsed group of staff and students committed to creating an inclusive and respectful culture at Western for LGBTIQ community members.

An Ally is a volunteer (staff or student) from the University committed to cultural change and who provides support and information to LGBTIQ community members at the University.



Look for an Ally flag, sticker or pin to find an Ally on campus near you, or to find a list of Allies go to:

[www.westernsydney.edu.au/ally](http://www.westernsydney.edu.au/ally)

### QUEER COLLECTIVE

The University's Queer Collectives are associations for students and staff identifying as LGBTIQ. We currently have groups established on most campuses. These student associations help provide peer support, resources and a safe space for our sexuality and gender diverse students, and those who are grappling with questions or issues relating to identifying as LGBTIQ. Current staff and students can check out the Queer Collective via *WESTERNLife*.

### QUEER ROOMS

Western also has safe spaces specifically for staff and students identifying as LGBTIQ and their straight Allies, on our main campuses. These rooms are called Queer Spaces or Rooms and are provided by the University to nurture the LGBTIQ community through provision of resources and a place to meet, chat and support each other. To find out more search 'Student Facilities' on the



University's website and scroll down to find 'Queer Spaces' and listed locations.

## FAMILY AND CARERS' RESPONSIBILITIES

The University's special provisions and staff entitlements based on family and carers' responsibilities apply **equally** to students and staff in same sex partnerships and families, including same sex parents, and other family relationships based on same sex partnerships. Refer to relevant University policies for further details.

## EMPLOYEE ASSISTANCE PROGRAM

The University provides an Employee Assistance Program (EAP) service through 'AccessEAP' to assist staff who are experiencing personal or work related problems. The EAP services are aimed at assisting staff and members of their immediate family by providing professional counselling services. This benefit is **equally** available to staff members and families with same sex partners.



## STUDENT SUPPORT SERVICES

Our Student Support Services are recognised for high quality and are committed to LGBTIQ safety and inclusivity. All of our Student Welfare team and many of our Counselling team are proud members of the Ally Network. Search 'student support' on our website.

## SCHOLARSHIP

Western Sydney University has a \$5000 per year scholarship available to same sex attracted students studying undergraduate course through the 'John R Marsden Memorial Scholarship for Gay Men and Lesbians'. See our scholarship webpage for details of eligibility and application process.

## GENDER NEUTRAL TOILETS

Many buildings on campus include a unisex accessible toilet. This facility is available for all students to use regardless of gender and/or disability. The University is also working with students and staff on better ways to provide gender neutral toilets and other facilities.

## SUPPORT FOR STUDENTS AND STAFF TRANSITIONING

Students and staff transitioning from one gender to another can contact the Equity and Diversity team on 9678 7378 for strictly confidential assistance and advice through the processes involved and supports available at the University.

## RAINBOW WESTERN

Rainbow Western is a collective for University staff providing peer support and addressing LGBTIQ related issues through advocacy and policy.

For further information go to:  
[www.westernsydney.edu.au/lgbtiq](http://www.westernsydney.edu.au/lgbtiq)