

Visit [sex-matters.org/worthyofrespect](https://sex-matters.org/worthyofrespect) for more information on your options if:

- you are being discriminated against or harassed at work because of your gender-critical beliefs
- you think your employer is failing to comply with the law because of its approach to sex and gender
- a complaint is made against you for “being transphobic”.

**Sex Matters cannot provide legal advice or support individual cases.**

# **GENDER-CRITICAL:** **Your rights at work**



## ? What is “worthy of respect” about?

The Equality Act 2010 protects everyone from belief discrimination at work, as long as their beliefs are serious, important, and “worthy of respect”. That means their beliefs don't entail destroying the human rights of others. “Gender-critical” beliefs are covered by this.

## ? What are gender-critical beliefs?

If you believe that there are two sexes, that people can't change sex and that sex matters then you are “gender-critical”. Gender critical people do not believe that “trans women are women” and “trans men are men”. This does not mean they want to harm people who identify as transgender.

In 2021 an Employment Appeal Tribunal judgment confirmed that these beliefs are covered by the Equality Act, and that they reflect both biology and the law.

## ? Isn't that transphobic?

No. It is not “transphobic” or “hate speech” to state the basic facts of biology, or to argue that sex matters in areas such as single-sex services, sports, data collection, relationships, safeguarding, crime and justice.

## ? What does the Equality Act protect?

The Equality Act protects against direct and indirect discrimination, harassment and victimisation. Examples could include an employer:

- refusing to employ someone because they have expressed gender-critical views online
- requiring all employees to “state their pronouns”
- not providing changing, washing or toilet facilities that offer adequate privacy from members of the opposite sex
- calling gender-critical people “TERFs”, transphobes or bigots, or denigrating their beliefs
- treating someone badly because they state that their beliefs are covered by discrimination protections.

## ? Does that mean that gender-critical people can say whatever they want?

No. Employers can restrict freedom of expression where that is necessary for doing business or providing a service. For example, employees are expected to act and speak in a professional way, and to respect other people's privacy.

Having a belief that is protected by the Equality Act does not mean you can harass people.

But expressing a belief about sex and gender is not harassment, even if others find it upsetting.