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Transitioning Towards Inclusion: The Quest for Equality at the Collegiate Level

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Transitioning Towards Inclusion: The Quest for Equality at the Collegiate Level

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General Honors 401 Senior Thesis

Indiana State University

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Abstract

The research inquires into the reception that members of the lesbian, gay, bisexual, and transgender (LGBT) community receive in general, especially transgender people in particular. Different scholars and researchers have pointed out that the states have not legislated adequately or have entirely failed to legislate protection for the rights of transgender people. Other scholars have equally pointed out that there is segregation and discrimination against transgender people at the collegiate level. The research reviews the findings of various scholars who have conducted surveys on the topic. The next standard of the research is a practical investigation done on various respondents to verify the veracity in the previous findings. The general result and outcome of the investigation points towards the same direction as those other researchers have previously. The results are that there is a public hatred and vast discrimination against the transgender population. The survey concludes by providing some recommendations that will eradicate discrimination against people who identify as transgender. Some of the recommendations provided include a departure from focusing on identity towards putting an emphasis on equality and proper monitoring mechanisms that will ensure the laws protecting transgender people are performed verbatim seriatim.

Key Terminologies

The most important terminologies that are significant in this discussion include 'transgender', 'transsexual', 'homosexuality', 'bisexuality', 'heterosexuality', and 'transvestite'. Transsexual is a term that is used in contemporary society to refer to a person who lives and acts like a person with the gender that is opposite from what gender is assigned from birth (Valsecchi, 2014). There are people who live like the direct opposite of what society expects of them based on their biological sex. For example, a transsexual female would behave like a biological female in all respects, so society may find it difficult to identify her as male or female. A **transsexual** person is not a hermaphrodite as they are sometimes mistaken to be. A hermaphrodite or intersex individual refers to an entirely different group of persons who are to be discussed later.

Transgender is often used interchangeably with the word **transsexual**. The two terms mean more or less the same thing, but the term transgender encompasses more aspects that include the gender roles and is an all-encompassing word used for people who do not specifically fall into a gender category. A transgender person is someone who feels that their ideal physical body and gender specific sexual attributes are not in harmony with their physical body or external appearance. Furthermore, these individuals feel that the gender roles that society has attached to them based on their biological sex are inaccurate (Valsecchi, 2014). Transgender people also will feel like they are supposed to perform the domestic responsibilities that are typically done by the people of the gender they identify with. Transgender individuals are therefore in the habit of making decisions based on their personal choices and preferences to align with the gender they more substantially identify with. A person, who identifies as a

transvestite is not the same as a transsexual, nor are they interested in having gender reassignment surgeries performed. A transvestite is a person who habitually dresses in the clothing or attire historically worn by people of the opposite sex than their birth gender.

Gender Reassignment Surgery (also known as sex reassignment) is the surgical procedure (or procedures) by which a transgender person's physical appearance and function of their existing sexual characteristics are altered to resemble that of their identified gender. For transsexual males, those surgeries consist of top surgery and bottom surgery. Top surgery is a bilateral mastectomy (breast removal) and male chest contouring for female to male transsexual people. Bottom surgery consists of either a Metoidioplasty (clitoral release) or phalloplasty where a penile implant is often placed in conjunction with scrotal construction. For the transsexual female, the gender reassignment operation consists of Vaginoplasty, which is the creation of a vagina and clitoris (one-stage with penile inversion, clitoroplasty, and labiaplasty). If breasts do not grow on hormones alone, often the female transsexual will also have breast augmentation done.

Gender Dysphoria (formerly Gender Identity Disorder) as defined by Psychology Today is “strong, persistent feelings of identification with the opposite gender and discomfort with one's own assigned sex that results in significant distress or impairment. People with gender dysphoria desire to live as members of the opposite sex and often dress and use mannerisms associated with the other gender. For instance, a person identified as a boy may feel and act like a girl,” (2015).

Bisexuality is the dual sexual attraction to people who both identify as male and as female. This is a situation where a person is sexually attracted towards people of both sexes (Martin S. Weinberg, 1995). This aspect can be looked by people who have dual sexual preferences and those that find themselves in a society that expects them to be attracted towards one particular sex alone. The use of the terms 'sexual orientation' and 'sexual preference' becomes necessary in this respect. Sexual preference means that the concerned persons take an active participation in determining their sexuality while sexual orientation would refer to the sexual preference fixed at birth but which may be changed thereafter (Martin S. Weinberg, 1995).

Heterosexuality is the sexual desires or attraction to people who are of the opposite gender. This is historically the most common form of romantic attraction that is more acceptable in most societies. The direct opposite of heterosexuality is homosexuality, which is the sexual attraction to people of the same gender (Messerschmidt, 2012). **Homosexuality** is common among men and women. All these sexual orientations are going to gain prominence in the later chapters where they will be given a detailed discussion.

Introduction

Students who identify as transgender or non-gender binary struggle to find a safe way to identify as their chosen gender due to legal barriers in changing gender and name. The woes of transgender people in American history did not just start yesterday. There has been perpetual discrimination, accusations of insubordination, and segregation of transgender people to an extent where some ended up taking desperate actions as a way to end the discrimination. This major issue comes about at a point

where the gender of a person is continually brought into question when it comes to a point of sexual assignment for the purposes of determining serious life issues such as marriage, work, and school among others.

The gender of a person in these particular cases is of importance. However, the criterion that has been used over centuries to determine the gender of transgender persons is what is of primary concern. This brings into question the idea of someone's legal gender and biological gender. Should a person be allowed to identify with their gender assigned at birth or their preferred gender? There are people whose gender as recorded at birth is very different from their real life gender and how they identify. This is brought about by the fact that the gender of the transsexual person is not congruent with their physical sexual characteristics. This means that a transgender person will have to live as their preferred gender that is congruent with their physical and psychological characteristics if they are to live a happy life.

Problems have arisen in the circumstances where the preferred gender of the transsexuals has not been respected in society. This has been seen where some would be forced to go to schools that disrespect their preferred gender and instead assume and assign them the gender that is in total disagreement with their psyche. These particular struggles have also been witnessed in the work field where the transgender persons are assigned jobs that do not conform to their preferred genders.

The best way to have one's rights vindicated is to seek legal intervention so that such a right can be defined and given legal protection. This particular remedy will require that the people seeking the right appear individually in courts and have their preferred gender acknowledged by the courts. This will then typically follow the change

of the gender that was recorded on the birth certificate to the preferred gender. This is the central process that had in the past proved difficult. The courts had this ingrained propensity of declining to vindicate such rights by defining the gender of the transsexuals to be the one recorded on the birth certificates. This would even happen in the circumstances where a transgender person has taken active steps to undergo a gender reassignment surgical intervention. This can be discerned from an array of decided cases in the United States.

The tragedy of transgender people came with the medical test that was established by Lord Ormrod in *Corbett v. Corbett* (1959). In this particular case, Lord Ormrod, who was also a medic, set the test that would be used to establish the sex of the transgender person for the purposes of marriage. The transgender woman had undergone gender reassignment surgical intervention that entailed the construction of an artificial vagina and later married the petitioner in the case. The central question that arose for determination in this instance was the sex of the transgender person in this case. An appreciation of her preferred sex would mean that the marriage was legally concluded, and a contrary finding would mean the marriage was null and void.

Lord Ormrod, in this case, outlined the test for sex of a person to be based on three main factors (*Corbett vs. Corbett*, 1959). These include chromosomes, gonads, and genital factors. According to the observations taken from expert opinions, a male person would contain Y-chromosomes in their genetic make-up while a female would have the X-chromosome. The sex of an individual was therefore analyzed based on this chromosomal test of which the transgender female, Ashby, was found to contain Y-chromosomes. The other test used was that of gonad that comprised the analysis of the

presence or absence of testicles or ovaries. The female transgender, in this case, had undergone a gender reassignment operations that removed the testicles and the penis to construct the artificial vagina. The ovaries were evidently missing. Therefore, the conclusion on this was that she was a male. The final test was the examination of the sexual/genital organs. The court found that she had her male reproductive organs removed to construct an artificial vagina. The court refused to recognize her preferred gender and did not consider her current sexual organs. Despite the finding by the court that her psychology was that of a transgender, the court refused to construe her gender as female and therefore, declared the marriage null and void by considering her to be male (Corbett vs. Corbett, 1959).

According to the Corbett case (1959), the gender of a person should be determined based on the gender that was recorded at the birth of such a person. This particular criterion has worked with total disregard of the transgender psychological status. This kind of sexual construction is discriminatory since it fails to recognize the fact that the psychology of a transgender individual is incongruent with their physical gonads that society uses to fix the gender roles and duties that are to be performed by the various members of the society (Corbett vs. Corbett, 1959). The Corbett position would reverberate through the different legal systems across the world thus causing a universal discrimination against the interests of the transgender community (Corbett vs. Corbett, 1959). Many court decisions later held the same criteria to determine the fate of the transgender for close to five decades. A recent case decided in the United States, Littleton v. Prange, followed the Corbett reasoning and held that a marriage that had occurred between a man and another post-operative female, the male transsexual was

not valid (Corbett vs. Corbett, 1959). The court stated among other things, irrespective of the fact that the doctors have the capability of making a male who is a transsexual look like a woman, he remains a man notwithstanding. The strict criterion would only be loosened in the 21st century with the decision of Re Kelvin.

The Re Kelvin case concerned a declaration sought by a recently married couple because they wanted their marriage declared as valid (Corbett vs. Corbett, 1959). The husband in this marriage was a transgender woman. The issue that was to be determined by the court was whether or not the husband was male during the period of the conclusion of the marriage. The impending law that frustrates transgender individuals during the marriage period is the law requiring marriage to be between male and female to qualify as legally recognized. In other words, the parties sought the right for a transgender person to marry a person who they love based on their preferred gender vindicated by the court. The court recognizing the marriage as valid and ordering the issuance of a birth certificate would achieve this.

1.0 Literature review

Transgender people are usually faced with a lot of difficulty living with the gender affixed to them at birth which is in total disconformity with their psychological gender. They are forced by society to live the life of a different person: to pretend to be who they are not for the rest of their lives. These particular ordeals are particularly discombobulating on the side of the transsexual persons and their effort to live and carry out themselves, as their selves are countered by a lot of resistance both from the societal quarters and the legal restrictions that guard the recognition of people's gender for purposes of various critical economic, social and political decisions.

Both public and private institutions are in the habit of seeking to know the sexual identity of the person they are admitting for most of their activities. They may need this particular information for the purposes of determining which bathrooms they should allow an individual to use, when one is being admitted into prison, in medical or employment benefits determination, and admission in school—that is to either boys' schools or dormitories for males or females. The question that needs to be answered is whether or not allowing people to live as their preferred gender will disrupt the admission into such critical places (Shrage, 2009).

Scholars have held the opinion that there should be made a distinction between people's moral obligations when it comes to the recognition of others' identities and the states' duties to respect and protect the rights of all groups. In this respect, the state should be put under an obligation to respect the individual's self-chosen or preferred identity in some instances and restrict the right in some others (Shrage, 2009).

Most authors contend that just like other social identities like race, religion, class and nationality that are capable of being changed, sexuality or gender can also be changed since it is a social identity as well. Self-transformation could also possibly lead to the change one's identity that seems inalterable. It should not, therefore, be regarded as a totally impossible issue to change the gender of a person, especially when it is of necessity to enable a person come to terms with their true nature. The only questions that need to be asked are, "Who do you think you are?" and "When should the law set you free to live as you want to by appreciating the person that you think you are?"

The need for a person to live with their preferred gender other than their assigned gender becomes a critical human right in contemporary society. This right has

been recognized by some states that have formulated ways through which a sex-change or sex reassignment could take place so that the transgender may be allowed to have their social sex congruous with their psychological sex.

The question of what to consider for reassigning someone a gender seems of little significance in this particular quest. The state of being a transsexual is inherent in transgender persons. This, however, is not the reason to grant them their rights, but rather a refusal to give the consistent reasons while questioning. The main reason as to why the refusal to give a reasonable justification should be construed as enough reason to justify why the rights should be granted is that gender is basically socially determined. Simone de Beauvoir said “that a person is not a man or woman but rather becomes one”. People grow up to become what they are rather than being born the way they are. We develop likes and dislikes from what we see, hear, and feel from our environment. No one was born liking some colors and/or pets better than others. People get born, develop interest, and make positive efforts to make such kinds of interest part of their lives. It should not be taken to be anybody’s business to concern themselves with the other person’s self-chosen interest, likes and dislikes. The same way, it should be not be the concern of anybody to question people about people’s own gender preferences.

Gender Reassignment and Recognition

Transgender persons usually find themselves in situations that create legal complexity. Their birth certificates, passports, driver’s licenses among other official documents often bring about confusion. Legal recognition of the preferred gender of the transsexual persons has been one of the most difficult things to achieve (Hertz, 2014). Most states have consistently refused to recognize the rights of the transgender and

their needs. Officials, therefore, end up subjecting them in the same legal systems that totally disregard their rights to be treated differently. This has been the primary source of the problems encountered by the LGBT community.

It is important to realize that most of the human rights for the transgender community that are now recognized as fundamental, inherent and inalienable were not recognized up to the late 19th century. This means that different people have had to struggle through hardships resulting from the denial of their unrecognized rights. The recognition of these rights was able to be achieved through concerted efforts that were exerted by the various human rights groups. To date, there are many human rights for transgender Americans that have been recognized and coded in different statutes, constitutions and other international treaties ratified by almost all states.

The discovery of human rights is a continuing process. States should not hesitate to vindicate the right of any person whenever it arises even if this will mean treating people differently to realize equality. The contemporary issue of transsexual persons should be given a broad consideration whose ultimate aim will be towards recognizing their long ignored rights. Some states have progressively recognized these rights and provided enabling means that allow the transgender persons to have their preferred gender legally recognized as well as the ways of changing their names.

Legal gender recognition is the official way through which the preferred gender of a person is acknowledged (Köhler, 2013). This is further accompanied by the change of the gender that was recorded on the birth certificate and the name(s) thereof if the changes of such names is also preferred. These changes are also made to any other official documents that are used to identify the person. Different states have different

rules that outline what is to be done when the change of gender and name is requested. Despite the fact that some states have authorized the transsexuals to change their gender identity, officials responsible for initiating such changes usually make it a frustrating process for the person (Jones, 2015).

California law has progressively changed to recognize the rights of the transgender community giving them an opportunity to change their name. A court order authorizing one to change their name as well as understanding their gender allows a person to change their names on their original birth certificate and any other relevant official document to that of their preferred gender (Lisa Sedano, 2006).

Some United States courts have addressed the issue of what happens when a transgender person undergoes gender reassignment surgery and subsequently end up married. Until recently, the result had not been a uniform one across all the 50 states of the U.S.; for example, in New Jersey, California, Louisiana, the courts had held that a marriage in which one person in the relationship, identifies as transgender, is valid notwithstanding. On the other hand, courts in Illinois, Florida, Kansas, Texas and Ohio had held that such marriages were null and void since the birth of a person is fixed at birth. They went ahead to hold that the parties were actually of the same sex (Frederick Hertz, 2014). In 2015 the supreme court decided that same sex marriage is nationally valid and legally binding, so these points are no longer relevant; because same sex marriage is legal, a persons legal gender is no longer essential for the purposes of marriage.

Change of Gender and Name in Birth Certificates in U.S

(Qualifications for Changes to be made)

Massachusetts law requires that any person who has undergone a complete medical intervention for the purpose of permanent gender reassignment to have their birth certificates and other records amended to reflect the new assumed gender. In **Massachusetts**, surgery is no longer a pre-requisite for one to amend their birth records (Massachusetts, 2015). The other states that has similar provisions includes **Oregon** and **Utah**. **Alabama**, on the other hand, requires that a person to get a court order to the effect that the transgender has undergone gender reassignment surgery and had their name changed so as to have their name and gender on the certificate amended.

The state of **Arizona** requires a physician to prove that a person has undergone an operative surgery to change their sex or that they have a chromosomal count different from that of their written gender on the birth certificate so as to have their birth records amended. **Arkansas** law requires an amendment of the birth records to be made upon the certification by a court to the effect that the transsexual has undergone an operation for gender reassignment purposes and had their name changed.

California, **Michigan**, and **Texas** require their constituents to fill in a form declaring their intention to change their gender, after undergoing gender reassignment surgery. The paperwork mentioned above must be certified and confirmed by a qualified physician pursuant to set laws. **Colorado**, **Kentucky**, **Maryland**, **Missouri**, **Montana**, **Nebraska**, **New Jersey**, **New Mexico**, and **Virginia** also will amend the records of birth upon submission of a court order stating that the person has undergone gender

reassignment surgical intervention and has changed their name accordingly. In

Connecticut, only the commissioner may amend a birth certificate. The replacement of the older birth records supersedes, the older records (Legal, 2015).

The laws of **Delaware, Nevada, New Hampshire**, and **West Virginia** allow birth certificates to be amended, but only upon the receipt of a court order certifying that the person has undergone gender reassignment surgery. Their records will be changed regardless of whether or not their names have been legally changed. In the laws of the **District of Columbia, North Carolina**, and **North Dakota**, a person must write a request for gender change under the penal law. This request must be accompanied with a statement from a physician indicating that the person has undergone irreversible hormonal changes or has had gender reassignment surgery to complete their gender reassignment. If names must be changed as well, a court order will be required that will grant the change of name (Legal, 2015). **Florida** and **New York** law requires a sworn affidavit from a physician who conducted the sexual reassignment operation and a court order that will grant the name change. In **Georgia**, the birth certificate will be modified according to the applicable law if the name has been modified and a statement from a physician indicating that the necessary surgery for the purposes of gender reassignment has been performed. **Hawaii, Illinois, Iowa, Maine**, and **Vermont** requires the changes to the birth records to be issued whenever a physician has established that gender reassignment surgery has been successfully done and that the gender assigned at birth is inaccurate. **Louisiana, Minnesota**, and **Mississippi** will also make amendments to the birth records to recognize the proper gender of a transsexual, upon request. New birth certificates will be issued to persons who have

undergone gender reassignment surgical interventions in **Oklahoma, Pennsylvania, Rhode Island, South Carolina, South Dakota, and Washington**, even though this is not expressly provided for under statute. This is provided under policies. Some states such as **Wisconsin, Indiana** and **Wyoming** require the registrar to act on the orders issued by a court on what changes should be made on the birth certificate. In **Indiana** with a letter from either an endocrinologist or a plastic surgeon, that states the person in question has undergone irreversible changes in their physical and psychological body, the Department of Motor Vehicles will change the person's gender on their driver's license. After which, a resident of **Indiana** has the ability to take their new drivers license or state identification card to the Social Security administration, who then will also update their birth certificate.

The states of **Idaho, Kansas, Ohio, and Tennessee**, do not recognize the individuals who have undergone gender reassignment operations. In this respect, the state of **Idaho** does not make changes to birth certificates to recognize the preferred gender of the transsexuals (Legal, 2015).

In a nutshell, all the U.S states with the exception of **Idaho, Kansas, Ohio and Tennessee** allow the transsexual persons to assume their preferred gender and provide steps to be followed to change the sex affixed on them at birth as recorded on the birth certificates. There are those states that require the gender transition from one sex to another to be done surgically or by use of hormones while others do not. The only question that remains is: How should transgender make other members of the society respect the assumed gender and desist from pronouncing them as who they are not based on their physical appearance?

Discrimination Suffered by Transgender Individuals

The LBGT community has been identified as one of the most discriminated against minority groups of contemporary society. The discrimination ranges from employment, recreational facilities, and schools among other places. Researchers have indicated that in the employment sector, the rate of unemployment suffered by the transsexuals is estimated to be four times that of the national unemployment rate. Most employers would refuse to consider a person who identifies as transgender for employment citing their unclear sexual identity. This has caused individuals to suffer untold trauma for being discriminated against just because of being who they truly are.

Employment

Transgender individuals may face discrimination while trying to find meaningful employment. The biggest issue they may face is their physical appearance may not be in congruence with their legal gender and/or name. Due to laws placed, varying on the state a transgender individual resides in, gaining legal gender and/or name change in the state in which they reside may require gender reassignment surgeries. If a person has not yet had such surgical interventions, they likely still have the gender assigned at birth registered on all legal documents. Due to the strict requirements transgender individuals are required to complete to have such changes made, it is likely that they have not been able to complete them. Therefore, seeking employment can be challenging. For instance, a female assigned at birth that identifies as male must fill out an application for employment stating that he is female. Also, that person must use their birth name. Once the applicant has received a phone call for an interview, already they have a chance of being denied that interview. Or, if they choose to not mention this until

the interview, they must disclose it during that time. That makes for a challenging interview process, in which it is possible that they will be denied employment if the interviewing manager disagrees with them being transgender. Although, there are companies that are very radical and have incorporated gender reassignment surgeries, hormones, and other medically necessary procedures into their insurance policies such as counselling. Just recently, President Obama proposed a law, in which it will be deemed illegal to discriminate against someone based on their gender identity or sexuality. This change will be essential for transgender citizens of the United States, as they will finally have protection for their gender identity.

Discrimination in the Allocation of Recreational Facilities

The other untold discrimination of transsexuals emanates from the allocation of recreational facilities. A transgender community finds themselves discriminated against in recreational facilities when they are forced to take part in sports assigned to certain genders, that they feel are against or do not conform to the gender they identify as. For example, a transsexual female to male finds it uncomfortable to engage in female oriented activities, such as softball or women's basketball. Experts indicate that such people have a general hatred towards anything that is associated with their birth sex and prefer to be construed in totality as the people of the preferred sex. The ideas of forcing the transgender to engage in these sports that are socially assigned to the birth sex rather than their chosen gender are discriminatory.

The most important thing that needs general appreciation is the fact that transgender people are just but males masqueraded in female skin or females masqueraded in male skins. This, therefore, suggests that a male transsexual is a

female in all respects except that their physical, sexual manifestation is mistakenly assigned to them. The appreciation of this fact will help in acknowledging the difference that exists between the people who do not have any sexual identity complications and the transsexuals that are capable of appreciation of their preferred gender.

Discrimination at School

Looked at it wholly, the school environment of a person will entail the quality of interaction that exist between a student and his fellow classmates, and the professional staff as well as the subordinate staff. At schools, transsexual students perpetually face discrimination from their fellow students, and teachers, among other members of the community. The violence and harassment that is directed towards the LGBT community in schools is overwhelming. The transgender person may face a hostile environment from their fellow students who perpetually undermine them in some ways. Most of them have had to endure this harsh treatment for the whole of their school life (Sears, 2005). The most recent survey done by GLSEN indicated the 80% of the transgender persons in schools who were interviewed felt that they were in an unsafe environment (Sommer Bowers, 2015).

Stories that some transgender students give about their experiences are way too sorrowful. They give stories of perpetual abuse, violence, and harassment. The suffering of the transgender is deliberately inflicted by school staff who disclaim any duty of protecting the transsexual from abuse and ensuring that they get the education that they deserve (Michael Bochenek, 2001). The ordeals faced by the transsexuals sometimes reach a zenith where some are completely deprived of their right to education. All these problems faced by transgender students are a result of the

governments failure to enact proper laws that will recognize and protect the interests and rights of the transgender (Michael Bochenek, 2001).

Imagine, what it must be like for a transsexual student to begin the process of filling out applications for higher education learning. The student by all accounts identifies as a gender not assigned at birth, but due to state laws they are unable to have their gender markers changed. On the application, the student must choose a gender, but they must select the gender that appears on their birth certificate, social security card, and state identification card. For legal purposes, to collect financial aid, to enrol in courses, the student must identify themselves as their birth gender. This humiliating process can cause unneeded harm to a student. Most students, who identify as the gender they were assigned at birth, do not think twice on their selection. Yet, for a transgender or transsexual student this could be detrimental to their acceptance into the college of their choosing. College is a time, in which students should be excited to grow, to develop their future career, yet for a transsexual student it could pose an impossible threat.

Forms of Discrimination in Schools

1. Discrimination in the Allocation of Dorms/Housing

The lives of transgender persons in schools have also been worsened by the fact that dorm assignment in schools has not been enacted based on an individual's preferred gender. The school authorities would place students in housing facilities basing on the traditional binary criterion. In the recent past, in Texas for example, transgender persons and those with intersex conditions could find themselves facing criminal charges or civil suits if they were found using restrooms or locker rooms that

agreed with their preferred gender (Oakes, 2015). Such requirements effected that a person's sex used for the determination of which dorm to be assigned and the locker room to be used was that recorded on the birth certificate.

This particularly misplaced criterion that is yet somehow accepted by a majority is flawed on several premises. The first premise is that the criteria will mean that any female whose physical appearance looked like that of a man would be forced to use the male facilities and that males who outwardly look like females will have to use the female facilities. This also will mean that those people who had undergone a surgery for gender reassignment will be forced to use facilities that do not comport with their gender. For instance, the post-operation male-to-female transgender persons will be forced to use facilities such as restrooms and locker rooms with a male. These results are absurd and worth consideration.

Sadly, by refusing a student the opportunity to be placed in a dormitory setting with peers that are that of their assigned birth could be detrimental. Some transgender individuals, regardless of completing gender reassignment surgery, pass as their chosen gender. When Universities or Colleges require a student to be housed with people based upon their birth gender, it could not only cause undue harm to the transgender student but also to whomever they are roomed with. Many transgender individuals live fairly stealthily, meaning that they look, sound, dress, and act like their chosen gender. When you force a female to male transgender student to be housed with females, it degrades the physical changes that student has had. It also instantly informs every student in that dorm that the student being referred to is transgender. By doing so, that could cause physical or psychological harm done to that student. A

University's place is to help develop a student, not to force them into discriminatory practices. How awkward: one has his newly made friends over to his dorm, but they do not yet know the individual was assigned female at birth. They ask where he lives, so that they can come over to study or hang out. They are informed what dorm he resides in. Instantly, they know something is weird. Some dorms, floors or other student housing are divided by gender. Instantly, he has been outed.

Some people would oppose the equal treatment to a transgender individual by holding to their unsupported stereotype that such people, if given equal treatment, are likely to engage in criminal activities such as rape, sodomy, battery, molestation, voyeurism, or exhibitionism. This kind of unsupported argument needs to be deprived of the sympathy that they seek and the right to equality for the transgender student vindicated.

2. Discrimination in the Classroom

Another issue that transgender students face on the first day of each class is roll call. Professors typically read off the students' names to see who is present and who is absent. It is usually during this time that they ask for students to let them know if they have a nickname. The transgender student's name is called. For example, this student's name assigned at birth was Alicia. Alicia was born female and has been medically and psychologically transitioning from female to male for four years. Alicia's chosen name is Joshua. The whole class, including the professor now knows that Joshua was not born male. If you have a conservative religious professor, the student now fears that the professor will not use male pronouns or the student's chosen name. Additionally, is the student's grade going to be negatively affected? Most higher-level education facilities do

not have policies in place to protect transgender students. Instead, the student lives in fear during the first week of classes, hopeful that the professor is cognisant and willing to call the student by their preferred name and pronouns.

Several states, as it has been stated previously, have formulated a way through which people will have their preferred gender legally recognized and protected. Those students that feel segregated can, therefore, seek some legal remedies to ensure that their rights are respected. However, this is not the major concern of this paper. The main quest of this paper is the way in which transgender people can live in schools without teachers and fellow students being too concerned about their gender.

3. Discrimination in Locker Rooms, Restrooms Allocation and Participation in Sports

Most schools have their sports facilities, locker rooms, and restrooms designed to respect and uphold the traditional binary gender system that only accepts two genders. This is one of the greatest tragedies that the transgender persons face in higher learning institutions. They feel discriminated against when they are placed by default to fit in and participate in sports that totally disrespect their gender preference.

The psychological gender of a transsexual person is incongruent to their physically manifested sex, pre gender reassignment surgery. This means that the transgender persons will certainly feel uncomfortable when they are asked to participate in games that are not in conformity with their preferred gender. An example would be, the University chosen by the transsexual student offering intermural sports. The transsexual student is elated and wants to play on the male intermural basketball team. However, due to the transsexual student's legal gender identity, they will be unable to

play; unless, of course, they play for the category of their birth gender. What happens, when that same student has undergone two years of hormone replacement, is that they have facial hair and a deeper voice. Would people not be confused as to why this individual is playing on an intermural team for women? If by any chance the transgender decides to respect and adhere to their preferred gender when deciding which restroom to use, the type of sport to participate in or the locker room to use, they are certainly faced with resistance, harassment and violence from their fellow students (Sommer Bowers, 2015). In the circumstances where they have to respect the gender definition imposed on them by their fellow students and other members of the larger community, they feel vulnerable and out of place.

Bullying

Bullying refers to the acts done repeatedly by a more superior person or group of people to another whose aim is to harm or cause disturbance to that particular person. These acts can be physical, psychological, or verbal. In the recent past, bullying and cyberbullying have been given a lot of attention, especially from the media, as the major cause of suicide among young adults and teenagers (Deborah J Taub, 2013). The most recently conducted national survey that involved 7,000 LGBT students whose age ranged between 13 years to 21 years indicates perpetual bullying that included both verbal and physical bullying (Dupper, 2013). The research established that 84.6% of the LGBT community has been verbally harassed at school, 40.1% had been physically harassed, 52.9% had been harassed over social media, and 72.4% had heard homophobic remarks hurled at them, e.g. 'faggot' (Dupper, 2013, p. 41).

The Reaction of School Officials towards LGBT Bullying

The national survey conducted by Dupper in 2013 indicates that 80% of the LGBT students feel that the schools' officials are doing nothing to help them. Most of the students surveyed said the school employees would do nothing to stop the anti-LGBT bullying; they would just pass by. One of the students once reported that a lecturer just walked out of class and left him to be harassed even after noticing that the student was being bullied. 62% of the victims who had been subjected to bullying in school because of their sexuality or gender identity reported that they failed to report the incidences to adults since they believed little or totally no action would be taken (Dupper, 2013).

Results of Discrimination

a) Economic Hardship

Most male-to-female transsexuals find themselves in tough economic situations that are the result of discrimination from the transphobic nature of the society. Society is in the habit of side lining the post operation male to female transgender or otherwise because they fail to fit succinctly in either of the two broad categories of sex, that is, male or female. Their income is therefore lowered following the fact that most employers are not willing to give them jobs because of the strict requirements that are set in the various organizations. The discrimination cuts across from civil service or government employment to private employment. The discrimination has been found to force the male-to-female post-operative transsexual to take desperate measures so as to be able to overcome these economic hardships.

Additionally, transgender people are required to have gender reassignment operations, to legally change their gender markers (depending on their state). The cost of gender reassignment surgery is extremely expensive. For example, the cost of gender reassignment surgery for a female to male transsexual, removal of female breast tissue is around \$7,000.00. That alone, is a financial burden. After a transsexual has had that operation, they will be required to submit the documents for legal name change, which is also costly.

b) Depression

Depression is indicated to be the leading mental disorder that transgender people face. Depression is known to deprive people of their time, energy and all the joy of living so that they perpetually stay in sad conditions. Depression is at times

categorized to be one of the most prevalent mental illnesses in general. It is a feeling of vehement sadness, loss, hopelessness, discouragement, guilt and self-doubt that may result in dire consequences (Gianna E Israel, 1997). Since depression results in irrational thinking over a certain period, depressed people could potentially and are fond of resorting to self-destruction behaviours.

The feeling of depression does not just disappear within hours. It is a feeling that persists over a long period so that the hope of recovering from the feeling evaporates. The ability of an individual to seek assistance that might liberate them from the situation diminishes with the increase in depression. This is because it deprives a person of their ability to make rational decisions (Gianna E Israel, 1997). The major source of depression is in the difficulty that the transgender individual finds with disclosing their preferred gender. This is worsened in the circumstances where, after such disclosure, they are faced with victimization, violence, harassment and various forms of discrimination.

c. Insecurity

Members of the LGBT community report that they feel insecure in most places because of their sexuality and/or gender. Dupper's (2013) survey indicates that 20% of LGBT students who are the victims of bullying feel that they are insecure at school three times more than their heterosexual counterparts. 39.9% of the students who felt insecure in school expressed that their fear was a result, of the way they expressed their gender (Dupper, 2013). Sadly enough, due to bullying and the absence (prior for 2015) of protection in the workplace for LGBT people, it could be inferred that people who identify in the spectrum of LGBT could potentially face extreme harassment or

bullying due to their gender identity or sexuality. If you live in a state, that can fire an employee at will, with no reasoning specified; it is even scarier. For instance, in the state of Indiana, employers can fire employees at will, with no reasoning given. Even if you are fired in the state of Indiana, you have no way to prove or disprove the reason in which you were fired. That is unsettling, for people in the LGBT community trying to seek meaningful employment.

d. Lower Level of Academic Achievement

Students who were the victim of harassment and bullying due to their sexuality and gender mannerism were found to have average grades that are half the grades lower those of their classmates who were not harassed. 29.1% of the LGBT students who were being harassed were found to miss class compared to 8% of the heterosexuals who were not subjected to harassments (Dupper, 2013). Furthermore, as mentioned previously if a student feels unsafe in their environment is unlikely that they will be successful. Until transsexual and transgender students feel safe in their learning environment, it is unlikely that they will be as successful as their cisgender counterparts.

Desperate Actions Taken By Transgender Due to Discrimination

A) Sex Workers

One of the most common desperate actions taken by male-to-female post-operative transgender individuals is becoming sex workers. In a nutshell, sex work is where people are exchanging sex for money, food, shelter and drugs among other favors. Statistics indicate that sex work is the most common source of earning a living among a majority of transsexuals (Wilson, 2007). For example, a study in Los Angeles

showed that transgender women depended on sex work as their primary source of income (Wilson, 2007). Most transgender women who have been interviewed confessed that they have found it difficult to successfully find any gainful employment because of the discrimination that exists against the transgender people.

Wilson's (2007) the study indicated that 54% of women earned less than \$1000.00 per month, and only 49% had permanent housing by the time of the research. Further research that has been conducted on the same issue continues to reveal similar economic patterns. Garofalo's study indicated that 63% of the youth of the color who are transgender found it almost impossible to find a job (Wilson, 2007). 37% of those sampled youths had a history of incarceration, while 18% were found to have a history of homelessness. Of the number of youths interviewed by Garofalo in Chicago in his study, 59% of them were found to have exchanged sex for favors.

These particular desperate measures taken by transgender people have serious consequences. These include the exposure to deadly diseases such as HIV/AIDs among other serious infections that are sexually transmitted. This is quite evident from a recent study that indicated that 22% of transsexuals were HIV positive (Wilson, 2007). This high risk that faces transgender youths is a threat to the existence of the transgender population. This, therefore, calls for immediate actions to be taken to ensure that sex work among transgender youths is considerably reduced or eradicated altogether.

b) Suicide

Literature gives an indication that suicide is very prevalent among the young people of the Lesbian, Gay, Bisexual, and Transsexual community. Suicide is closely

associated with the mental state of the victim. Most of the people who end up taking this desperate action are found to be dependents of illegal drugs and other substances including, but not limited to alcohol and prescription drugs. In addition, some people in the transgender community are also subjected to depression, anxiety, or other forms of mental health conditions. Some other researchers point out that transgender students in colleges are often lonely, segregated and depressed so that they often see no good reason as to why they should continue living in such a world misery (Deborah J Taub, 2013).

Researchers indicate that young adults in colleges who belong to the LGBT community were three times more likely to attempt suicide compared to other young heterosexual young adults . There is a further indication that of the successful suicides among the college students annually, 30% is from the LGBT community (Taub, 2013). A different study from the same researcher indicated that more than half of the LBGT members have at one point in their life thought of suicide (Deborah J Taub, 2013). The main reason as to why students of the LGBT community are likely to commit suicide is because they experience suicidal factors more often. These factors include drug abuse and depression.

Among the transgender community, these suicide factors have been found to be prevalent. This coupled with other circumstances such as discrimination, harassment, parental rejection, family violence, peer victimization, and being forced into sex makes suicide rampant among transgender people.

Actions Taken in Schools to Deter Harassment on LGBT

There is enormous evidence to implicate that schools have failed to adequately protect LGBT students in their respective schools. Officials are in the habit of remaining inactive when LGBT students are being subjected to various forms of torture because of their sexuality or gender identity. As much as there are various regulations in place in many schools ensure rights of the LGBT are not violated, the schools either willfully and/or negligently refuse to adhere to these regulations resulting in suffering of LGBT students.

Hypotheses:

This research is aimed at confirming the veracity of the earlier findings made by different researchers. The survey is aimed at confirming or disqualifying two main hypotheses. The hypotheses are:

1. Different states have enacted adequate laws to protect the members of the LGBT community.
2. There is no fairness and equality in the treatment of transgender students in schools.

Methodology:

The data was collected from a wide range of participants. They included both members of the LGBT community as well as normative heterosexual persons. The research utilized a wide variety of research options. It included conducting oral interviews and distributing questionnaires to different people from different backgrounds as well as the distribution of photographs that contained various photos that depicted gender-disconforming relationships. The questionnaires were further posted on social media, and people were requested to complete them. The questionnaires distributed and posted online were of two types. There was one questionnaire for those people who are heterosexual and a different one for those people who are of the LGBT community.

The questionnaire for the heterosexual community required the participants to indicate whether they thought the members of the LGBT community deserved equal rights. They were also supposed to gauge their liking/feeling towards photos that depicted sexuality-disconforming norms. The scale gauged from one (1) to five (5).

Each figure represented a descriptive adjective as shown on the questionnaire here under.

The questionnaire that was completed by the LGBT community members required them to respond to the way they felt that they were being treated by society. The questionnaire required the person first to indicate to which particular category of the LGBT community they belonged. They were then to indicate whether they were students. The students were supposed to indicate the form of discrimination they are facing.

Procedure:

The research included the distribution of the questionnaires to the various participants as well as orally interviewing some participants. The questionnaires were given to the respondents confidentially. The LGBT community members who participated in the interview were volunteers who agreed to come out and answer the questions. A larger number of the questionnaires filled by the LGBT respondents were answered online. The questionnaires posted online were similar to those manually distributed. The structure and format of the questionnaires were as follows:

Questionnaire 1

1. In your opinion, should the government enact laws to protect the interests of the LGBTs? Choose one, please.
 - a. Yes
 - b. No
2. Do you think the laws protecting the interest of the LGBTs are adequate?
 - a. No
 - b. Yes
 - C. No opinion

3. What do you think about the people depicted on the photos (sexuality disconforming relationship pictures)? Kindly tick one.

1.	2.	3.	4.	5.
Normal	I like them	I hate them	Disgusting	No opinion

Questionnaire 2

To be filled by the LGBT community members only.

1. Which category of LGBT do you belong? Tick below the appropriate category.

Lesbian	Gay	Bisexual	Transsexual/transgender

2. Do you think society is treating you fairly?

Yes No

3. Are there laws enacted to protect your interests? Are the laws adequate?

Yes No

✓ Yes	Adequately protected	Inadequately protected

4. Are you a student or a non-student?

Student Non-student

5. If a student, do you feel equitably treated at school?

Yes No

6. If the answer to the above question (5) is no, which form of discrimination do you face and where? Fill your answers in the tables below. I feel discriminated in:

Allocation of dorm/housing	Allocation of restrooms	Allocation of sports facilities	Bullying from other students	Discrimination by teachers	Discrimination by fellow students

7. Are there adequate measures put in place in schools to protect your interests?

Yes	No

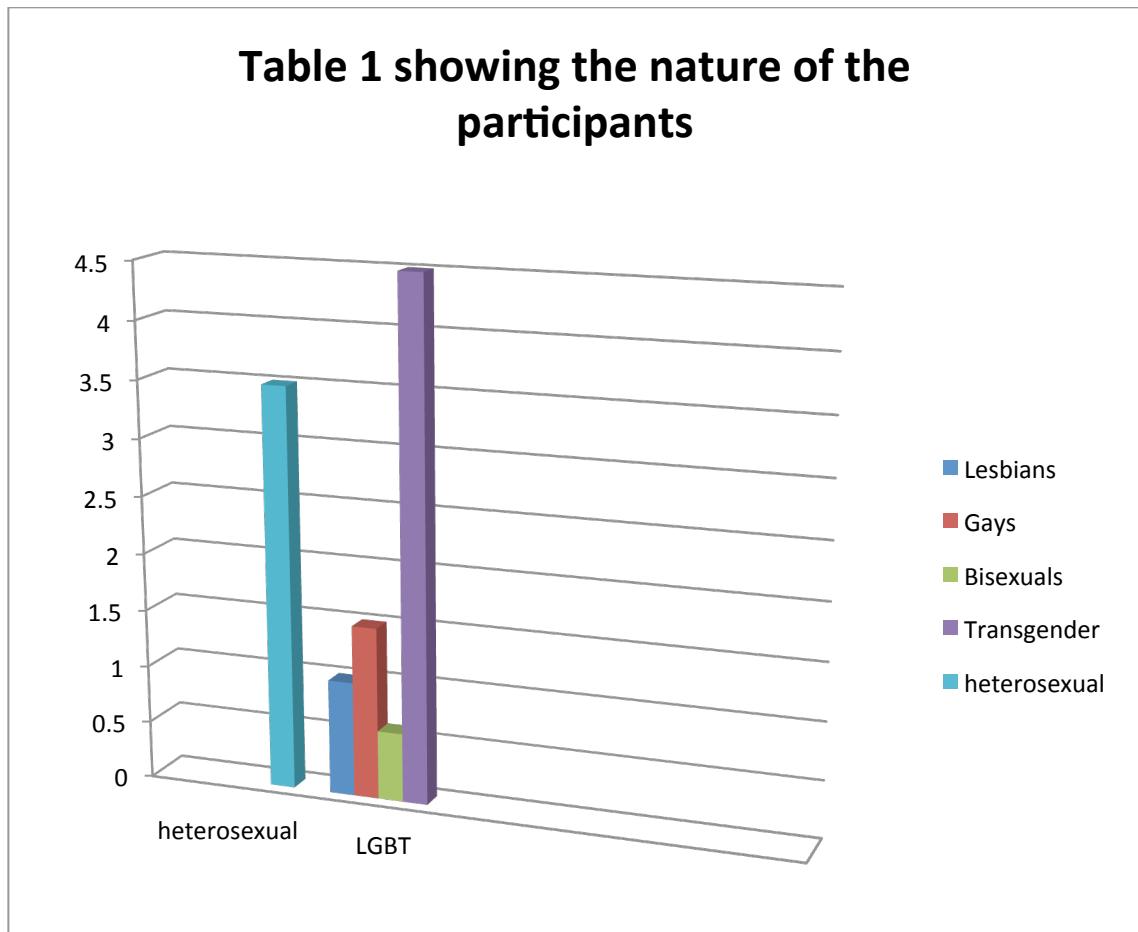
8. Schools have taken adequate measures to provide a conducive environment for your learning. Provide your opinion below.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree	No opinion

Participants:

The participants included male and female respondents, from the United States. There were a total of 226 respondents who filled out the questionnaires. This includes those who answered the questionnaires online as well as those who filled the survey out

manually. Of the 226 people surveyed, only 70 identified as heterosexuals while 156 were part of the LGBT community. The table below illustrates the nature of the respondents of the research:



Results:

QUESTIONNAIRE 1

Statistics				
		Government Protects	Adequate Protection	Sexually Disconfirming pictures
N	Valid	74	74	74
	Missing	0	0	0

Frequency Table

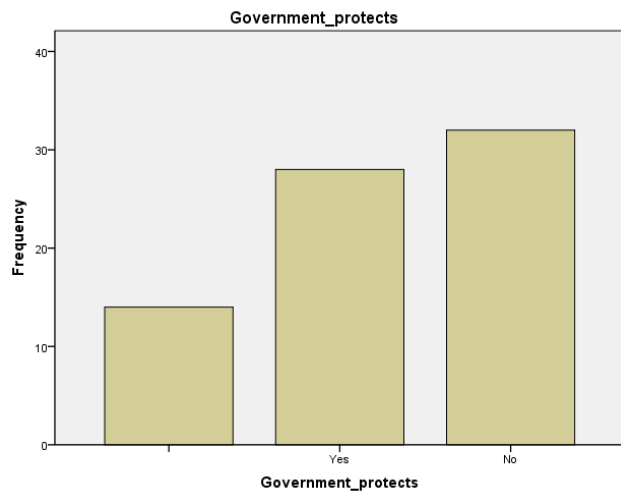
Government Protection					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		14	18.9	18.9	18.9
	Yes	28	37.8	37.8	56.8
	No	32	43.2	43.2	100.0
	Total	74	100.0	100.0	

Adequate Protection					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		4	5.4	5.4	5.4
	Yes	15	20.3	20.3	25.7
	No	2	2.7	2.7	28.4
	No opinion	53	71.6	71.6	100.0
	Total	74	100.0	100.0	

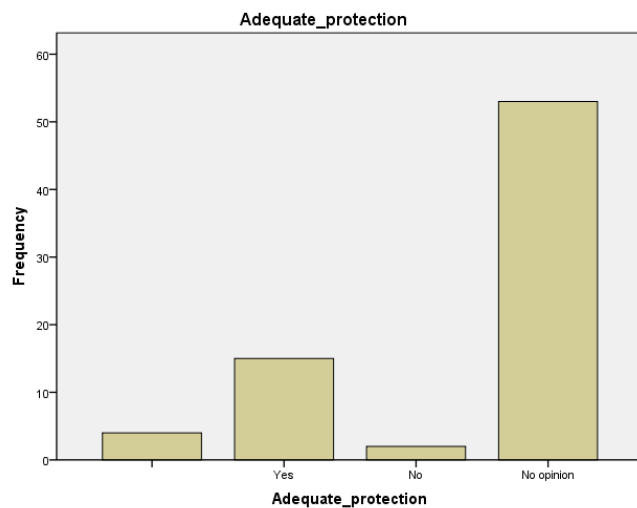
Sexuality-disconfirming pictures					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		4	5.4	5.4	5.4
	Normal	15	20.3	20.3	25.7
	I like them	5	6.8	6.8	32.4
	I hate them	15	20.3	20.3	52.7
	Disgusting	32	43.2	43.2	95.9
	No Opinion	3	4.1	4.1	100.0
	Total	74	100.0	100.0	

Bar Chart

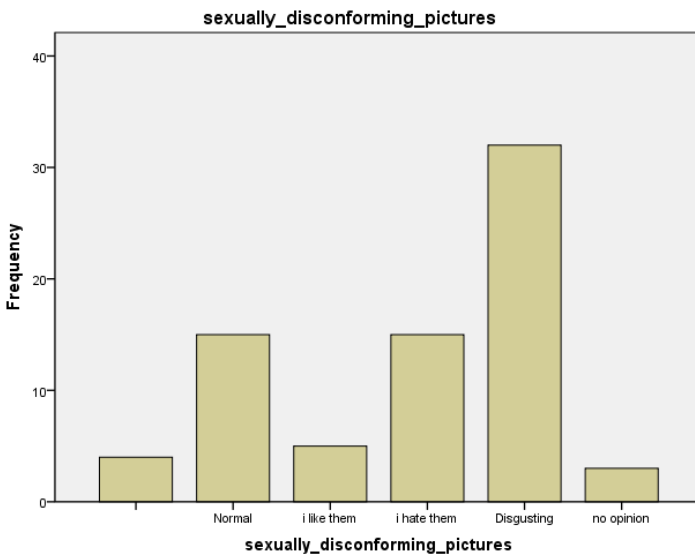
A Bar Graph of Opinion Whether the Government Has Set Up Adequate Protection for the LGBT Community



Generally, from the above graph, several people agreed that the government has put in place adequate measures to protect the LGBT community from discrimination. However, a high number disagreed that the government has put in place measures to protect the LGBT community from discrimination.



However, from the above, the question as to whether the government provided adequate protection was generally avoided by many heterosexuals. Most people had no opinion while a few agree that it is adequate as shown in the graph above.



Most heterosexual interviewees did assert that the sexuality disconforming pictures were disgusting. Although, a good percentage did take them as normal, while an equal number also asserted that they hated them. Generally, most heterosexuals had some dislikes towards the members of the LGBT community.

QUESTIONNAIRE 2

Crosstabs

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent

Adequate Protection Government Protection	74	100.0%	0	.0%	74	100.0%
Sexually Disconforming Pictures * Government Protects	74	100.0%	0	.0%	74	100.0%

Adequate Protection * Government Protects Crosstabulation					
Count					
		Government_protects			Total
			Yes	No	
Adequate Protection		4	0	0	4
	Yes	0	15	0	15
	No	0	2	0	2
	No opinion	10	11	32	53
Total		14	28	32	74

Sexuality disconfirming pictures * Government Protects Crosstabulation					
Count					
		Government Protects			Total
			Yes	No	
Sexuality disconfirming pictures		4	0	0	4
	Normal	0	15	0	15
	I like them	0	5	0	5
	I hate them	0	8	7	15
	Disgusting	7	0	25	32
	no opinion	3	0	0	3
Total		14	28	32	74

Frequencies

Statistics					
		Which category of LGBT do you belong?	Do you think the society is treating you fairly?	Are there laws enacted to protect your interests?	Are the laws adequate?
N	Valid	156	156	156	156
	Missing	6	6	6	6

Mean	3.13	1.80	1.03	1.04
Mode	4	2	1	1
Std. Deviation	1.129	.400	.159	.193
Sum	488	281	160	162

Statistics					
		Are you a student or a non-student?	If a student, do you feel equitably treated at school?	adequate measures put in place in schools to protect your interest	Schools have taken adequate measures to provide a conducive environment for your learning
N	Valid	156	156	156	156
	Missing	6	6	6	6
Mean		1.0385	1.9487	1.9679	3.7692
Mode		1.00	2.00	2.00	4.00
Std. Deviation		.19293	.22128	.17670	1.04014
Sum		162.00	304.00	307.00	588.00

Frequency Table

Which category of LGBT do you belong?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lesbian	20	12.3	12.8	12.8
	Gay	30	18.5	19.2	32.1
	Bisexual	16	9.9	10.3	42.3
	Transsexual/transgender	90	55.6	57.7	100.0
	Total	156	96.3	100.0	
Missing	System	6	3.7		
Total		162	100.0		

Transsexual/transgender recorded the highest count among the LGBT interviewees.

Do you think the society is treating you fairly?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	31	19.1	19.9	19.9
	No	125	77.2	80.1	100.0
	Total	156	96.3	100.0	

Missing	System	6	3.7		
Total		162	100.0		

From the foregoing, a large percentage does think the society is not treating them fairly.

Are there laws enacted to protect your interests?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	152	93.8	97.4	97.4
	No	4	2.5	2.6	100.0
	Total	156	96.3	100.0	
Missing	System	6	3.7		
Total		162	100.0		

A large number of interviewees agree to the fact that there are laws to protect their interests.

Are the laws adequate?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Adequate protected	150	92.6	96.2	96.2

	Inadequate protected	6	3.7	3.8	100.0
	Total	156	96.3	100.0	
Missin g	System	6	3.7		
Total		162	100.0		

It was observed that the laws are adequate in protecting their interests.

Are you a student or a non-student?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Student	150	92.6	96.2	96.2
	Non- student	6	3.7	3.8	100.0
	Total	156	96.3	100.0	
Missin g	System	6	3.7		
Total		162	100.0		

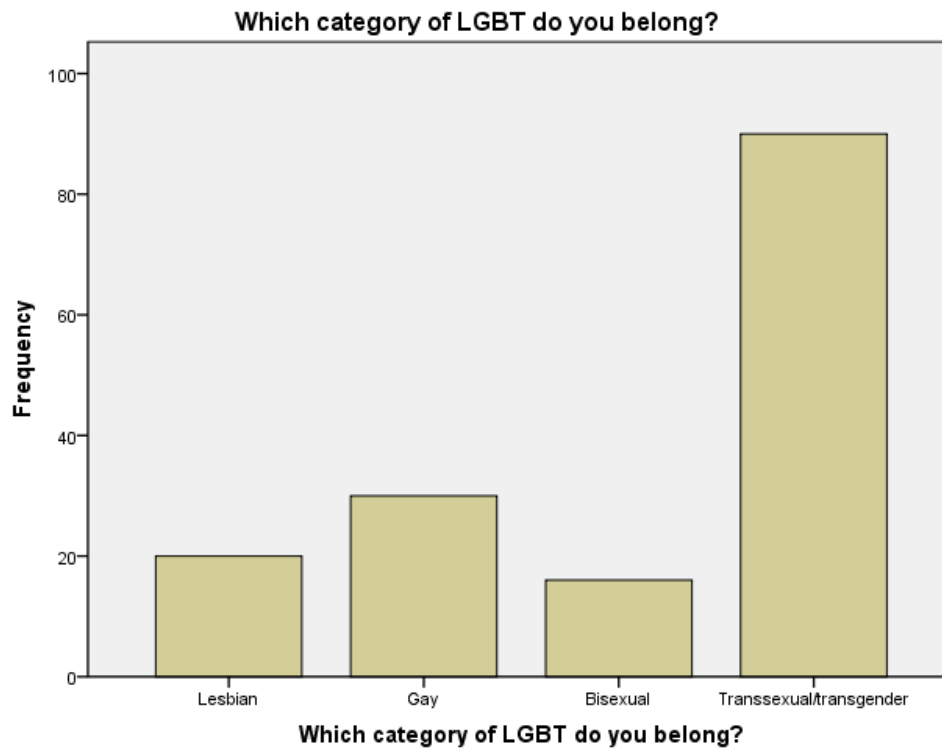
A large number of those who participated in the interview were students, and they have the highest concentration of homosexuality.

If a student, do you feel equitably treated at school?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	4.9	5.1	5.1
	No	148	91.4	94.9	100.0
	Total	156	96.3	100.0	
Missin g	Syste m	6	3.7		
Total		162	100.0		

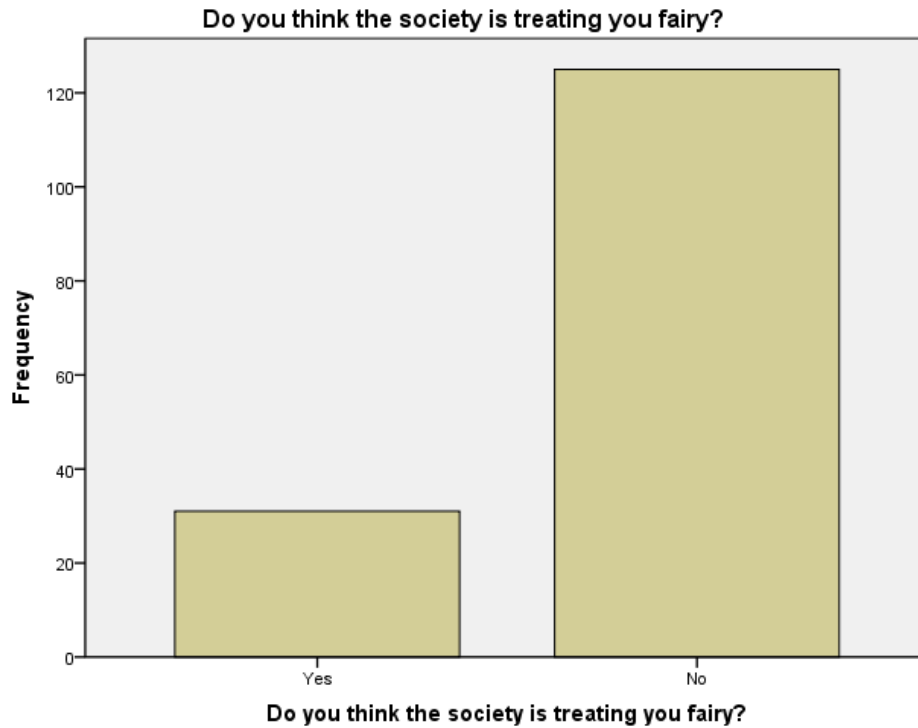
adequate measures put in place in schools to protect your interest					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	5	3.1	3.2	3.2
	No	151	93.2	96.8	100.0
	Total	156	96.3	100.0	
Missin g	Syste m	6	3.7		
Total		162	100.0		

Schools have taken adequate measures to provide a conducive environment for your learning					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	30	18.5	19.2	19.2
	Neutral	15	9.3	9.6	28.8
	Disagree	73	45.1	46.8	75.6
	Strongly disagree	37	22.8	23.7	99.4
	No opinion	1	.6	.6	100.0
	Total	156	96.3	100.0	
Missing	System	6	3.7		
Total		162	100.0		

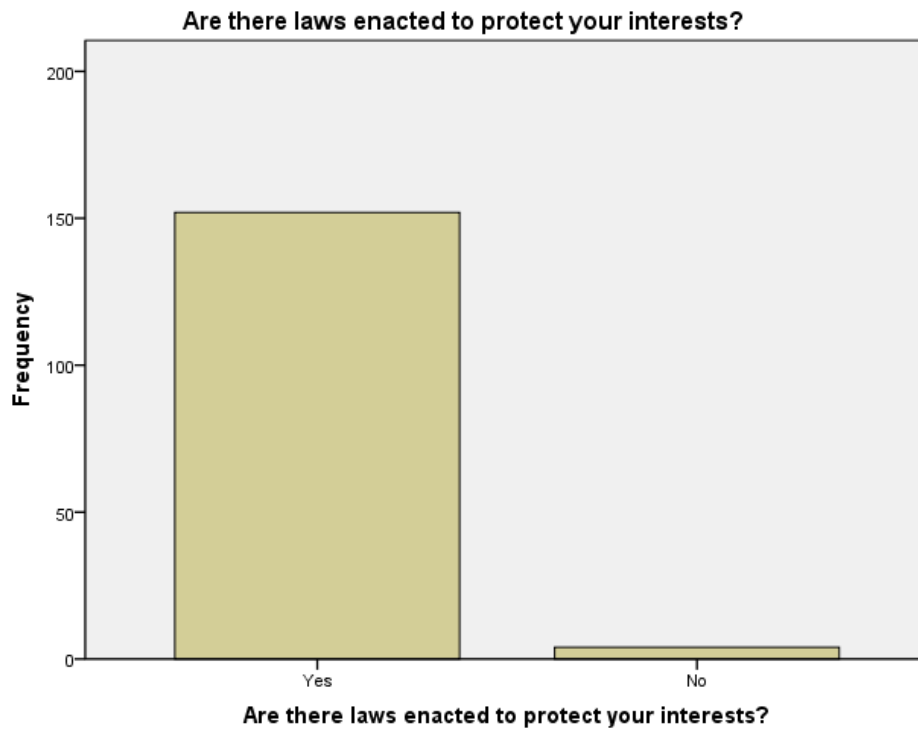
Bar Chart



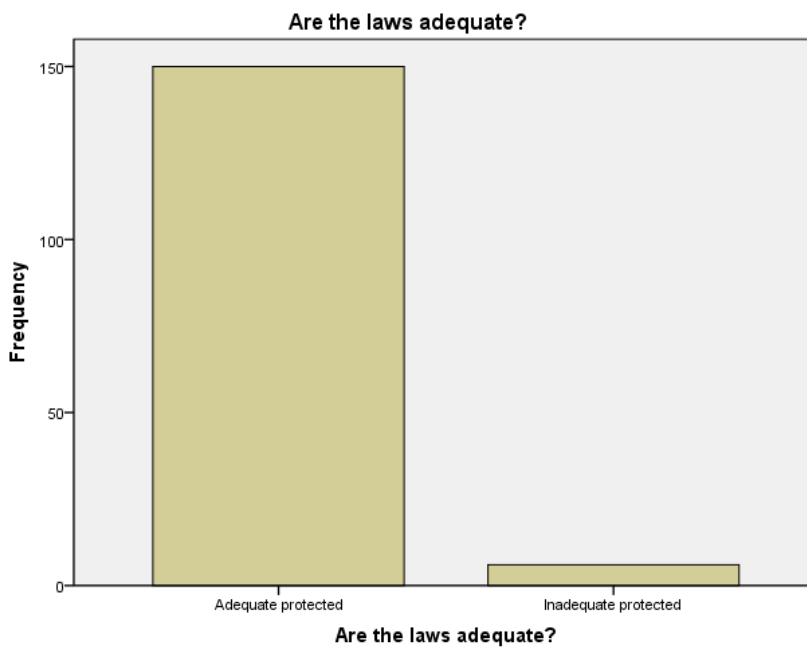
Most of the interviewees were transsexual/gender as they recorded the highest count. This was followed by the gay category, the lesbian category and then finally the bisexual category.



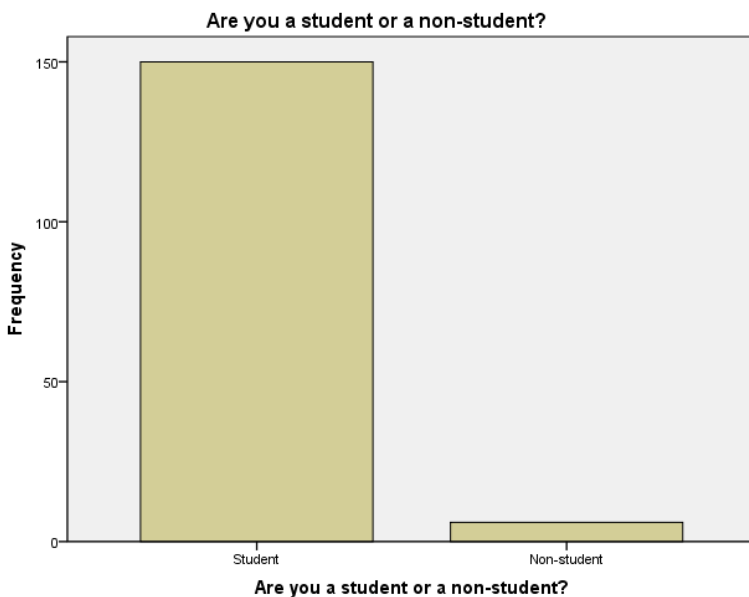
Most LGBT homosexuals feel that the society is not treating them fairly. A smaller percentage is the only one that feels that the society is treating them fairly as shown in the graph above.



Generally, it was established that there are laws in place to protect the interests of homosexuals as a good number of them agreed to this fact.



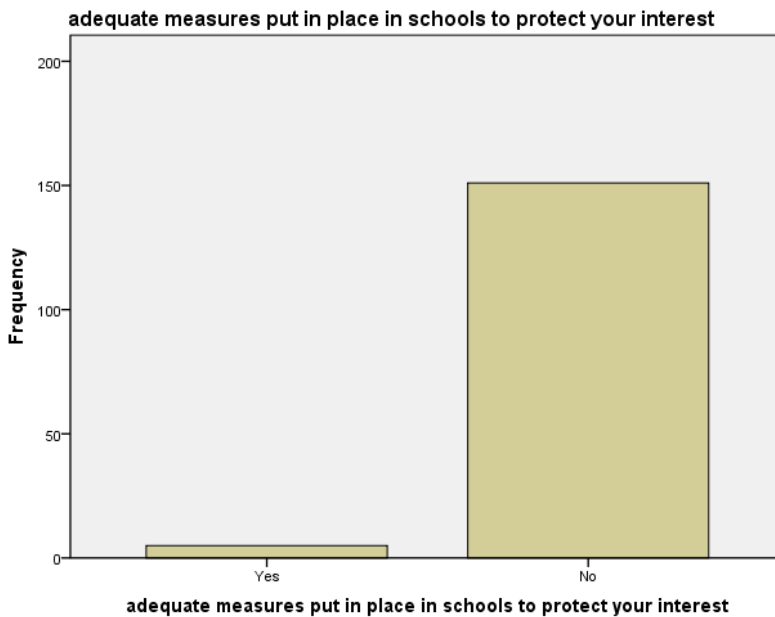
The laws so established are inadequate in terms of protecting their interests as most of the interviewees indicated.



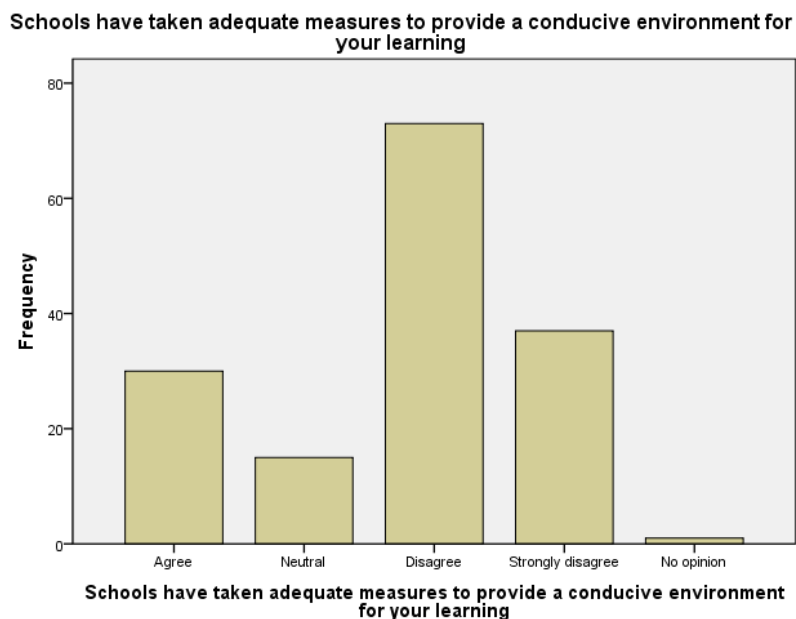
Most of those who participated in the interview are students as they recorded a high count as shown in the graph. More students than non-students are homosexuals.



The homosexual students feel that they are not treated equitably at school, that is, they feel that they are discriminated against. This could be a result of poor perception towards homosexuality in their school.



There are little measures put in schools to protect the interests of the transgender students, as most disagreed that the schools protect them.



Most transgender students did disagree that the schools did provide a conducive environment for learning. Only a very small percentage agreed that schools had adequate measures in place to protect them.

T-Test

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Which category of LGBT do you belong?	156	3.13	1.129	.090
Do you think the society is treating you fairly?	156	1.80	.400	.032
Are there laws enacted to protect your interests?	156	1.03	.159	.013
Are the laws adequate?	156	1.04	.193	.015
Are you a student or a non-student?	156	1.0385	.19293	.01545
If a student, do you feel equitably treated at school?	156	1.9487	.22128	.01772
adequate measures put in place in schools to protect your interest	156	1.9679	.17670	.01415

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Which category of LGBT do you belong?	156	3.13	1.129	.090
Do you think the society is treating you fairly?	156	1.80	.400	.032
Are there laws enacted to protect your interests?	156	1.03	.159	.013
Are the laws adequate?	156	1.04	.193	.015
Are you a student or a non-student?	156	1.0385	.19293	.01545
If a student, do you feel equitably treated at school?	156	1.9487	.22128	.01772
adequate measures put in place in schools to protect your interest	156	1.9679	.17670	.01415
Schools have taken adequate measures to provide a conducive environment for your learning	156	3.7692	1.04014	.08328

One-Sample Test				
	Test Value = 0			
	t	df	Sig. (2-tailed)	Mean Difference
Which category of LGBT do you belong?	34.619	155	.000	3.128
Do you think the society is treating you fairly?	56.200	155	.000	1.801
Are there laws enacted to protect your interests?	80.786	155	.000	1.026
Are the laws adequate?	67.229	155	.000	1.038
Are you a student or a non-student?	67.229	155	.000	1.03846
If a student, do you feel equitably treated at school?	109.993	155	.000	1.94872
adequate measures put in place in schools to protect your interest	139.101	155	.000	1.96795

One-Sample Test				
	Test Value = 0			
	t	df	Sig. (2-tailed)	Mean Difference
Which category of LGBT do you belong?	34.619	155	.000	3.128
Do you think the society is treating you fairly?	56.200	155	.000	1.801
Are there laws enacted to protect your interests?	80.786	155	.000	1.026
Are the laws adequate?	67.229	155	.000	1.038
Are you a student or a non-student?	67.229	155	.000	1.03846
If a student, do you feel equitably treated at school?	109.993	155	.000	1.94872
adequate measures put in place in schools to protect your interest	139.101	155	.000	1.96795
Schools have taken adequate measures to provide a conducive environment for your learning	45.261	155	.000	3.76923

The significance of this test is 0.00; this means that the variability in all the conditions is significantly different. There is no relation to all the conditions.

One-Sample Test		
	Test Value = 0	
	95% Confidence Interval of the Difference	
	Lower	Upper
Which category of LGBT do you belong?	2.95	3.31
Do you think the society is treating you fairly?	1.74	1.86
Are there laws enacted to protect your interests?	1.00	1.05
Are the laws adequate?	1.01	1.07
Are you a student or a non-student?	1.0079	1.0690
If a student, do you feel equitably treated at school?	1.9137	1.9837
adequate measures put in place in schools to protect your interest	1.9400	1.9959
Schools have taken adequate measures to provide a conducive environment for your learning	3.6047	3.9337

This table shows the limits of each variable, that is, the maximum and the minimum values.

Discussion

The first hypothesis that the research sought to prove was found to be wrong. The hypothesis speculated that the governments of various states have enacted enough laws to protect the members of the LGBT community. While a good number from both the heterosexual and the LGBT community appreciate the fact that the government has put measures in place to ensure them equal rights, many more said that the measures put in place were not adequate to protect them. If at all there are adequate measures in place, it is either that the people concerned in implementing them are not diligent in doing so or that the laws exist only in books.

There is a general animosity from the heterosexuals towards the members of the LGBT community. This was confirmed in the research by including photos that displayed sexually disconfirming norms. Most heterosexual viewers described the photos as being disgusting to them. A greater majority said they hated the characters of the persons in the photos. Very few people agreed that the persons in the images were normal or that they liked them. This is a clear indication that many people will be ready to discriminate against such people if in any case they come into contact with them in practical life. The result of this confirms the result that was found from the distribution of the second questionnaire.

The second questionnaire that sought to find out whether transgender people were equally treated in institutions indicated that they were not. The results that were acquired confirmed the null hypothesis that speculated that the transgender student was

not equitably treated in schools. Most of the interviewees indicated that they were directly and/or indirectly mistreated.

Those interviewed transgender students held that the schools did little to protect them. They indicated that they faced a lot of discrimination. In the cases where the schools had put in place laws to protect them, the interviewee indicated that such laws are not adequate. This is because someone will find a loophole in those laws to perpetuate discriminatory actions against transgender students.

This is a confirmation of the various scholarly researchers that have focused on the issue of discrimination of the transgender community. The researchers have indicated that transgender students are discriminated against, bullied, segregated and despised in learning institutions. Transgender students end up feeling insecure and unloved by their fellow human beings. These findings are not just mere speculations and unsupported opinions from transgender students. The attitude of heterosexuals towards the transgender population is a clear indication for this. This particular attitude has also been established in the present research where many people were quick to label sexually disconforming norms as being disgusting.

Various states, including the federal government, have passed laws that ensure equal protection for all persons (Burda, 2008). The equal protection clause requires that all students in schools be treated equally without discrimination. The research also indicates that schools have reciprocated by enacting such laws because schools can be held liable to pay damages if they are found to discriminate against people based on their sexual orientation (Burda, 2008). However, the transsexuals still face discrimination despite the existence of such laws.

The laws put in place to ensure equal protection of all students, including transgender people, are not necessarily inadequate. It has been noted with emphasis that there are inadequate mechanisms to ensure adherence to these laws by the concerned parties. There are supposed to be proper mechanisms put in place to ensure proper monitoring and realization of the social, economic and cultural rights of all persons (Nations, 2010).

Recommendations: From Identity to Equality

When there was rampant discrimination against women in society, affirmative actions were very desirable and easy to justify. The implication of the guarantee of such rights was that people who had been perpetually deprived of their rights to fully participate in economic, social, and political activities due to discrimination finally got full emancipation. It is entrenched in the international as well as national human rights laws that all persons are entitled to equal protection under the state laws. This has been the motive of various movements that were stepping against racial discrimination. The success of such human rights groups proves that no one should be discriminated against based on their identity. It will sound quite paradoxical if one purports to apply the policies that protect against racial discrimination but refuse to recognize the need for protection against gender/sex discrimination (Oakes, 2015). It has been previously highlighted in this text that sex/gender, just like race, religion, and culture, is a social identity which should not be the basis of discrimination. Various legal systems have recognized the need to desist from discriminating against people based on their culture, race, and religion and emphasizes on equality for all people irrespective of these differences. This has technically avoided recognizing gender differences. This thesis,

therefore, recommends that states in general and all persons in particular should focus on the right to equality of all persons and not the 'right' to identity.

Changes That Need to Be Made

At Indiana State University, there are still drastic changes that need to be made, to ensure that transgender students feel safe and welcomed. Indiana University has policies implemented that allow a student to pick the name displayed on their email, blackboard, and class rosters. Indiana State University needs to adopt this policy. It would make transgender students who attend Indiana State University have fewer issues being accepted by professors and classmates. If a student has a well-documented gender dysphoria diagnosis and a letter from either their psychologist or gender therapist stating that the student has lived for a year in their chosen gender, Indiana State University should accept those as valid. Due to the legal barriers and cost of having a legal name change and gender change in the state of Indiana, it can be assumed that it isn't feasible for a student to afford those costs. The only option, for acceptance and an equal playing field for transgender students, is to be identified as who they are. It is my hope, that Indiana State University will take a pledge for acceptance of all of their students.

Let student's identity as who they feel they are. The moment that we block a student's freedom to be who they are we place a roadblock that potentially cannot be climbed. Indiana State University needs to lead the way, set the example for other Universities. Allow transgender students to live in the student housing of their chosen gender, play on intermural sports teams with players of their chosen gender, and enable them to use restroom and locker room facilities of their chosen gender. By opening

these doors Indiana State University will be a safe environment for transgender students. It is imperative, that changes are made, to ensure a students safety, social acceptance, and the ability to gain higher education.

Proper Monitoring Mechanisms

There are several measures that have been put in place to ensure that there is equality in learning institutions. However, such measures and laws are seen as inadequate because of poor implementation. Those people who are put in charge of ensuring equality are the same people who perpetuate the inequality. There is a need for putting in place proper mechanisms that will ensure all students have equal access to social, economic and cultural resources and enjoyment. The office of Diversity, Student Support Services, the Counselling center, and campus police need to be aware that transgender students are present on campus. All of those offices in conjunction with transgender students need to be documenting any discrimination that occurs and find a solution to make all parties comfortable.

Conclusion

All students, no matter race, religion, sexuality, or gender identity should be able to safely and legally live, study, and succeed at the collegiate level without barriers. Studies have pointed out that there is rampant discrimination of other students based on their sexuality and gender identity. The most affected people are transgender students. Such discrimination can be eradicated if people stop defining others based on their sexuality or gender identity and accept them as they are. There are laws that have been

put in place to ensure equality and fairness in treating all students. However, the laws have achieved fruitless results because of inadequate monitoring mechanisms. The laws can be of use if they are strictly adhered to. It is time that we all see gender as a spectrum instead of two sets of opposing ideals. Lastly, we should stop defining each other by what we are not and start defining ourselves by who we are.

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Appendices:

Questionnaire 1

4. In your opinion, should the government enact laws to protect the interests of the LGBTs? Choose one, please.

b. Yes

b. No

5. Do you think the laws protecting the interest of the LGBTs are adequate?

b. No

b. Yes

C. No opinion

6. What do you think about the people depicted on the photos (sexuality disconfirming relationship pictures)? Pick one.

6.	7.	8.	9.	10.
Normal	I like them	I hate them	Disgusting	No opinion

Questionnaire 2

To be filled by the LGBT community members only.

9. Which category of LGBT do you belong? Tick below the appropriate category.

Lesbian	Gay	Bisexual	Transsexual/transgender

10. Do you think the society is treating you fairly?

Yes

No

11. Are there laws enacted to protect your interests? Are the laws adequate?

Yes

No

✓ Yes	Adequately protected	Inadequately protected

12. Are you a student or a non-student?

Student

Non-student

13. If a student, do you feel equitably treated at school?

Yes

No

14. If the answer to the above question (5) is no, which form of discrimination do you face and where? Fill your answers in the tables below. I feel discriminated in:

Allocation of dorm/housing	Allocation of restrooms	Allocation of sports facilities	Bullying from other students	Discrimination by teachers	Discrimination by fellow students

15. Are there adequate measures put in place in schools to protect your interest?

Yes	No

16. Schools have taken adequate measures to provide a conducive environment for your learning. Provide your opinion below.

Strongly	Agree	Neutral	Disagree	Strongly	No opinion

agree				disagree	