

SPECIALIZED CHILD WELFARE SUBJECT MATTER

Non-Discrimination of LGBTQQIAA Individuals

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Policy

The Department has an obligation to ensure fair, equal, and non-discriminatory treatment of all individuals who identify themselves as Lesbian, Gay, Bisexual, Transgender, Questioning, Queer, Intersex, Asexual and Ally (LGBTQQIAA), in accordance with state laws governing non-discrimination. The purpose of this policy is to:

- ensure that LGBTQI children, youth and adolescents under the guardianship of DCF receive non-discriminatory, safe, affirming and non-detrimental services, which shall include but not be limited to mental health, substance abuse, foster care and adoption, and mentoring services; (LGBTQI youth are at higher risks of several health disorders and often do not disclose or discuss sexual orientation and life issues with providers that are not openly supportive.) and
- facilitate recruitment and retention of affirming foster or adoptive parent(s) or mentors, and to ensure that all persons, including LGBTQI individuals, are given consideration equal to all other individuals.

The Department shall not delay or deny mentoring services, or the placement of a child for adoption or into foster care, or discriminate against any person, including:

- children, youth and adolescents under its care;
- biological, foster or adoptive parent(s);
- mentor(s) and tutor(s); and
- applicant(s) wishing to become a foster or adoptive parent(s) or mentor(s), who can meet all children's needs

on the basis of:

- gender identity and/or expression;
- marital/partner or cohabitation status; and
- actual or perceived inherent sexuality.

Cross reference: "Working with Transgender Youth and Caregivers Practice Guide"

Prohibited Actions

No child shall be removed from a biological, foster or adoptive family based solely on the parent(s)'s gender identity/expression, marital/partner or cohabitation status, or actual or perceived sexual orientation.

Basic Definitions

Intersex (or intersexual) – Refers to a person born with the full or partial sex organs of male and female, or with underdeveloped or ambiguous sex organs. About 4% of all births are intersex to some degree. ("Intersex" replaces the outdated, and now derogatory word, hermaphrodite).

Sexual Orientation / Inherent Sexuality – A scientific term for the direction of sexual attraction, emotional and/or physical attraction, and its expression. Some examples of sexual orientations are: heterosexuality, homosexuality, asexuality, bisexuality and pansexuality.

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Basic Definitions (Continued)

Transgender – Refers to an umbrella term used to describe people who transcend the traditional concept of gender. Many feel as though they are neither a man nor a woman specifically, and many feel as though their biological sex (male, female) and their socialized gender (man, woman) don't match up. A few people use the word transgender as a synonym for transsexual.

Questioning - People who are questioning their sexual orientation and/or gender identity.

Support Groups

Each DCF area office shall make appropriate referrals to, or facilitate services which support

- children, youth and adolescents who are experiencing difficulty with issues of sexual orientation and/or sexual identity;
- foster children who are placed with LGBTQI foster or adoptive families or mentor(s); and
- foster or adoptive parent(s) or mentor(s).

All DCF staff shall have access to, and awareness of, LGBTQI training resources for anyone requesting such services.

Training

LGBTQI sensitivity training (taught by someone with expertise in the area of LGBTQI issues) shall be made available through the DCF Academy for Workforce Development on a regular basis, or by special request to

- all DCF employees
 - foster or adoptive parent(s), and
 - mentor(s).
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