

SOGIE for Community Facilities

The following questions must be asked of every resident within 24 - 72 hours of intake.

PREA Standard 115.341 requires that we document both objective responses (client's self-identification) and staff's subjective perception of a client's **gender non-conforming status**. Ultimately, a facility can determine someone may be vulnerable to harassment or abuse because of gender non-conformity, regardless of how the resident identifies or responds to questions about their own sense of vulnerability.

NOTE: Briefly explain that they don't have to answer these questions; that we ask these questions of everyone as it helps us keep everyone safe and; that we ask every resident these same questions because we can't tell just by looking at them.

1. What was your sex at birth?

Male Female Intersex Refuse

2. What is your gender identity (how you see yourself; self-concept)?

Male Female Transgender Refuse Other: _____

3. Do you feel vulnerable because of your gender identity?

Yes No Refuse

4. What is your sexual orientation (who you're attracted to)?

Heterosexual Lesbian Gay Bisexual Refuse

5. Do you feel vulnerable because of your sexual orientation?

Yes No Refuse

6. Preferred pronoun:

He, Him She, Her They, Them Other: _____

7. Staff subjective (personal) perspective: Does the resident appear gender non-conforming (gender characteristics and/or behaviors that don't conform to those typically associated with a person's birth sex)? Answering "yes" does not require any specific course of action based on this one factor.

Yes No

YOUTH NAME (PRINTED, NOT A RESIDENT SIGNATURE)

JRA NUMBER

STAFF NAME

DATE

Distribution: Case file; PREA file

Interviewing tips for gathering SOGIE information from residents

1. Be mindful of your own beliefs, values, cultural norms, and gaps in knowledge surrounding sexual orientation, gender identity, and gender expression. As an employee there is an expectation that you exhibit language and behaviors that support RA's mission statement of **transforming lives**; DSHS's values of **diversity and inclusion**; and DSHS's vision that **people are safe; people are supported**. Be mindful that there is a possibility your personal beliefs or values could, at times, interfere with your professional responsibilities.
2. Your goal is to create a safe space for youth to disclose their SOGIE; be aware of your non-verbal reactions, especially if a youth discloses something different than what you anticipated.
3. A hesitancy to disclose SOGIE in the beginning is common given the harassment and discrimination many LGBTQ and gender non-conforming youth have encountered. Therefore, a youth may opt out the first time you meet.
4. Don't make assumptions based on stereotypes.
5. Everyone has a sexual orientation and a gender identity. We don't have to agree with them to demonstrate the support, safety, and respect needed to help transform lives.
6. If a youth tells you that they are gay, lesbian, bisexual, transgender, or questioning:
 - Be affirming (e.g., thank them for sharing);
 - Discuss it (ask questions like: Who have you told? Do you feel supported?)
 - Discuss concerns and/or potential challenges with your supervisor.
7. Keep in mind that many people don't use labels to define themselves, but you must be aware of behaviors and appearances that place them at risk of discrimination, sexual harassment and sexual victimization.
8. LGBTQ youth face great risk of abuse or neglect when their sexual orientation and/or gender identity are disclosed to a parent or primary caretaker. This information must not be shared with anyone without the youth's consent, excluding staff. **NOTE:** Sharing this information with staff is necessary to adequately provide services and safety.
9. Remember that some transgender people will refer to their gender as the one they transitioned to and not use the term "transgender" (e.g., might say they are a "girl" rather than a "transgender girl").
10. **Transgender** means a person whose gender identity (i.e., internal sense of feeling male or female) is different from the person's assigned sex at birth.
11. **Intersex** means a person whose sexual or reproductive anatomy or chromosomal pattern does not seem to fit typical definitions of male or female. For example, a person might be born appearing to be female on the outside, but having mostly male-typical anatomy on the inside (example taken from the "Intersex Society of North America" website)>