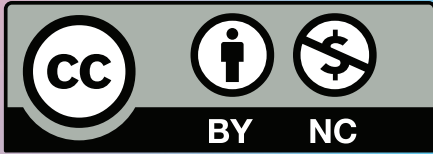


TRANS SEGREGATION IN PRACTICE

Experiences of trans
segregation following the
Supreme Court ruling





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TransActual is a UK based, trans led and run organisation is working for a world where trans people can live safely, in dignity and with appropriate access to healthcare. TransActual is a CIC registered in England and our company number is 12772196.

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**Please note that this document contains
reference to:**

- mental ill health, self-harm, suicidal ideation and suicide
- transphobia, misogyny and ableism
- verbal and physical abuse
- sexual harrassment, sexual assault and rape

Executive Summary

Since the Supreme Court's ruling on the Equality Act in April 2025, TransActual have heard from hundreds of people (cis as well as trans) about the very immediate impact the ruling has had on their lives. Many businesses and organisations have, contrary to their legal obligations and potentially in breach of anti-discrimination protections, adopted extreme policies of banning trans people and those who look 'wrong' from facilities.

These testimonials were sent to us in the weeks and months after the ruling, and following the publication of "interim guidance" by the 'Equalities and Human Rights Commission' (EHRC), which does not, at time of writing, have any legal force and which has been widely condemned as a rollback in the rights of LGBTQ+ people.

Through this, we can get a glimpse of the dark future which the EHRC's guidance aims to create, and which government seems poised to make a reality.

No way to win for trans or cis people:

- Frequently, people trying to follow the guidance given to them are prevented from doing so or experience harassment and threats of violence as a result of being 'in the wrong bathroom'.
- Trans and cis people continuing to use the spaces they belong in have faced harassment and threats of violence from both venue staff and vigilante toilet police, including men coming into the women's bathroom in order to harass someone they suspect is trans.
- Many butch cis lesbians and intersex people in particular reported increased instances of harassment and exclusion due to not "looking like a woman".

Being forced out of work and social spaces and being outed:

- Many people report being excluded and bullied out of workplaces, being forced to choose between their mental health and dignity or their livelihood, and fearing for their ability to support themselves.
- People also report being outed by having to stop or start using different bathrooms or by HR staff who are communicating changes in policies in targeted ways.
- Trans people report being suddenly excluded from social spaces and clubs which have been safe previously, and now avoiding going out or only going to places confirmed as trans inclusive.
- The changes are reported as empowering bullies who are already engaged in campaigns of harassment against trans people.

Inconsistent, abusive and privacy violating, or reluctant enforcement:

- In both workplaces and otherwise, people were asked invasive questions about genitals, asked to produce Gender Recognition Certificates, and exclusion was frequently justified based on people's perceptions of whether the trans person passed or based on what genital configuration they had; "you can't use this until you are post-op".
- There were several reports of reluctant enforcement in venues and workplaces from people and organisations who recognise the harm of trans segregation and disagree with the policy but don't want to incur legal risk.
- Many reports highlighted the lack of the 'third spaces' such as unisex or disabled bathrooms which guidance insists trans people should use.

These reports cover the practical impact of the enforcement of segregation policies by organisations or individuals, something which less than a decade ago the UK government considered a serious enough violation to issue a travel warning to states which implemented such rules. But the consequences of the political and policy rhetoric about trans people is more far reaching than that. Much damage is done through the fear and anxiety felt and the ways in which trans people limit their lives and public participation as a result. TransActual have collected views from across the LGBTQ+ community on how they felt in the immediate aftermath of the Supreme Court ruling, which can be read in the sister report [A Community Living In Fear](#).

The testimonials presented here are as they were told to TransActual, to provide a portrait of how people have been impacted by trans segregation. These are not the only reports TransActual received, many others requested not to be quoted. Not all the information about what is and isn't legal in the UK is accurate, and that reflects the confusion around the legal implications of the judgement. The situation will change significantly in the coming months. TransActual takes no responsibility for the accuracy of the information contained within testimonials sent to us.

TransActual are continuing to collect reports from people of the real impacts of the anti-trans policies being created. [Please continue to make reports to us](#).

For up to date information on the law please refer to TransActual's [Know Your Rights](#) guide or seek legal advice.

Spotlights

While all of the stories are deeply concerning, the following are a selection intended to be representative of the range of impacts people have reported to us as a result of trans segregation.

"Myself and another trans woman were called into a meeting together with the store manager, explaining that the recent supreme court ruling may result in us being excluded from the changing rooms and toilets soon.

It made me feel terrified. I already lost one job when I first transitioned 2 years ago. (I was a factory worker). My previous employer decided I should still use male changing rooms even after the effects of HRT became impossible to hide, and promptly fired me when the obvious resulting issues arose.

I thought I'd found a place that respected my identity and would look out for me, now I feel like it's only a matter of time before I'm forced into spaces that I don't feel safe in.

I'm terrified I will end up losing another job just because I'm trans."

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I have been a regular at [a restaurant] for over 10 years and have never had problems with the staff before. This time when I got up to go to the toilet, I went to the ladies room.

A member of staff saw and came to my table after. He told me that due to the supreme court decision I would have to use the mens from now on. I said that wasn't what the law said. They insisted it was and told me this was management's decision. I got up and left.

I felt demeaned and rather like my trust had been betrayed. This was a place I loved and frequented with staff I considered friends, but suddenly I was just a man in the wrong toilet in their eyes."

WHITE TRANS WOMAN WHO FACED ISSUES IN A CAFE OR RESTAURANT IN ENGLAND.

"I went to use the ladies toilets. As I entered a woman with two children under 10 were walking towards me. The woman said "You're not allowed in here." I swore at her and continued walking past her. I think she said some more things but my hearing isn't great and I was moving away from her.

I am a cisgender butch lesbian. I currently sport a short haircut that some would define as masculine and I wear masculine clothing.

I felt invalid and embarrassed. I am painfully aware my experience was a glimpse of what the trans community are suffering every day. Going forward I will be more hesitant and anxious about using public toilets, but I will continue to do so. It's sad that at 47 I'm back to my life and appearance being a political statement in the UK."

ABLE-BODIED, CISGENDER, BUTCH LESBIAN WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

“I was informed by HR that they are following the recent interim guidelines, which don’t allow transgender people to use the toilets of their gender, and they would instead be modifying two cubicle toilets on the other side of the building into gender neutral toilets for transgender people to use instead.

These toilets are about a 5 minute walk away from my desk, despite there being perfectly fine toilets in my work area. I am only out to a few people, and so this change will forcibly out me to the rest of the workforce, violating my privacy and putting me at risk of harassment from those who are transphobic.

It made me feel absolutely humiliated, degraded, violated and dehumanised.”

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN WALES.

“I was queuing in the men’s toilet as I’ve been doing at this pub for the past 2½ years with no issues, when a security guard comes up and tells me to leave. I questioned him and kept being told it’s “the law now” when I tried to clarify that I was a man who had the right to be there.

The guard seemed to accept this but was on the radio with a manager (whose name I was never told) who I believe then insisted I still needed to be removed. I assumed this meant they wanted me to use the ladies’, but I was refused this option and instead told I was barred from the pub altogether.

The language used was along the lines of “just get out”, “for your own sake, don’t argue”, “we’ve got you on camera”. I was marched out of the pub by security through the back door, not allowed to even go into the main area and tell my friends I’d been kicked out, despite never being argumentative or threatening.

I was completely sober during this interaction. Once I’d been forcibly removed another security guard informed me that the manager would allow me back into the pub (but not on that day) only if I agreed to use the disabled toilet in future.

It was alarming – I’ve been challenged before about using the men’s loos and I’m familiar with having to explain myself, but usually an explanation was enough to be allowed into those facilities. The fact that within exactly 24 hours of the EHRC guidance being released, there was a venue refusing me access to any gendered facilities was a wake-up call to how bad this will get.

I’ve always dressed very “feminine” – in the sense that I’m a man who wears makeup and keeps his hair long, but since this incident I’m hesitant to wear makeup out in public again. I live in a small town and there’s only so many pubs I can stand being barred from. It really shows you how small the community support for us really is in the real world.”

GAY TRANS MAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

“Since the ruling there has been a definite increase in the number of misgendering incidents by both staff and patients, and patients making discriminatory comments and/or inflammatory accusations.

The staff in particular ought to know better as healthcare professionals, but now seem to think it’s up to them to decide what pronouns to use with me and what they get to see me as.

Prior to the ruling they also had clear guidance that I’m to be regarded as female staff, but lately more than before it seems to be optional, and they can count me as male or female whatever is most convenient or whatever appeases the patients. They are also willing to treat any transphobic behaviour from patients as the legitimate concerns of a sinister transgender threat.

I’ve had enough. My trust in my colleagues is gone and I’ll be looking for other employment asap. I’ve had transphobic employers before, and promised myself I wouldn’t let a job make me feel this worthless again. But here we are, with the Supreme Court, EHRC and the whole Government’s stamp of approval.”

WHITE, DISABLED, TRANS WOMAN FACING ISSUES AT WORK IN SCOTLAND.

“My organisation put out a statement about inclusion following the SC ruling, then immediately made efforts to bring in segregation. This was done by the HR team outing me to all senior leaders at the trust, ensuring I was on my own, then ambushing me to tell me I was being segregated.

I am currently in a position where I am fully working from home as a result, am completely isolated from colleagues and unable to leave my job due to financial reasons. I have been off work sick from the stress, have tried to go back and push through and am about to end up off sick again for the same reason. I am unable to look for another job as the stress for this has caused severe executive function issues.

I am living in a state of despair. I am unable to quit my job for fear of losing my house, unable to find another as I’ve been crippled by the stress of the human rights violations. I have no hope left.”

NEURODIVERGENT BRITISH TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

“ healthcare setting
cafe or restaurant
 entertainment venue
public toilets
 pub, bar or club
 gym, sports centre or health club
 place of education shop
 gallery or museum
 wedding venue
work ”

"I was denied access to female lounge because of being transgender

I felt upset, alienated and othered. I was invited by other women patients to take part in a spa evening, but I was unable to join them because the hospital directors would not allow me to be in a female space. The patients were upset and outraged on my behalf, they felt it was unjust.

I felt like a hole had opened up, that I was a freak and not right for society."

TRANS WOMAN WHO FACED ISSUES WITH A HEALTHCARE PROVIDER IN ENGLAND.

"I am transmasculine (assigned female at birth) and excused myself to the bathroom. As I am not on hormones and have not had surgery and am normally perceived by strangers as female I used the women's bathroom, particularly after a bad experience in the men's bathroom a few years ago.

When I was washing my hands I was approached by a mother and her two children and was accused of being a pedophile/sex offender by coming into the women's bathroom as she saw me as male presenting.

She was very confrontational and shouting at me that she would call the police and have me arrested, in a way that makes you retreat, and didn't stop or leave me alone until I pulled my t-shirt tighter around me to accentuate my figure. She then huffed and left the bathroom with her two children without apologising.

I didn't feel safe to highlight this to management or staff at the restaurant because I felt it would kick up even more of a fuss and draw a lot of attention.

I felt disrespected, self conscious, insecure and scared."

WHITE, NON-VISIBLE DISABLED, TRANSMASCULINE PERSON WHO FACED ISSUES IN A CAFE OR RESTAURANT IN ENGLAND.

"A woman had been sat on a table near me and a friend. Over the course of around an hour she had taken a few photos of me from afar.

We ordered food, and as we brought our drinks back to the table I decided to nip to the loo. As I headed past their table she took a closeup photo of me.

At this point I was none-the-wiser, but I was aware of somebody following me up the stairs - no real concern on that front. Unbeknownst to me, this woman had said something along the lines of "I am going to make sure X is using the correct toilet" and got up to follow me. My friend had spotted this and got up to keep an eye on her.

I heard some commotion in the facility as I was finishing up, and when I left the stall the woman started shouting "Are you a woman?" at me. I washed my hands and left without saying anything.

I returned to my table, and the woman proceeded to follow me, now barking "The law has changed. You are a man, you must use the men's", whilst towering over me. I continued not to engage, whilst attempting to film the incident (shaking, failing, I think).

At this point my friend returned to the table, with bar staff, who were trying to get her to leave. As she left my table, she started screaming to the entire pub "There is a man in the women's toilets. Are you all OK with this?". As she was ejected from the pub, the last thing I heard was her screaming about calling the police over the fact I was using the loo.

The pub manager sat with me and filled out an incident form. Meanwhile, the bar staff were keeping an eye on Facebook - where the woman had posted to a local group about the incident. I am unsure if the photos of me were included (I didn't ask, I didn't really want to know).

After the woman had gone away, I texted my sister, letting her know the incident had happened, and saying "I want the ground to swallow me up". I was embarrassed, made to feel 'othered', and unwillingly dragged into a public environment when I was just quietly catching up with an old friend I hadn't seen in months.

It's been around 30 hours since the incident as I write this, and I'm still breaking into tears occasionally. The S-H urge is difficult to keep at bay. I'm still getting patches of brain fog."

WHITE TRANS WOMAN WHO FACED ISSUES AT A PUB, BAR OR CLUB IN WALES.

"I am a trans woman trying to comply with the ruling/EHRC and I used the men's facilities. Whilst I was in there I was afraid, having been sexually and violently assaulted previously.

I stood at the sink washing my hands and in the moment I did so, the men who came in consistently looked at me and apologised profusely, then went out and check the door then came back in and told me annoyedly that I was in the wrong place.

As the fear overcame me, I abandoned my intention to use the loo (fear can stop you from being able to pee) and left before things escalated. A guy seemed to start to follow me, smiling at me in a way that most every woman recognises and most are fearful of. In my mind I start thinking 'of course, I had not even thought that men see a woman in their loos as a sexual advance.

I head for the security desk and ask to talk to someone, partly so he would leave me alone and partly because I want to know what they expect me to do and how they will keep customers like me safe. Of course they don't have any answers, but they certainly have a lot of questions about my background, my history, my body.

I felt vulnerable, dirty, in danger, worthless, degraded, scared, anxious, afraid, hopeless. I was not able to use the facilities as a result of the harassment."

WHITE TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

“I have been told as a FTM I am not allowed in the male facilities or have a locker in the male changing room anymore but may use the female ones, and have a locker there or if I’m not comfortable with that I can use the old ones in the corridor.

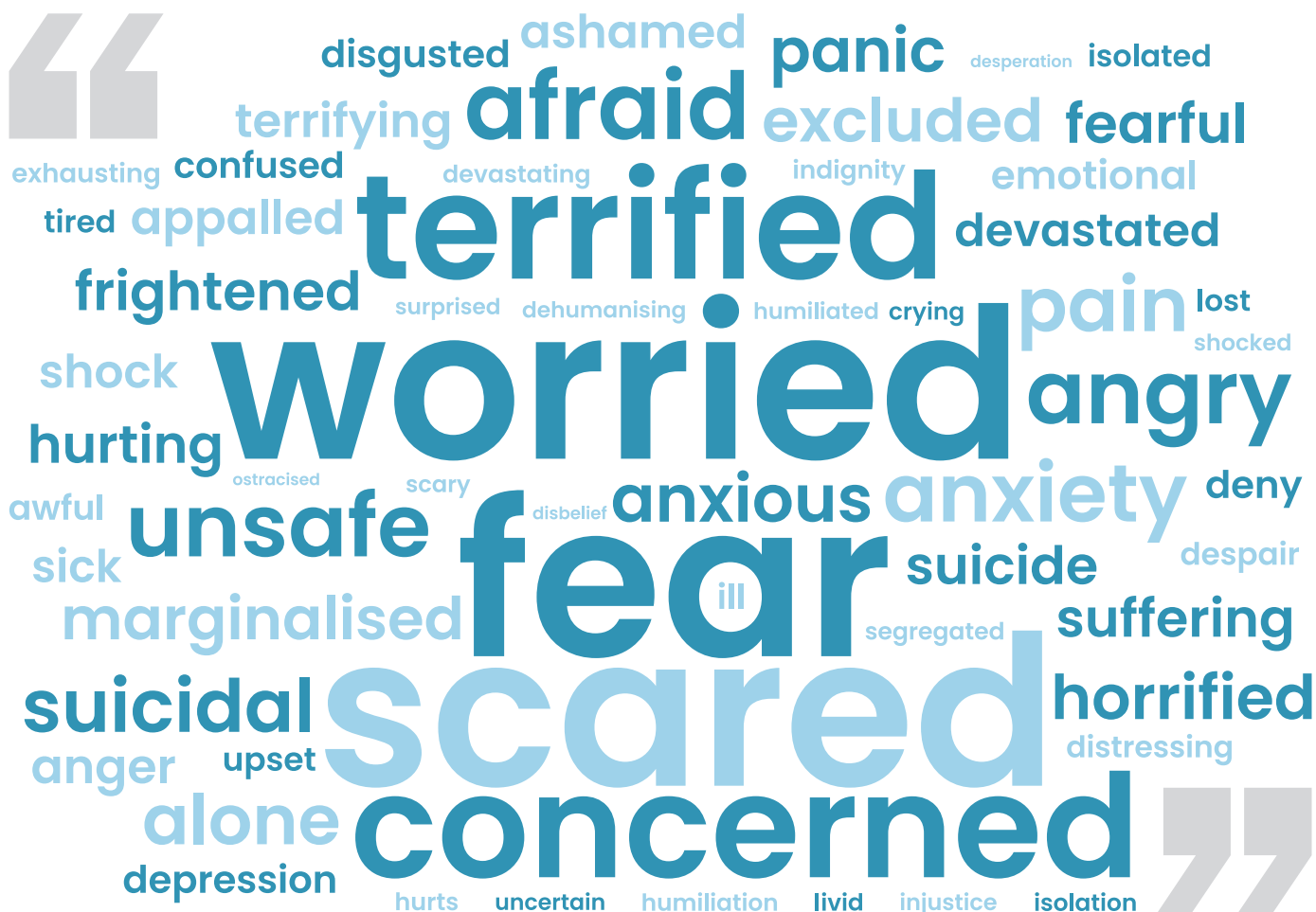
I feel awful, humiliated, a problem. I felt like it’s a problem me even being there. It’s basically telling me to act like a girl or use the old lockers no one can use due to them getting binned out in the corridor. Really humiliating.”

WHITE STRAIGHT TRANS MAN FACING ISSUES AT WORK IN ENGLAND.

“After using the “Ladies” I was verbally abused by another woman, after the staff spoke to her to calm her down, a man with her approached me and threatened me with violence if I continued to use the female facilities (not his words!)

The staff were both supportive and protective towards me, but I felt frightened, angry, intimidated.”

66-YEAR-OLD TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.



"I'm a trans woman, during the protest we went to a shop, then went to the pub to have a drink. While there I went to the loo, they were full so I waited outside. Someone who was seated near the toilets said "that's the womens" I said "I know...?". He said "you are a man, you should use the mens" I said that I am not a man. He responded by saying "you are a man, let's compare" before pulling his trousers and underwear down. I ran into the women's toilets straight away and hid for a while before asking a friend to escort me out of the pub. :(The protest was an amazing day and a bad day.

It made me feel scared to start, angry the next day. Now I guess it's sadly just part of being a woman."

AUTISTIC, ASEXUAL TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I am disabled and used my radar key to get in. Right after this there were two ?males? outside yelling and trying to force the door open. I was already on the toilet. It was two days after the illegitimate 'supreme court' ruling by the way. The people kept shouting 'you freak' and 'what the fuck are you', 'you don't belong in there' 'are you a boy or a girl' etc. Disabled toilets so single unisex cubicle! I look like a cis male.

It made me feel scared, disgusted, angry. And I was in the toilets you told me to be in, you actual morons. I look exactly like a cis man, so I'd get beat up if I went into a women's toilet. Nothing usually happens in mens toilet. The problem is I'm disabled and really need a sink in the cubicle for getting clean, changing medical dressings etc."

DISABLED MAN WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

"I, a trans woman, believed I had to follow the EHRC interim update and was followed into the men's room by a male security officer and told to get out. It is worth noting that before this I was already shaking with fear about the possible confrontation that could ensue. The security man and the two other men in the room circled me. I said I believed, according to what the EHRC and our political leaders have said, that I have to be in there now.

Now that he infers I am trans, he starts sniggering at me. The other men in the room join him in laughing at me. I tell him that it isn't funny and please stop laughing at me. He doesn't stop and I say "it might be funny to you but to me this is my life and I am scared, scared about being attacked, please stop laughing, it's not funny'. He tells me he doesn't care what I have to say, that I need to get out. So I do.

I leave and talk to the store manager, where again, I have to relay all sorts of intimate and private details, of my background, my trans and intersex statuses, history of being assaulted, my genital configuration. This is humiliating.

I felt deeply unsafe, humiliated, hopeless - like nobody cares, violated. I don't think the EHRC lets me use the [service of my gender] so I was just denied service."

WHITE TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"I was talked to in a side room around an hour after my shift began (I hadn't had a chance to go to the toilet yet) by two middle-aged people from the HR department. They told me that due to other men complaining about me being in men's spaces, I would have to use women's toilets and changing rooms. Specifically they said men were uncomfortable with me being in there.

I was visibly upset and asked if there was anything they could do to improve the situation but they just told me they couldn't change people's feelings. Prior to this I'd never had a confrontation or disagreement with any of my coworkers. They had a piece of paper with them from their solicitor showing the guidance they were using to support their decision, it said that trans people weren't entitled to use single sex spaces of their chosen gender.

[They] told me informally after the meeting ended that their solicitor told her "you can't use the men's room unless you have a penis". Throughout the interaction they seemed apologetic but they clearly didn't understand much about being transgender as they asked me what the word meant. It is also worth mentioning that I've had to change which part of the building I enter, leave through and eat lunch in to access the women's toilets to change in because I don't feel comfortable using either changing room

I feel undervalued as a person because they were choosing to make my life worse to make a lot of other people comfortable. I now dread being at work and desperately wish I could quit because of how uncomfortable I am having to use the women's toilets."

WHITE BRITISH TRANSGENDER MAN FACING ISSUES AT WORK IN ENGLAND.

"I was told by management that I'm no longer allowed to use the men's changing room (as a trans man). And also that I'm not allowed to use the women's changing room. I would only be allowed to use the family changing room, but as I don't have kids, this would make me feel uncomfortable and I also feel it makes me look like a creep.

It made me feel like I'm being segregated and pushed out of a space based on my gender and trans status. I don't feel welcome at the gym. I feel like they are saying I am not a real man because I am trans. I felt like they are claiming that I'm some kind of threat to people, or that by me changing in my gender's changing room I would somehow offend or upset other people .

After that, I no longer wanted to use the space."

TRANS MAN WHO FACED ISSUES AT A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

Experiences of being challenged or stoppped when accesssing single-sex spaces

"I went to the ladies toilet. After a few minutes, 3 security guards/team members came in, with one repeatedly telling me it was the ladies toilet not the men's. I finished and left after that, they did not stop me leaving.

I don't know for sure if they were called on me by another person specifically for being trans, but the comments from one of the guards lead me to believe so.

Obviously I felt quite angry and a bit embarrassed, but honestly, I was more bewildered and perplexed. It was the first time I had experienced something like that, and so many guards showing up to essentially wait for me to urinate was a little amusing - especially as they said nothing as I left. Silver lining I suppose, but it was a very negative experience."

ABLE-BODIED BRITISH TRANSFEMME WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND

"One attendant in the toilets likes to stand in the doorway and point people into gendered spaces on the door based on his own judgement. This has happened to me multiple times as a trans man and if I try and go into the men's he shakes his head and insists I'm wrong and need to go into the women's.

I work close to the [venue] (which claims to be an LGBT+ safe space, I may add) but I've been avoiding it more and more as I feel alienated and stressed by these repeated occurrences. I just want to pee in peace!"

I was unable to use the space I had tried to use, and had no option but to use a single-sex space that doesn't align with who I am.

WHITE, AUTISTIC TRANSMASCULINE PERSON WHO FACED ISSUES IN A CAFE OR RESTAURANT IN ENGLAND.

"I was refused use of the changing rooms in the women's clothing section. I was wearing feminine clothes and carrying items from the women's section to try on.

A staff member approached me as I headed towards the changing area, stopped me and said I should use the men's changing rooms, while looking me up and down.

This was despite my wife going into the same changing area a few minutes before. Another woman went in with no question a few moments later.

There was no issue with the changing area which is made up of locking individual cubicles.

I was upset and humiliated. I was so shocked by being singled out in this way that I didn't have the confidence to question the staff member in the moment as I was worried I was going to cry."

WHITE, NEURODIVERGENT TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"I got an email from the gym manager asking me to see her when next in the gym. I went to the gym and spoke with the gym manager and her assistant. She informed me that there was a complaint about me being in the ladies changing room by another gym member because I am Trans and most likely because I'm not hyper feminine looking or sounding.

She informed me that she wanted to deliver this news to me personally rather than me receiving an email from head office, as she has built up a friendship with me which I appreciated. I was then informed that [the gym's] policy is that once a complaint comes in, in regards to a trans person using the changing room that matches their gender, that I then have to start using the all inclusive changing room and toilet which was originally the disabled facilities, although able bodied people have always used it.

On been told this news I was very emotional and tearful and the gym manager and her assistant was very good with me and comforting in their words, and I informed them that I know this isn't their decision as they've been great with me and very supportive over the years and have followed my journey, but their hands were tied.

The gym manager said she could give me the email of her bosses boss in head office if I want to complain or take this further, which I replied yes please. I contacted the relevant person in head office by email and said that I've been using the ladies changing room for six years ever since being post op. I also explained how I work in the LGBTQ+ sector volunteering and know that this EHRC guidance is only guidance and not mandatory.

On her reply from head office she stated that this has actually been in place for some time, in which I was given evidence of this happening in 2018 in a gym by a friend on Facebook. The reply from head office seemed pretty steadfast and standard corporate really apart from them acknowledging that I've been a member for some time and have a good relationship with staff at [the gym] where I train.

I have been at this gym for 10+ years and always been respectful of others to the point I consciously did not use either change facilities until I had full sex reassignment surgery in 2019.

This experience left me feeling angry, sad and very emotional all at once and also humiliated on the first day of having to use the "all inclusive change room and toilet" but also guilty in case someone with impaired mobility needed the facility more than me.

At one point I considered leaving the gym and trying to find a more inclusive gym in regards to the changing room and toilet, but speaking to a few people including good friends that I've made at this gym (supportive women who are disgusted about this action against me) my boss and one of the trainer's, I decided to stay and not let the complainant win totally, by pushing me out of the gym too."

ABLE BODIED POST-OP BLACK BRITISH TRANS WOMAN WHO FACED ISSUES AT A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"After the EHRC guidance was released, my manager notified me that I would not be allowed to use the women's bathroom anymore. As a transwoman I had multiple discussions about this beforehand and they seemed ok with me doing what made me comfortable. But the supreme court ruling followed by the guidance made them change their minds and I was prohibited. They told me I could use another space.

This was one of the reasons I ended up leaving.

I felt discriminated against. Made to feel less of a woman or not a woman at all. During meetings discussing this I would get upset and distraught. Has made me extremely conscious of using the bathroom in public."

WHITE BRITISH TRANSWOMAN WHO FACED ISSUES AT WORK.

"I got a telephone call from my boss informing me that due to the recent court case I'm not to use the facilities that align with my gender (trans woman).

I feel offended, emotionally upset."

TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

"I've been advised that another trans colleague who works in court custody has been told she is not allowed to use the toilets and I expect it to relate to me too, and I feel angry."

LESBIAN TRANS WOMEN FACING ISSUES AT WORK IN ENGLAND.

"I came out of the cubicle and the door to exit the bathroom was between me and the sinks. A woman saw me, opened the door and checked then pointed to the woman symbol, blocking my way to the sink. I was confused because at first I thought she was holding the door for me, so I said "Oh sorry, I just need to wash my hands." She walked out after hearing my voice.

I felt nervous, confused, glad that something worse didn't happen."

WHITE ABLE-BODIED NON-BINARY PERSON WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

"I was video called and told I was not allowed to use the female toilets any longer due to a new company policy following the supreme court's ruling.

It made me feel very angry, anxious and depressed."

TRANSGENDER FEMALE FACING ISSUES AT WORK IN ENGLAND.

"After I used the ladies bathroom my team leader told me I wasn't allowed to use the ladies, because the depot manager was told he'd received guidance to do so.

It felt dehumanising and I felt like I was inferior to other women. I was so upset I had to walk out of work and basically lost a day's pay.

It made me feel inferior to cis women. I didn't feel equal among my colleagues. I have spent too much time crying."

I wasn't able to access the space I'd tried to access, they told me to use another space.

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I was queuing for the ladies (I'm a trans man but still present quite feminine) and a woman blocked me and kept asking "is it a boy or a girl?" and telling everyone else in the queue "it's a boy"

It made me feel uncomfortable, embarrassed, exhausted. After that, I no longer wanted to use the space."

WHITE TRANS MAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I went to the loo and the cleaner stood right outside my toilet stall until I had finished and then was like 'are you in the right toilet, are you really a girl?'

It made me feel upset, angry."

WHITE, DISABLED DEMIBOY WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

"A male cleaner approached me (trans woman) and my enby friend outside the public toilets in the shopping centre. The cleaner said us transexuals can't use the women's toilet.

It made me feel anxious and stressed."

DISABLED TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN SCOTLAND.

"I was in the public toilets when a woman said to me, "are you supposed to be in here?" I ignored her and she went to the toilet. When I came out she was gone but I was expecting her to have gone to get management. I am a cis woman with a short hair cut.

I felt absolutely furious for my trans friends. I went and got my hair cut even shorter - I felt deeply deeply angry and like something I could do about this horror is confront TERFs who confront me and make them question their bullshit."

WHITE, LESBIAN CIS WOMAN WHO FACED ISSUES AT A MUSEUM OR GALLERY IN ENGLAND.

"I was called into the vice principal's office. He asked me to use the single occupancy access toilets and not the women's toilets. I asked if this was in response to the supreme court ruling. He said that this was an existing policy which I should have been informed about when I started working at the school in February. He also said this was the same arrangement that trans pupils in the school used.

It made me feel embarrassed, angry."

WHITE, LESBIAN TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I was telephoned by the [company] Management and told that following the Supreme Court's ruling, I can no longer use the female changing room, and that I must in future use the "Inclusive" space. I asked if they had previously had complaints, and I was told "Complaints? No, but comments? Yes".

I subsequently sent a complaint email, and (after waiting a week and then nudging them) I received an email that did not in any way back down and now referred to safeguarding children. I am not backing down and I am currently waiting for a reply to my second email.

It made me feel disgusted, betrayed, insulted, lessened, saddened."

WHITE TRANS WOMAN WHO FACED ISSUES AT A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND

"My manager told me during a meeting, after a discussion with her superior, that "the guidance is there" to say that I shouldn't be allowed to use the men's toilets, and told me that I should use the disabled toilets instead as I have epilepsy so I'm entitled to it anyway.

I felt hopeless, and betrayed by a workplace that I genuinely thought would have my best interests at heart. I felt disappointed because I truly like everyone I work with and I feel like I'm being punished for nothing."

JEWISH, DISABLED TRANS MAN WHO FACED ISSUES AT WORK IN WALES.

“A man in a very public, very busy bathroom, tried to shout at me while I was washing my hands that I was “in the wrong bathroom” and when I didn’t respond, tried to get someone else to notice that I was there. I managed to ignore him and leave without anything else happening, but it was uncomfortable and made me feel deeply unsafe.

It made me feel incredibly unsafe, anxious and angry. I’m grateful that no one else joined him and that he didn’t try to follow me.”

DISABLED AND NEURODIVERGENT TRANS MAN WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

“I was directly contacted by our inclusion and diversity lead to tell me as a trans woman I can no longer use the female toilets. I have been told legally they have to do this to protect single sex spaces for biological women.

It made me feel very excluded, targeted and unwelcome in the workplace- I have been working from home while they create a gender neutral toilet I can use. If I do return to the office before then I am told to use the mens.”

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

“I was challenged by an older lady about using the correct loo and told it was “decided by the supreme Court that people like you can’t use the women’s loo anymore.”

I felt worthless and less than human, I’ve been struggling with mental health and this making everything worse.”

TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

“I wasn’t stopped using facilities, but a whole staff email was sent stating that “it is now the law” for facilities to be used purely on the basis of biological sex. Trans employees were encouraged to use disabled toilets (which in some instances can only be accessed with a radar key, or would involve outing yourself to a line manager and IT department to request additional permissions be placed on your ID card. The email header also contained a picture of a gavel, which seemed inappropriate and intimidating.

I now don’t feel safe in my place of work. Even though no direct action has been taken this email has made me feel unwelcome and unsupported. It is unfair to disabled colleagues to expect me to use their facilities, but has left me feeling like a criminal in my own workplace.”

WHITE TRANS MAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I was at the [major music venue]. Toilets on either side of two lifts – men's on one side, women's on the other. I was in the queue for the women's. Men were queueing across from me.

I was facing into the bathroom, so from behind, you couldn't see my face. I was just standing there, minding my business, when I heard someone shout, "The men's toilets are over here!"

I ignored it at first. But he kept shouting. Then I felt a tap on my shoulder. He walked up, poked me, and said: "Do you realise this is the women's toilet?!"

Up to that point, he hadn't seen my face. So what was he judging me on? My haircut? My hoodie?

Also, I was surrounded by women. It was pretty obvious I was in the right place.

His energy was aggressive. I was shocked. I looked him straight in the face and asked: "What sex do you think I am?" He said: "I don't know!"

I said: "Would you like to see my tits?"

I started unzipping my hoodie. He panicked: "No no no, don't do that!"

His wife came out of the loo, saw what was going down, and said: "Let's go now!" She rushed him away before all the ladies around me properly kicked off.

They were horrified by what they saw. One lovely lady said to me "You are welcome here" and another was like I am so so sorry you had to experience that. Another one said you must report him and get him kicked out!

I felt shaky and in shock. I was not offended by him thinking I was male. I have a strong male energy. What did offend me was that he could make this assumption from so far away without seeing my face and that he felt no issue in touching me and coming right into the ladies toilets to tell me this. I may have a boyish face but I don't think I look like a man. When he did see it, he made no apology."

GENDER QUESTIONING PERSON WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"A woman stepped in front of me, deliberately blocking my way, and aggressively asked "are you sure you're meant to be here, mate?"

This was the women's toilets. I am a trans man, but do not "pass" as male: I still have a large chest, no facial hair, etc. I thought this would be safer for me.

The woman did not touch me, and I quickly stepped past her and into the first cubicle I could find. She shouted "perv!" after me, but was gone when I left the cubicle. It made me feel scared. I've had nightmares about her getting violent."

WHITE TRANS MAN WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

"I had been to a private appointment, else I wouldn't have allowed myself outside of my room. I had been out several hours, avoiding using the toilet, but had started to feel pain from being so desperate.

I asked staff in the pub if I could use the disabled toilet. Respect to them, they seemed to understand why I was asking without making an issue. However, they didn't have the key to the disabled toilet available, and I didn't feel comfortable anyway, taking up the only space for disabled people when I myself am not disabled.

Anyway, went to the female bathroom, stood outside the door until someone left, upon seeing that each cubicle was in use. When the first person did, they sighed as they saw me then turned back, stood very close to me, staring, and said "you (me) better not dream of entering the female bathroom. The world has finally woken up to the deranged crossdressing man that you are. You can't rape us anymore"

It made me feel embarrassed. Ashamed of myself. Fearful. Regretful I ever left my room. Tearful."

WHITE TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"Told I am not allowed to use the men's spaces and I have to use the disabled. The company HR Team got legal advice from their normal hr outsourced team who provided this information to them

It made me feel dehumanised and disappointed. For a company that is so fixed on diversity and inclusion for staff I was very shocked that this was what they said."

WHITE, DISABLED TRANS MAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I'm a transgender man and have been on testosterone for almost 2 years. I pass as male and have not had any issues using men's toilets until this incident. I went to the men's toilets in the university library.

All of the stalls were taken and I can't use urinals, so I waited for one of the stalls to free up. A man came in and started staring at me and giving me really dirty looks. He left for a second and then came back in - I think this might have been because he thought I was in the wrong public toilet.

He then kept staring at me and made me feel really uncomfortable. One of the stalls opened up as he was using a urinal. I went in, and once I had come out of the stall again, he was gone. Nothing else happened, but I was scared that he was going to start shouting at me and that he would try to create a scene so I would be forced to leave and then not be able to use the toilet.

It made me feel scared and violated. I was worried that he would try to harass or attack me. It also made me feel like my privacy and dignity were being threatened."

WHITE TRANS MAN WHO FACED ISSUES IN PUBLIC TOILETS IN SCOTLAND.

"I said to someone with me 'I'm just going to the toilet before we sit down'. A woman I did not know rushed to stop me and say "the women's toilet is that way" while pointing to them. I am a transgender man.

It made me feel embarrassed and anxious."

DISABLED TRANS MAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"I was told by my General Manager via WhatsApp that due to the new ruling they will no longer allow me to use the men's toilets as a trans man despite having done so before and passing as male. They instead advised me to use the disabled toilets as they are gender neutral and said they must follow the law.

It made me feel frustrated, othered, anxious."

TRANS MAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I'm trans man, wearing a binder and male clothes but had eyeliner on, I'm also pre T. I thought I may pass with clothes but not eyeliner, and also after the SC ruling, I did not know which bathroom to use so I went into the womens with my friend.

Redoing my eyeliner, a woman walks in, walks out and loudly shouts there's a man in the women's toilets. Comes back in and just stared in disbelief. We both leave at the same time but thankfully she doesn't do anything or talk to me. We see her on the stared telling random people so thankfully there was a lift and we avoided confrontation.

I was very scared she was going to point me out if I went past her to random people, as she was already telling people on the stairs she didn't know. There were two security guards at the bottom of the stairs too, so just relieved I got out without her seeing before she perhaps told them and they investigated."

NON-BINARY TRANS MAN WHO FACED ISSUES IN A CAFE OR RESTAURANT IN ENGLAND.

"I walked into the women's toilet and a woman shouted 'get the fuck out' to me.

I felt ashamed and angry all at once. I felt a need to justify myself but also a need to tell her to fuck off.

I was eventually able to use the space."

WHITE NON-BINARY PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I am a non-binary AFAB person, and was using the women's toilets. Another user told me, "you're not allowed in here", I tried to ignore her but she carried on telling me I had no rights and that I should leave.

It made me feel fucking awful. It was my brother's wedding day and this guest felt entitled to belittle me because I do not present as femme, despite being AFAB."

WHITE NON-BINARY PERSON WHO FACED ISSUES AT A WEDDING VENUE IN NORTHERN IRELAND.

"I attempted to go to the toilet following a film and was promptly stopped by a woman. She stood in front of the door, called me a colourful variety of slurs and clearly wanted me to lash out. So I just, left. I didn't want to give her what she wanted.

It made me feel absolutely terrible. People didn't do shit to help me, I ended up crying into my pillow when I made it back home."

WHITE, DISABLED, TRANS WOMAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"A friend entered the ladies and a man with his family stood up and started shouting 'there's a man dressed as a lady going into the ladies' and he wouldn't shut up about it. He caused such a commotion we decided to leave.

It made me feel scared, upset."

FRIEND OF A TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I went into the women's toilets to A) make sure it wasn't messy as is my job, and B) to use the facilities before continuing with my work. I then walked out the cubicle, kept my head down, and this customer stood in front of me, blocking my path and forcing me to engage with them. "You know the law has changed now" among other things were said, they also grabbed my left wrist and attempted to grab my right in what I believe was an attempt to drag me out of the area I was in.

I refuted their claims saying parliament has currently passed no law and that if a cis man wanted to gain access to a women's space, he could do just that. Do you believe criminals will obey door signs?

I was shocked, scared, angry, intimidated but proud of myself for being able to stand my ground in an enclosed space with a somewhat aggressive customer."

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I was told by the head of HR, that they will be implementing a third space which will be gender neutral. That if I use a woman's space and someone questions it or makes a complaint they will take action against me. Only being provided 1 toilet in an organisation of 1200.

I felt awful! I felt like I'm being excluded and made to feel like I'm the problem. They keep talking about respecting other people's feelings and preventing them from being hurt because some will agree with the ruling."

WHITE TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I had asked my manager about single sex spaces and how it would affect me at work and I was told that I had to use a separate bathroom in the office rather than the men's or women's (I am a transgender man).

It made me feel like a freak. Being told I have to be separated from everyone else because of what I am was dehumanising and embarrassing."

WHITE, AUTISTIC TRANS MAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I received an email from the CEO of my organisation, stating that they were changing their toilet policy in accordance with the "new laws", restricting the office toilets to "biological sex" and changing a female toilet on a different floor to unisex.

I challenged this on a number of points - the guidance is non-statutory, it conflicts with other laws, it risks outing trans people for having to go to another floor to use the bathroom. I received a reply saying they won't be changing their new policy, as they are following the law.

I felt unsupported and frustrated. None of my questions or concerns were actually addressed in the reply I received."

TRANSMASCULINE PERSON WHO FACED ISSUES AT WORK IN ENGLAND.

"I contacted [the hotel] in advance of attending a function.

They phoned me, appearing uncomfortable and unsure what to say. They told me where the loos are, but started with telling me where the men's and disabled ones are.

I pointed out that this is potentially discriminatory. They said the disabled ones are unisex, I pointed out that this would potentially deny a disabled person use of the facilities if I used them.

Eventually, after being asked directly, they agreed I could use any I wished to.

I felt they had assumed the law had changed already based on what the rags had told them.

I'm still worried, although I know the names of the two duty managers for Sunday."

WHITE TRANS WOMAN WHO FACED ISSUES AT A HOTEL IN ENGLAND.

"As I was leaving the loos, two women opened the door, double checked the sign and repeatedly informed me it was the ladies. I told them they could "figure it out", at which point they told me that they were "ok with it".

I feel unwelcome in this establishment and also society at large. That said, this happens on a monthly basis so mostly just resigned to it."

BUTCH DYKE WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

“As I exited, one person commented to the other “oh wait, this is the women’s toilets, right?” (So not aimed at me, but would say was prompted by my appearance - short hair, androgynous/more masc shirt over vest, shorts)

This has happened many times over the years. Not for a while now though, since I’ve got older, mum with kids etc!! Usually I’m fine with it. But it also made me reflective on the current climate, as for others that could now feel like a dangerous space to be in, if you think the next step would be that those people might challenge people. Or for trans people esp, that could be gender dysphoria inducing. The opposite of affirming and makes you feel vulnerable, sad in that moment.”

WHITE, LESBIAN, MASCULINE, CIS WOMAN WHO HAS FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

“I am an AMAB individual who will usually use the men’s toilets when there is no neutral space available as I think people are less likely to care about an androgynous person going into the men’s.

However as I went towards the mens toilets I was questioned by a bouncer who asked me “male or female toilets?” I wasn’t expecting this. I had my hand on the door, about to go into the men’s (somewhat begrudgingly), and I froze on the spot for a second.

The bouncer then asked if I was “male or female.” I didn’t like being asked this question as it was obvious what toilet I was about to enter, and I wasn’t wearing makeup or presenting in a highly feminine manner so I am suspicious of the bouncers’ motivations for asking me this question. It put me into a negative headspace and I left the club with my friends shortly afterwards.

It made me uncomfortable, angry and upset.”

GENDER QUESTIONING NON-BINARY PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

“I, an AFAB non-binary person was told to get out of the women’s loos because the women in there didn’t want someone like me in their space

It made me feel stressed and scared for my safety”

WHITE, QUEER NON-BINARY PERSON WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"I was stopped by another woman from going into the women's toilets, saying 'this is the ladies'. I said 'I know' and went in. I am a cis butch lesbian.

I'm fairly used to this happening so I brushed it off but it made me think about my trans siblings and the increased stress and risk for them in these times."

WHITE GENDER NON CONFORMING CIS BUTCH LESBIAN WHO FACES ISSUES AT A CAFE OR RESTAURANT IN ENGLAND.

"I've been trans for quite a while now and regard myself as confident and presentable. So during the evening at [this venue] I needed to use the bathroom.

I went to the ladies and a young bouncer stopped me, ok here we go I thought, so the usual 'errrm don't think u can go in there' scenario occurred, I asked why and walked in, no one was in there, so first cubicle, locked the door, sat down and went for a pee. Simple.

Then bang bang bang on the door and a male voice ordering me to get out, I was petrified, scared and obviously having a pee, this carried on and on and the shouting and banging got louder, I thought the door was going to break down.

I quickly finished as I was so scared, flushed and hesitantly opened the door, not knowing what to find, at no point did he say he was security. He looked me up and down and said oh it's ok we had reports of someone being sick, I was livid, I was the only one in there??

I suggested that the only issue here was two men in the ladies toilet banging on the cubicle door. Obviously I left and carried on talking to my friends but I was a nervous wreck."

TRANS NON BINARY PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"On several occasions when going to the female toilets I have been told it's female and/or stared at for very uncomfortably long periods of time. I am female (born female, not that that matters) I present quite masculine as I am a masculine presenting lesbian.

I have always had this problem but more so than ever before. I understand I can be mistaken sometimes, but people seem to think it's acceptable to basically ask if I'm female or stare at me like I shouldn't be there.

It made me feel uncomfortable and helpless. I don't know how to dress any other way than what is comfortable for me."

LESBIAN, MASCULINE, CIS WOMAN WHO FACED ISSUES WITH A HEALTHCARE PROVIDER IN SCOTLAND.

"I was ambushed in a Wellbeing meeting about my anxiety and told that they are issuing a policy saying I have to use disabled / third space bathrooms now.

I was upset, more anxious and quite upset."

TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"The HR director collected me for a surprise meeting where he proceeded to tell me that with the recent supreme court ruling and the interim guidance from EHRC, he has received advice from the company's lawyer to instate gender neutral toilets and that I (a trans woman) should only use the gender neutral toilets and should not use the women's toilets.

It makes me feel like less of a woman. It makes me feel like I am less of a person. I tried to explain that none of the rulings are actual changes to law and that the company is not obligated to enforce them, but he said that he is just following the advice from his lawyer, it made me feel weak and powerless, and that I am not respected."

AUTISTIC TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

I was advised they need to adhere to EHRC guidance and as a result reviewing policies and facilities to provide access to all - and ultimately cannot now access facilities that align with gender identity

It made me feel vulnerable - felt a certain safety working with civil service who value equality and diversity but now feels very real. They are open and looking at ways to address situation and support everyone - however nothing in place in the meantime for trans people needing to access facilities now - today. Some buildings have limited disabled bathroom access or shared/ rented spaces so not able to make physical changes to building)."

TRANS MAN FACING ISSUES AT WORK IN SCOTLAND.

"I asked my workplace to issue guidance on whether I, as a trans woman, am allowed to use the women's toilets following the supreme court ruling. They then intended to issue a company wide email stating that the "inclusive" single occupancy for bathrooms are the designated bathrooms for transgender people.

I challenged this in a meeting with HR before they could send this policy out. I stated my case in that meeting, informed them that the working regulations act 1992 hadn't changed and that the supreme court ruling does not automatically equal law. They said they would seek legal advice.

Today they have told me they have decided to "follow" the guidance and that I am not allowed to use the women's toilets, though they do personally sympathise with me. They feel their hands are tied and they don't want to "break the law". They will review this when the actual guidance is released by the EHRC. I am the only (out, at least) trans woman in the firm and I have a non-binary colleague.

I'm devastated. How did we get here? I feel anxious, othered, upset, and hopeless."

BRITISH TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

"I've been confronted and told that we can't use gendered facilities until we are post-op.

I felt terrible. It was like I wasn't even seen as human."

WHITE TRANS WOMAN WHO FACED ISSUES AT A PUB, BAR OR CLUB IN ENGLAND.

“Got a scowling look and was told I was using the wrong toilet. When I said I wasn’t, they stared at me until I left.

I felt embarrassed, ashamed, and like I wasn’t enough, and scared for what might happen.”

WHITE, NEURODIVERGENT GAY GENDER QUESTIONING PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN SCOTLAND.

“A security guard at the Services accosted me leaving one of the two then unoccupied all gender baby change and accessible loos shouting “what were you doing in there?” so that passing folk wondered if I had just come out of the ladies.

I was terrified and he kept pointing his finger at me saying I’m watching you as he scuttled back into his cctv monitoring room. I mean what did he think I was doing in there?

I was shaken, intimidated, confused I mean it was next to the ladies and I decided to use the accessible due to the atmosphere in the service station and society atm.”

WHITE TRANS WOMAN WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

“I walked inside the toilet and a female called my attention saying it’s a female’s toilet. I just responded, ‘I know’ and went straight to one of the cubicles.

I was a bit irritated but sadly getting used to it.”

ASIAN BUTCH/LESBIAN CIS WOMAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND

“I was asked “Is this the women’s?” whilst in a toilets doing my makeup in the mirror after having used the toilet.

I replied “Yeah, it’s the women’s.”

And they said “Oh, is it? I thought it was the Men’s for a second.”

They looked at me, looked at the door, looked at me again, looked at the door again, and hesitated thinking whether or not they should say anything else.

They didn’t have the nerve to do so, so they left.

It made me realise that transphobia is only held back by a very very thin veil of public decency but the moment the law enables these people to act in the way they want, they will begin doing so.”

WHITE BRITISH TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND

“Work informed a trans colleague that he needs to use the disabled toilet as is a trans man, like he was less than human.”

Disabled white cis lesbian who witnessed issues for her trans colleague at work in England.

“I, an AFAB non-binary person was told to get out of the women’s loos because the women in there didn’t want someone like me in their space.

I felt stressed and scared for my safety and no longer wanted to use the space.”

WHITE BRITISH, NON-BINARY AND QUEER PERSON WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND

"It was my day off work and I was shopping in the [shopping centre] in Derby. I needed to use the toilet, which I have been using for the last 13 years since I moved to Derby and I was approached by a woman whilst I was washing my hands and given a whole lot of verbal abuse.

I did not respond to her and I continued what I was doing and I went to walk out and she blocked my way. I asked her to move and she continued giving me abuse and said that she was going to call her husband as he would "take care of me". I just walked past her without making any contact and I continued into the [shopping centre] to continue my day as I wasn't going to give her the satisfaction of an argument. She followed me out giving me abuse and I expected her to follow me, but she walked away and it was the last I saw of her.

I remained calm and I did not respond as I didn't want the situation to escalate and also, I work at a store in the [shopping centre] where for the last 13 years I have spent eight hours a day five days a week and I didn't want any issues arising within my workplace.

I felt angry and frustrated. Angry as I have been working in the centre for so long and I have never had this happen to me before and frustrated, because I wanted to say so much to her, but I was trying to minimise my contact with her as I didn't want it to affect my job if I got into an argument in public close to where I work and I was recognised by customers."

WHITE BRITISH TRANS WOMAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"I've been asked not to use women's toilets by HR till the guidance comes out, but this means walking to the other side of the school to use the gender neutral toilet by 'reflection', where the naughty kids are sent to hang out. They call me 'Sir' and misgender me.

I'm fairly thick skinned but this upsets me. It isn't a problem with 99% of the other kids who call me Miss as I pass completely. The students who do this are being spoken to individually I believe."

TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

"I was dressed and presenting as male. Wearing a 'Some people are trans' teeshirt. A [shopping centre] employee called me madam twice.

I challenged him later when I saw him at the exit and said I wanted to see his name badge to offer feedback to [the shopping centre]. I saw his name and thanked him and he said you're welcome madam.

I said that's not very inclusive language to use and then I saw the security guard take an interest. He said okay madam and continued to call me madam. I was pushing my 86 year old dad in his wheelchair because he likes to shop at [the centre] but I no longer want to go there.

I felt undermined, angry, anxious, insecure, embarrassed, humiliated and invalid."

NON-BINARY, MALE-PRESENTING PERSON WHO FACED ISSUE IN A SHOP OR SHOPPING CENTRE IN ENGLAND

"I was walking into the bathrooms and I was immediately questioned as to what was in my pants.

I felt worried and unsafe."

DISABLED WHITE TRANS MAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I went swimming at [X] swimming pool. I am a trans woman trying to adhere to the EHRC interim update, so I used the male change room. No other space was available. They only have open plan change and no separate third spaces. I had to strip naked in front of a room full of men. I was completely naked. Many men saw me. Some I guess will have assumed that I am trans, others reported me to security who ejected me from the male change rooms and then questioned me on my medical background and genital configuration.

I felt scared. The fact that this is happening to me regularly while I try to adhere to the ruling means that I am repeatedly and protractedly in fight or flight stress situations. I feel like I am frazzled all the time. I am constantly anxious. This incident though made me feel really violated. It made me feel vulnerable to another sexual or violent assault. It made me feel like I have no say over who gets to see my body and no bodily rights anymore. I feel violated. I feel degraded, mocked, worthless. Worse yet, I feel that this is the intention and I feel hopeless."

WHITE TRANS WOMAN WHO FACED ISSUES AT A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"I was threatened and shouted at in the men's bathroom. I was chased out.

No other space was available and I felt terrified."

BRITISH TRANS MAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN WALES.

"I was told I am not allowed to use the women's bathroom any more due to the new laws. They told me I could use another space.

I feel degraded and lied to as the college stated they stand by LGBTQ+ individuals."

WHITE AROACE TRANS WOMAN WITH AUTISM WHO FACED ISSUES AT WORK IN ENGLAND.

"I was changing out of my cosplay at the end of the con day in the men's loos (I am ftm and generally pass) I was still wearing my wig and make up so was visibly in drag but had my normal clothes on that even showed how flat my chest is (I've had top surgery) the cleaning staff eyed me up and asked me if I was a lady suspiciously, I said no (in my deepest voice I could) and tried to explain that I was in drag. If I hadn't already been on my way out I think they might have made me leave. Ridiculous this happened at a comicon with so many queer people and everyone dressed up.

I felt violated, assessed, like I suddenly had to prove I deserved to be in the men's loos. I am so obviously not a threat to anyone, not that assessing someone's physique makes it okay to kick anyone out either, but it suddenly made me so defensive and grasping at straws thinking 'If I'd just passed better' it would have been okay. No, I no longer wanted to use the space."

WHITE SOUTHERN BRITISH TRANS GAY AUTISTIC MAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"I was requested by staff to use disabled toilets.

I felt sad, degraded, depressed, not valid."

RESPONDENT WHO FACED ISSUES IN A CAFE OR RESTAURANT IN ENGLAND.

"I was trying to attend a gym and I was getting changed, in the male change room, as a trans woman and on entering several men got very annoyed with me being there. One repeatedly shouted at me to get out. He was saying that I must only be there to steal things and that if anything of anyone's went missing that they would find me. Others agreed with him.

A member of staff arrived, I assume he was fetched and started asking invasive questions of me while the men there circled around me. He left and another member of staff, the site manager, comes in and firmly tells me to get out, so I leave. I am then called on to explain my presence there, interrogated about my background, my body, genitals.

I was told to leave. I felt scared, in danger of attack, worthless, unwanted everywhere, vulnerable, hated, hopeless."

WHITE TRANS WOMAN WHO FACED ISSUES IN A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"I'm a cis male, I walked towards the men's toilets and was questioned about my gender and what sexual organs I have."

I felt anxious and fearful and no longer wanted to use the space."

CISGENDER GAY MALE WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I am writing this on behalf of my 18 year old daughter. She is a cis-female who wears her hair short and was challenged by a security guard on leaving the ladies toilet, who told her she shouldn't have been in there.

She was utterly embarrassed, although the security guard apologised to her, I cannot comprehend what he thought he was doing."

PARENT OF A CIS-FEMALE WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN SCOTLAND.

"I happened to go to the agency office based in the warehouse to ask about annual leave, that was when I was asked if anyone had spoken to me yet. No one had. Apparently, there had been several complaints about me using the gents bathroom (I am a trans man and have been transitioning for 10 years, I pass really well). I had not come out at this company and I have no clue how they found out.

Apparently HR received the complaint, then told the agency office and then I just happened to be there for them to tell me. I have no idea how many people now know I am trans, how many people have a problem with it or anything.

The agency told me that, because of these complaints, they no longer want me to use the gents toilets and I have been asked to use the disabled toilets from now on. Since finding out about this, I am terrified to go into work as I do not feel safe there anymore.

I feel scared, stressed, depressed and anxious. I do not feel safe at work anymore."

TRANS MAN FACING PROBLEMS AT WORK IN ENGLAND.

"I was pointedly told by a younger woman the gents was over there, as I left and she was entering.

This was an lgbtq bar and until that point there was no issue. The licensee has no issue indeed trans people are welcome. And no gendered toilet rules usually apply. This woman took it unto herself to become the law.

I felt mildly annoyed. Slightly nervous of potential challenges. More angry that others are now feeling empowered to let their prejudice show."

GENDERFLUID TRANS FEMME PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I was shouted at that it was the "ladies" toilet in an aggressive and hateful manner.

It made me feel unsafe, afraid to go out."

WHITE NON-BINARY TRANS PERSON WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"Work asked me to use the disabled toilet instead of the women's toilet.

At the time I was an anxious mess because my manager told me HR wanted a word, and it took four hours for them to do so. Also angry because HR said the names of the other two trans people at the company. I went home afterwards due to anxiety.

I mostly work from home but [when I do go to the office] I feel ostracised at work."

AUTISTIC WHITE TRANS WOMAN WHO FACED ISSUES AT WORK.

"Was exiting the bathroom, was stopped by a man and asked if the toilets were women's and if he had walked into the wrong bathroom. I didn't respond and quickly left, him and his friend laughed as I left.

I felt anxious, worried for my safety, concerned."

TRANS MAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I was refused entry into a change room.

I felt horrible, and there was no other space available."

TRANS WOMAN WHO FACED ISSUES AT HER PLACE OF EDUCATION IN SCOTLAND.

"As a trans woman I was using the women's toilets, the door of the toilet I believe from memory said both 'ladies' and 'lassies' or similar, there was a queue for the cubicles so I had to wait before using a cubicle, when I came out I was washing my hands still inside the ladies when an apparently cis male member of bar staff opened the door to the toilets and asked me if I 'shouldn't be using the men's toilets'.

I then asked if they had an issue with a trans woman using the women's bathroom and he said something like 'I appreciate that you are on a journey but it's about 'what you have' or something along those lines and continued to suggest I should be using the men's toilets.

I felt humiliated and distressed so I simply explained I was leaving the pub and would never come back because of that experience, and immediately did so. I felt humiliated, unwelcome, distressed, subsequently I have had a lot of fear and worry in public that I didn't have before this incident."

WHITE BRITISH NON-DISABLED TRANS WOMAN WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"It hasn't happened yet, but my child's primary school is introducing a 'biological sex'-based toilet policy, which will change the toilets my kid has been previously allowed to use for the last two years.

It hasn't happened yet, but it WILL make him feel absolutely dreadful."

PARENT OF A TRANS BOY AT A SCHOOL IN SCOTLAND.

"I was stopped on my way into the changing rooms at a swimming pool to "confirm everyone used the correct changing rooms". I was asked to provide my gender identity and sex at birth. I told them female for both (I'm trans femme) and was okayed to continue into the changing room. I emailed the Senior Duty Manager after the incident to raise this as an issue and was quoted the EHRC guidance.

This set off my anxiety and depression and made me feel incredibly unsafe and I ended up leaving early as I was so upset."

TRANS WOMAN WHO FACED ISSUES AT A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"I asked which bathroom they would let me pee in (I have ASD and I am a judge, so I am strongly disinclined to just break the law), and they said they have withdrawn their policy (everywhere seems to have now) and they could not say, but would let me know in a week or so, so long as I left identifying information. I explained that I don't give out my name and address to strangers I have had to out myself to, otherwise I would sooner or later be attacked (again). I had to leave, to find a bathroom elsewhere.

I felt degraded, like my existence was unimportant, physically uncomfortable, upset to the point of crying in store, because it was bringing up trauma, outing me, etc. It was really horrid, to be quite frank. It's destroying me, I would say slowly, but no, quickly. It is quickly becoming too much."

WHITE QUEER, NEURODIVERGENT TRANS FEMME WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"I was stopped entering the ladies toilets by a woman exiting and she told me I couldn't use the toilets and the men's was over there.

I felt angry."

WHITE ENGLISH CIS LESBIAN WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"In the [supermarket] cafe there are two self-contained toilets with lockable doors. One has a sign for men, the other for women. Two women were stood waiting in front of the women's toilets and the men's toilet next to it was open. So to avoid being challenged and really needing to go I walked past the two women to use the one marked men's.

One of the women in a loud voice said 'that over there is for men, this one is for women. Not for you!' It was in an aggressive tone and made me very upset. I was trying to make everyone feel at ease by using a toilet (although both of the two toilets are the same) marked mens when I really didn't feel comfortable using.

I felt upset, shaken, wondering as a trans women where my place is in a society that now seems to think because of the ruling they are justified in being transphobic and rude to a trans woman."

WHITE BRITISH TRANS WOMAN WHO FACED IN A CAFE OR RESTAURANT.

"I have had an email from the HR Director as I emailed her as I wasn't getting any answers from my management. I got a response from her quoting the interim guidance and has said its legislation and its not. But they are following and making changes on that. I've been told by her to use mixed sex facilities, though the Union have told me to continue using the men's bathroom.

I felt like crap, [the HR Director] obviously doesn't understand what the ruling means and the word 'non-statutory'."

TRANS MAN WHO FACED ISSUES AT WORK IN SCOTLAND.

"Me and my friend needed the toilet while in [a clothes shop] so we did our normal thing of going to the women's toilet (because we are both AFAB early in our transitions and normally get seen as women). A staff member then loudly shouted at us "mens to the right" multiple times. The only reason she stopped shouting it at us is because a customer who I'd previously spoken to told her we were females.

I felt very scared and uncomfortable. I didn't feel comfortable going into the men's because I was wearing a crop top that day and wasn't binding. I wasn't sure what I should do and was unable to use the disabled toilets as they were out of order."

DISABLED, WHITE, TRANS-MASC NON-BINARY PERSON WHO FACED ISSUES IN A SHOP OR SHOPPING CENTRE IN ENGLAND.

"As I was walking into the men's toilets (with a full beard, it's just that I have long hair too), I was pointed to the women's and someone said 'this is the men's', to which I replied 'yeah, I know' and carried on.

I felt annoyed, I've been medically transitioning for 3 years and am post op and still get questioned regarding whether I belong in a certain space, it's also just a knock to my confidence, it's not easy to be publicly queer."

NONBINARY TRANS MAN WHO FACED ISSUES IN SHOP OR SHOPPING CENTRE.

"I was going swimming and went into the women's changing rooms - I am non-binary afab and not long ago had top surgery. I walked in the changing rooms as I have done before and a member of university staff who was also there for a swim said 'this is not the men's changing room, it's the Women's' !

I have short hair and had a tracksuit and coat on so very little showing of my appearance. They had seen me face to face and also heard me talk. I just said 'that's it, I am done' and left. I could hear them saying 'sorry, please don't leave' but I just repeated 'I am leaving'.

I felt hurt, angry, humiliated, sad, scared, a deep gut feeling of sadness and a sense that I am wrong! I no longer wanted to use the space."

DISABLED, WHITE, WELSH, NON BINARY, TRANS MASC, AFAB PERSON WHO FACED ISSUES IN A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"I got this from the organisation as a final answer regarding my email query asking how they'd treat trans folks...

If a transgender individual chooses to use the facility not aligned to their biological sex and they are challenged by another patron (which I feel would be highly unlikely here given our users), our response would be dependent on the individual circumstances and any concerns by either party which are raised.

As I have already mentioned, we have a unisex accessible toilet which all users are welcome to use so the situation you refer to can easily be avoided and all users can be accommodated. This would mean a transgender individual can access appropriate facilities and the single sex spaces remain as such.

I felt hurt, fearful, frustrated, excluded."

WHITE TRANS FEMALE WHO WAS TOLD THIS BY A PUB, BAR OR CLUB IN ENGLAND.

“Policy changes stopping me from accessing female spaces and being forced to use the disabled.

I felt like I was not valued and degraded.”

WHITE BRITISH TRANS WOMEN WHO FACED ISSUES AT WORK IN ENGLAND.

“I am a working transwoman worked for 2 years in pubs and clubs as a field engineer, this day I drove to repair a broken machine and it is a 2 hour drive, arrived and needed the loo, landlady on asking said “use the ladies”, my preferred option of disabled loo was out of order so as I passed 3 males on my way to the ladies I was seen and clocked as I had to pass these 3 males quite closely.

I panicked and ran into the nearest toilet to me which was the male loo, female loo was off to the side somewhere as I had never used it before, 3 days later I was told by my colleague I had received a complaint to work and after a few days we did get the situation sorted but I can no longer enter the site as they cannot guarantee my safety.

I felt devastated, I got the solution sorted with work on the tuesday but told my boss “watch out, this could all change tomorrow, and on wednesday it did because the supreme court ruling happened day after I got my case sorted.”

TRANSGENDER WHITE FEMALE (UK IRISH DESCENT) WHO FACED ISSUES AT WORK IN ENGLAND.

“I was approached by my boss and told I can no longer use the Female toilets.

It was degrading.”

TRANS FEMALE WHO FACED ISSUES AT WORK IN WALES.

“HR told me I am no longer allowed into ‘ladies.’

I stopped and ignored, walked away.”

TRANS WOMAN AT WORK IN ENGLAND.

“Got stared at, glared at and finally told I’m disgusting and that hopefully this will teach me to use the right loos in the future.

I felt angry, anxious, attacked.”

CIS WHITE WOMAN WITH PCOS (POLYCYSTIC OVARY SYNDROME) WHO FACED ISSUES IN PUBLIC TOILETS IN ENGLAND.

“The University have revoked their previous policy and stated a new one in response to the EHRC guidance. [It says]:

The change means that facilities such as toilets and changing rooms that are designated as male or female must be used according to a person’s biological sex (their sex at birth). This means that trans women should use male or unisex facilities, and that trans men should use female or unisex facilities.

I feel unsafe in my work place, like I’m being monitored and humiliated for being trans. I feel a target is on my back, and that now I have to be careful about what I disclose moving forward. I am disappointed and scared for myself, colleagues and students at the university. I feel targeted, alone, and like the people who employ me don’t have any respect for who I am. I feel scared about the future, and what is to come.

In my department, we have gender neutral toilets, however across campus this is not always the case. I usually avoid single sex spaces for fear of harassment and because it does not align with my gender identity, but now I am even more self conscious using gender neutral options. I do not want to use the female toilets, and sometimes would prefer to use male toilets. Now I am scared to use a toilet which might affirm my gender.”

DISABLED TRANS-MASCULINE PERSON FACING ISSUES AT WORK IN ENGLAND.

"I was previously given access to the female toilets based on "biology" as I am and have been on hormones, and the company has not changed its policy - all confirmed by email - then a customer had been rude and complained so the assistant manager has confirmed the policy has not changed but banned me and says I look a male and threatened to ban me if I use the female toilets.

I felt rubbish and scared."

TRANS WOMAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

"I was ambushed to have a meeting. I was told that in light of the supreme court ruling (and following sporting bodies) that I was no longer to use the female toilets (even though I have done so for the last 5 years with no issues!).

I had the choice of using the toilets that match my birth sex, the disabled toilet (which is in the male toilets!) or the gender neutral toilet which is upstairs... it stank too!

I felt upset, let down, excluded, not supported."

CAUCASIAN, ENGLISH, TRANS WOMAN WHO FACED ISSUES AT WORK IN ENGLAND.

"I'm writing on behalf of my child, who is 11 and in his final year of primary school.

Head teacher called to advise that the head of primary education requested any schools with unisex toilets must now gender the toilets. My trans child must now ONLY use the accessible cubicle within those toilets. Even though they the toilets align with his gender, he cannot use any other cubicle except the accessible one.

My child was incredibly distressed and upset. He was kept off school the next day as he couldn't face going in. My child has gone against the schools' request and continues to use any cubicle in the toilet, until I have clarified with the head of education directly."

PARENT OF A TRANSGENDER BOY WHO FACED ISSUES AT SCHOOL IN SCOTLAND.

"The trust has implemented a policy of segregation for toilets. They have had legal advice telling them they are required to do this. The Trust are extremely unhappy about implementing this, but are enforcing it due to legal advice received.

I feel dehumanised, humiliated, afraid, miserable, and discriminated against."

TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

"I was abused and threatened by a bunch of guys after coming out of the toilet, was later told by the manager I'm banned for using the girls.

I felt suicidal, I overdosed that night. I now go to [a different venue] round the corner whose landlord says I'm welcome to use the girls."

TRANS WOMAN WHO FACES ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"Told I must use the disabled facility, not the women's.

I feel awful."

WHITE ENGLISH PERSON WHO FACED ISSUES IN A GYM, SPORTS CENTRE OR HEALTH CLUB IN ENGLAND.

"In response to my emails, I was told:

1. We have women's toilets, gent's toilets and an accessible toilet which is unisex.
2. Following the Supreme Court Ruling recently the Women and Male facilities should be used by those of that biological sex.
3. At the club we believe that we offer appropriate facilities for all users, and we will continue to monitor and follow the EHRC guidelines in this, and all matters.

I feel I have been excluded. My presence is not wanted, and I will be harassed if I need the loo. This was one of very few social outlets (ceroc dancing) I had, where I felt accepted. They have denied me access by default."

WHITE TRANS FEMALE WHO FACED ISSUES IN A PUB, BAR OR CLUB IN ENGLAND.

"I have received an email from my management to say staff and patients will be expected to use bathrooms that reflect biological sex.

I feel like I don't exist."

TRANS MAN FACING ISSUES AT WORK IN SCOTLAND.

"I experienced harassment as I entered the toilet by another customer. I'm a regular, she was someone I'd not seen before. Called me a man and to get out. I continued into the toilet and locked the door. She was shouting, so I sounded my personal alarm. I didn't give responses as she was shouting.

On sounding an alarm she left and a staff member came into the toilet. After this the woman made a false accusation at the bar which led me to make it become a police matter. When she was escorted out she called me a freak which was witnessed by 6-7 people who gave a statement to the police.

I felt shaken. Sick. Insulted. Pushing towards suicidal."

WHITE TRANS WOMEN WHO FACED ISSUES AT A PUB, BAR OR CLUB IN ENGLAND.

"I was challenged to using the women's loos by a site steward until I firmly explained I was a trans woman, whilst in a volunteer only area.

I felt like I had to justify my existence despite being in a welcoming place all week."

TRANS WOMAN AND LESBIAN WHO FACED ISSUES IN ENGLAND.

"I was informed by HR that after seeking legal counsel they have decided to deny me access to single sex spaces going forward.

I feel like a second class citizen."

TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

"I have been consistently harassed at work by a co-worker for some time. This harassment is sexist and transphobic. Today HR informed me this co-worker has requested that I be banned from the women's toilets and locker rooms. They suggested that I could opt to 'choose' to stop using these facilities rather than end up forced to do so.

I feel disheartened. A further meeting is scheduled on Monday on whether I can continue to use these spaces."

WHITE TRANS WOMAN FACING ISSUES AT WORK IN ENGLAND.

“My friend (did not wish to report herself) is a trans woman with short hair who tried to use the women’s toilets with me. She was physically barred from entering with me and told that the men’s toilets were elsewhere. She insisted she is a woman and the security guard would not allow her in.

She felt disgusted and dysphoric.”

FRIEND OF A WHITE BRITISH TRANS WOMAN WHO FACED ISSUES AT AN ENTERTAINMENT VENUE IN ENGLAND.

“A new policy was announced regarding use of toilets and changing areas. It was sent at 4pm to the Pride employee group only. Following some complaints, the email was then distributed more widely. Pride group received a follow up email containing mental health support information.

For the whole of June, we have been receiving a multitude of emails claiming support for the LGBTQ community, including one that talks about colonisation suppressing gender variance. I have an open HR case still. I have recently sent them additional information from the good law project website but they are yet to do anything else.

I feel disappointed. Sad. A scientific organisation falling for a manufactured, scientifically illiterate moral panic is just cringe. It makes me feel uncomfortable to generate revenue for a company that doesn’t value me even though they claim they do. Better yet, it has emboldened people to voice their transphobic views, creating a hostile environment.

I don’t talk about being trans at work but the way I speak about this topic with my colleagues may make some of them realise. Altogether it has taken a huge toll on my mental health and willingness to show up to work.”

GAY TRANSMASCULINE PERSON FACING ISSUES AT WORK IN ENGLAND.

“They told me that I was no longer able to use the bathrooms under new policy changes from head office. They did offer me a radar key and told me that I could use the disabled bathroom as it was unisex.

However at [at my place of work] we’re quite a small team and there were no reports of the spaces being misused by myself or anyone having a problem with me using the female spaces. It was my understanding that the legislation was to be used on a case-by-case basis. And is very clear that that was not the case in this instance.

It make me feel humiliated and invalidated. Especially stings because they’d made a big song and dance when I first joined the company about how can we suit your needs and make you as comfortable as possible working here. At the time it did come across as a bit corporate and maybe fake nice but I thought it was just a case of older people trying to adapt to change and trying to be better people.

It is now clear to me that it’s not the interest of the management that trans people are treated fairly, it was merely that they were following guidance from head office and they don’t actually care. This is this very disillusioning and has changed my opinion from what I thought was an amazing job and an amazing team to just another day job.”

A PERSON WITH RIGHTS FACING ISSUES AT WORK IN ENGLAND.

“I went to the bathroom, as a non-binary person, choosing to use the one matching my ‘birth sex’ (women’s), and was shouted at by a stranger that I was not welcome, that I had been witnessed coming into the bathroom and she would call the police if I hurt her.

I had not done anything, and needed to pee so I told her so, and that she had no right to be accusing me of anything. I used the bathroom and left.

I felt suicidally sad.”

DISABLED WHITE NON-BINARY PERSON WHO FACED ISSUES IN PUBLIC TOILETS IN WALES.

Mental health support

This resource will have been emotionally challenging to read for most people. If you or anybody you know is struggling with your mental health, please reach out for support.

Trans specific services:



MindLine Trans+ 0300 330 5468 (Fri only, 8pm – midnight) bristolmind.org.uk/help-and-counselling/mindline-transplus



TRUK Listens 0800 009 6640
(Daily, 8am – midnight) truklistens.org

LGBTQ+ specific services:

Black and Brown Rainbow – 0800 054 1097 (open 6pm–8pm on Mondays and Wednesdays),
info@blackandbrownrainbow.com

LGBT Foundation Helpline – 0345 3 30 30 30
(open 9am–8:30pm Monday to Friday, 10am–5:30pm at the weekend)

LGBT+ Helpline Scotland – 0800 464 7000
(open 12pm–9pm on Tuesdays, Wednesdays and Thursdays, 1pm–6pm on Sundays)

LGBT+ Switchboard 0800 0119 100
(10am – 10pm, 7 days a week) switchboard.lgbt

Other services:

Mindline – 0800 138 1692
(open 24hrs, 7 days a week)

SANeline – 0300 304 7000
(4pm–10pm, 7 days a week)

Samaritans – 116 123 (open 24hrs, 7 days a week)

Shout – text 85258 (open 24hrs, 7 days a week)

TRANS SEGREGATION IN PRACTICE

Experiences of trans
segregation following the
Supreme Court ruling



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