



UNIVERSITY OF  
CAMBRIDGE

# THINKING GLOBALLY

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**INFORMATION FOR LGB&T STAFF AND  
STUDENTS WORKING AND STUDYING  
AT HOME OR ABROAD**

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Equality  
&  
Diversity

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The University of Cambridge is committed to equality of opportunity irrespective of an individual's sexual orientation or transgender status. This commitment is set out in the University's Equal Opportunities Policy<sup>1</sup> and its Combined Equality Scheme<sup>2</sup>.

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The aim of this leaflet is to promote the safety and wellbeing of lesbian, gay, bisexual and transgender (LGB&T) students and staff by providing guidance and information on issues that may be relevant both when considering work, study or research overseas, or coming to Cambridge.

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## INFORMATION FOR STAFF AND STUDENTS VISITING CAMBRIDGE

### Visiting Staff

The LGB&T Staff Network<sup>4</sup> supports the LGB&T community by holding regular lectures, talks and social events and offering informal buddying, mentoring and safe contacts schemes. Further information on local and national LGB&T organisations can be found in the Diversity Networks<sup>5</sup> booklet.

### Visiting Students

Visiting students should contact CUSU<sup>6</sup> which supports and promotes the interests of undergraduate students. Postgraduate students can contact the Graduate Union<sup>7</sup>.

CUSU LGBT<sup>8</sup> is a University-wide group for LGB&T students which represents and supports the needs and interests of all LGB&T communities. They run campaigns, organise socials and also offer welfare services.

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## INTERNATIONAL STUDENT TEAM

For general information and advice on studying at the University, contact the International Student Team<sup>3</sup>. The team provides specialist support in immigration, exchange and orientation to students who come from outside the UK to study at Cambridge and to Cambridge students who study overseas as part of their course.

## INFORMATION FOR STAFF AND STUDENTS TRAVELLING ABROAD

Rights and protections for lesbian, gay, bisexual and transgender (LGB&T) people have improved significantly in the UK. However, when preparing to travel overseas it is worthwhile to note that attitudes towards LGB&T people can be very different from those in the UK.

### Some questions to consider:

- What are the laws regarding same-sex relationships in my host country?
- What are the cultural norms and attitudes towards same sex relationships? Often these can be quite different from the legal status, and both laws and attitudes may vary between men and women.
- What attitudes might I encounter when presenting a gender different from that indicated on my passport?
- Is it safe for me to be 'out' when I'm abroad?
- What are the rights relating to my civil or long-term partner when I am working or studying overseas?
- Are there any specific gender identity issues, for example, do I need identification documents in my host country?
- What kinds of LGB&T organisations are there in my host country?
- What is the LGB&T community like in my host country? How and where do people meet or socialise? How large is the community and how visible is it?



The answers to some of these questions will depend on local circumstances, irrespective of the legal status or policy in place.

[http://ilga.org/historic/Statehomophobia/ILGA\\_map\\_2009\\_A4.pdf](http://ilga.org/historic/Statehomophobia/ILGA_map_2009_A4.pdf)

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The University of Cambridge is committed to protecting the dignity of all members of the University community, in their work and their interactions with others

The University expects all members to treat each other with respect, courtesy and consideration at all times. If situations arise where there are less positive relations or instances of harassment, including homophobic or transphobic harassment, the University takes these very seriously.

The University's Dignity at Work<sup>9</sup> and Study<sup>10</sup> schemes provide support to staff and students.

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The following information and organisations may help with further information:

- The UK's Foreign and Commonwealth Office<sup>11</sup> provides targeted advice for LGB&T travellers.
- The ILGA's website<sup>12</sup> highlights where countries or regions are potentially dangerous for LGB&T people to visit.
- Local LGB&T groups are often the best place to ask for advice on local laws and attitudes.
- The International Gay and Lesbian Human Rights Commission<sup>13</sup> provides information on human rights issues based on sexual orientation and gender identity. Other human rights groups, such as Human Rights Watch<sup>14</sup>, also provide information on LGB&T issues.
- Passport identity of transgender travellers – British subjects can usually obtain a passport in a new name if supporting documentary evidence detailing the date and circumstance of the name change is provided. Contact the Identity and Passport Service<sup>15</sup> for more information.
- International Gay & Lesbian Travel Association<sup>16</sup> provides information and links to travel agencies for LGB&T travellers.

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<sup>1</sup> [www.admin.cam.ac.uk/offices/hr/policy/equal.html](http://www.admin.cam.ac.uk/offices/hr/policy/equal.html)

<sup>2</sup> [www.admin.cam.ac.uk/offices/hr/equality/cambridge/scheme/](http://www.admin.cam.ac.uk/offices/hr/equality/cambridge/scheme/)

<sup>3</sup> [www.admin.cam.ac.uk/offices/internationalstudents/](http://www.admin.cam.ac.uk/offices/internationalstudents/)

<sup>4</sup> [www.admin.cam.ac.uk/offices/hr/equality/networks/lgbt/#introduction](http://www.admin.cam.ac.uk/offices/hr/equality/networks/lgbt/#introduction)

<sup>5</sup> [www.admin.cam.ac.uk/offices/hr/equality/documents/](http://www.admin.cam.ac.uk/offices/hr/equality/documents/)

<sup>6</sup> [www.cusu.cam.ac.uk/](http://www.cusu.cam.ac.uk/)

<sup>7</sup> [www.gradunion.cam.ac.uk/](http://www.gradunion.cam.ac.uk/)

<sup>8</sup> [www.lgbt.cusu.cam.ac.uk/](http://www.lgbt.cusu.cam.ac.uk/)

<sup>9</sup> [www.admin.cam.ac.uk/offices/hr/policy/dignity/](http://www.admin.cam.ac.uk/offices/hr/policy/dignity/)

<sup>10</sup> [www.cam.ac.uk/staffstudents/studenthandbook/welfare/harassment.html](http://www.cam.ac.uk/staffstudents/studenthandbook/welfare/harassment.html)

<sup>11</sup> [www.fco.gov.uk/en/travel-and-living-abroad/your-trip/LGBT-travellers](http://www.fco.gov.uk/en/travel-and-living-abroad/your-trip/LGBT-travellers)

<sup>12</sup> [ilga.org/](http://ilga.org/)

<sup>13</sup> [www.iglhrc.org/cgi-bin/iowa/content/about/index.html](http://www.iglhrc.org/cgi-bin/iowa/content/about/index.html)

<sup>14</sup> [www.hrw.org/lgbt](http://www.hrw.org/lgbt)

<sup>15</sup> [www.direct.gov.uk/en/Governmentcitizensandrights/Yourrightsandresponsibilities/Findoutaboutyourrights/DG\\_196560](http://www.direct.gov.uk/en/Governmentcitizensandrights/Yourrightsandresponsibilities/Findoutaboutyourrights/DG_196560)

<sup>16</sup> [www.iglta.org/index.cfm](http://www.iglta.org/index.cfm)

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## UNIVERSITY OF CAMBRIDGE

### EQUALITY & DIVERSITY CONTACT DETAILS:

**WEB:** [WWW.ADMIN.CAM.AC.UK/OFFICES/HR/EQUALITY](http://WWW.ADMIN.CAM.AC.UK/OFFICES/HR/EQUALITY)

**EMAIL:** [EQUALITY@ADMIN.CAM.AC.UK](mailto:EQUALITY@ADMIN.CAM.AC.UK)

**TEL:** **01223 332286**