CONNECTICUT

Policy Manual

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Chapter 30: Introduction to Volume II

30-9
Non-Discrimination of LGBTQI Individuals

Policy	The Department has an obligation to ensure fair, equal, and non-discriminatory treatment of all individuals who identify themselves as Lesbian, Gay, Bisexual, Transgender, Questioning and Intersex (LGBTQI), in accordance with state laws governing non-discrimination. The purpose of this policy is to • ensure that LGBTQI children, youth and adolescents under the guardianship of DCF receive non-discriminatory, safe, affirming and non-detrimental services, which shall include but not be limited to mental health, substance abuse, foster care and adoption, and mentoring services. LGBTQI youth are at higher risks of several health disorders and often do not disclose or discuss sexual orientation and life issues with providers that are not openly supportive • facilitate recruitment and retention of affirming foster or adoptive parent(s) or mentors, and to ensure that all persons, including LGBTQI individuals, are given consideration equal to all other individuals. The Department shall not delay or deny mentoring services, or the placement of a child for adoption or into foster care, or discriminate against any person, including • children, youth and adolescents under its care • biological, foster or adoptive parent(s) • mentor(s) • applicant(s) wishing to become a foster or adoptive parent(s) or mentor(s), who can meet all children's needs on the basis of • gender identity/expression • marital/partner or cohabitation status • actual or perceived sexual orientation. *Legal References:* CT General Statutes 4a-60a, §45a-726a, §46a-60, §46a-6), §46a-64c, §46a-66, §46a-70 to 73 and §46a-81a to 81p.
Prohibited Actions	No child shall be removed from a biological, foster or adoptive family based solely on the parent(s)'s gender identity/expression, marital/partner or cohabitation status, or actual or perceived sexual orientation.
Definitions	Intersex (or intersexual) – Refers to a person born with the full or partial sex organs of male and female, or with underdeveloped or ambiguous sex organs. About 4% of all births are intersex to some degree. (This word replaces hermaphrodite).

	Sexual Orientation – A scientific term for the direction of sexual attraction, emotional and/or physical attraction, and its expression. Examples of sexual orientation are: heterosexuality, homosexuality and bisexuality.
	Transgender – Refers to an umbrella term used to describe people who transcend the traditional concept of gender. Many feel as though they are neither a man nor a woman specifically, and many feel as though their biological sex (male, female) and their socialized gender (man, woman) don't match up. A few people use the word transgender as a synonym for transsexual.
	Questioning - People who are in the process of questioning their sexual orientation or gender identity.
Support Groups	Each DCF area office shall make appropriate referrals to, or facilitate services which support • children, youth and adolescents who are experiencing difficulty with issues of sexual orientation and/or sexual identity • foster children who are placed with LGBTQI foster or adoptive families or mentor(s), and • foster or adoptive parent(s) or mentor(s). All DCF staff shall have access to, and awareness of, LGBTQI training resources for anyone requesting such services. (Possible resources may be acquired through the DCF Safe Harbor Project and the DCF Training Academy).
Training	LGBTQI sensitivity training (taught by someone with expertise in the area of LGBTQI issues) shall be made available through the DCF Training Academy for • all DCF employees • foster or adoptive parent(s), and • mentor(s).

Connecticut Department of Children and Families   Effective Date: May 14, 2004 (New)