

The Board of Directors of the European Professional Association for Transgender Health (EPATH) has, according to its by-laws (XVII. General Provisions, par. 24) adopted a code of Internal Rules compatible with the EPATH By-laws, so as to ensure the general work of the Association.

In line with good governance arrangements, all members of EPATH, and those who engage with the Association, are required to adhere to this code of conduct. We expect cooperation to help ensure that the work of this professional association can be carried out in such a way as to be inclusive and respectful.

This code of conduct mirrors the view of the vast majority of our members and those who engage with the Association. This code of conduct is in addition to the Language Policy, Research Policy, Executive Board decisions, and any professional codes of conduct one may also adhere to. These policies apply to all EPATH members and those who engage with the Association such as those attending EPATH events, or on EPATH working parties. They relate to both online and offline spaces.

### **1. Gender diversity, legal recognition and trans care**

- 1.1. EPATH states that gender diversity is not a form of mental illness or disorder, but is simply part of the natural variation of humanity in both minors and adults. Additionally, many gender diverse people benefit from assistance according to their wishes and clinical need. This may include supportive psychotherapy, hormones and/ or surgeries. Services to trans clients should be person-centred and tailored to their needs. EPATH urges its members to refer to the most recent version of the Standards of Care from the WPATH (currently version 7), as guidelines in working with trans clients.
- 1.2. In some countries classification may be necessary to ensure access to health services for those who need it. Professionals are referred to the International Classification of Diseases and Related Health Problems, version 11, that states that gender incongruence is not a mental health issue. Accordingly, EPATH is opposed to reparative or conversion therapies for trans people.
- 1.3. EPATH states that any form of legal gender recognition should not be based on or refer to diagnosis and/or medical treatments, including hormone therapy and/or surgery.

## **2. Inclusive environment & respect**

- 2.1. EPATH is an organisation where everyone should feel welcome, able to share ideas, and engage in open discussion without threat of intimidation or public humiliation. This will include ideas which some disagree with, and which should be discussed and debated in the spirit of collaborative, professional, scientific enquiry. We therefore expect all members and all people who engage with EPATH, such as members, event attendees, and working party members, to be respectful both in person and online towards EPATH members and those who engage with the Association.
- 2.2. We expect all EPATH members and those who engage with the Association to behave and to use language that is respectful, non-pathologising and consistent with human rights standards, taking into account its shifting and complex contextual and cultural nature of the work. Please refer to our [Language Policy](#).
- 2.3. Research on gender diverse people has been historically contentious and has not always been undertaken with the intention of assisting the people being researched. In order to be respectful of gender diverse people, we ask all EPATH members when planning research on trans issues to adhere to our [Research Policy](#).

## **3. Harassment & discrimination**

- 3.1. We are committed to providing a non-discriminatory and harassment-free organisation and events for everyone engaging with the Association, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, or any other demographic or personal characteristics. Harassment or discrimination in any form will not be tolerated.

## **4. Sanctions**

- 4.1. If EPATH members or those who engage with the Association, violate this code of conduct, EPATH may take any action the Board deems appropriate, including, but not limited to, warning the offender, suspension or expulsion from the Association; notifying professional bodies, and expulsion from any event with no refund.

Approved by the EPATH Board on December 13, 2019.