# SOGIE

## Sexual Orientation Gender Identity & Expression

# Contents

OL AKNOLEJMEN ..... 3

1. INTRODUKSEN ..... 4

1.1 Papos mo Ovaviu ..... 4
1.2 Abaot VPride ..... 5

2. ANDASTANDEM SOGIE ..... 6

2.1 Terminoloji ..... 6
2.2 Andastanem ol Difrenses ..... 7
2.3 Fomesen blong Aedentiti ..... 9
2.4. Intaseksenaliti ..... 10
2.5. Stigma, Diskriminesen mo Fobia ..... 11

3. OL RAET BLONG SOGIE ..... 12

3.1 Intenasenal Loa mo ol SDG ..... 12
3.2 Komonwelt, Pasifik mo Vanuatu ..... 14

4. SOGIE DAEVES PIPOL LONG VANUATU ..... 16

4.1 Ol Isiu mo ol Jalenj ..... 16
4.2 Mining blong Inklusen ..... 19
4.3 Impotens blong ol Alae ..... 19

5. SOGIE MEMBA BLONG OL FAMLE MO KOMUNTI ..... 20

5.1 Ol isiu mo ol jalenj blong famle mo komuniti ..... 20
5.2 Best Praktisis blong ol Famle mo Komuniti ..... 21

6. WOKPLES MO SOGIE ..... 24

6.1 Ol Wokples Isiu mo Jalenj ..... 24
6.2 Ol Best Praktesis blong Wokples SOGIE Daevesiti ..... 24

7. SOGIE HELT KEA ..... 26

7.1. Ol Isiu mo Jalenjs long Helt Kea ..... 26
7.2. Best Praktises blong Provaedem SOGIE Helt Kea ..... 26

8. SOGIE INKLUSIV EDUKESEN ..... 29

8.1. Isiu mo Jalenj long Edukesen ..... 29
8.2. Best Praktis blong ol Edukesonal Profesonal ..... 32

9. JASTIS MO SEFTI BLONG SOGIE PIPOL ..... 33

9.1. Ol Isiu mo Jalenj blong SOGIE Jastis mo Sefti ..... 33
9.2. Ol Best Praktises blong SOGIE Sefti mo Jastis ..... 34

## Ol Aknolejmen

Tisfala buklet i representem wan signifikan maelston long longfala wokbaot blong advoket from ol hiuman raet blong ol pipol blong divaes seksual orientesen, jenda aedentiti mo jenda ekspresen long Vanuatu.

Pepos blong buklet ia i blong presentem wan hiuman raet based aproj long ol pipol we i fil mo akt difren long wanem hemi normal naoia long sosaeiti, From we yumi luksave, andastandem, sapotem mo respektem ol narafala, hemia bae i mekem se yumi save truli akomplishim global mo nasonal development gol blong *no lego wan i stap bihaen*.

Tisfala buklet hemi posibol tru long wok blong fulap pipol.

Mifala i wantem aknolejem evri wan wetem ol organaesesen we i wok long SOGIE raet mo inklusen raon long wol. Tisfala buklet hem yusum fulap risos, we i develop mo i availbol from we ol speselist raon long wol i sharem fri.

Development blong buklet ia hemi posibol tru long wan jenerous grant long Nasonal Domestik Institute, mo mifala i gretful long sapot blong olgeta.

Mifala i gretful long Dr. Astrid Kersten, Executive Director of Human Capacity Development International (HCDI) from valiuabol wok blong hem blong organaesem konten blong buklet ia, Carren Bough blong HCDI from Bislama translasen, mo Julie Saw blong Little by Little Studios blong kontributem ol naesfala cover disaen mo ol illustresen.

Mifala aprisiaetem valiuabol riviu, input mo sapot we Vanuatu Woman's Centre, Vanuatu Ministri blong Edukesen, Pasifik mo Jenda Daevesiti Network, Sista mo CARE Internation i provaedem.

Mifala i wantem aknolejem tu, longstanding sapot blong VPride's partna, Wan Smol Bag, mo Oxfam, we hemi alaoem VPride blong groem vois mo kapasiti blong hem.

Lastly, mifala i wantem ekspresem dip aprisiesen long ol faonda, ol memba, mo lidaship blong VPride long karaj blong olgeta, strong tingting blong olgeta, mo diterminesen blong olgeta long longfala wokbaot blong advoket from ol raet long ol SOGIE pipol blong hem.

Mifala i gat long longfala rod yet blong kasem ikwal inklusen, be save we mifala i gat se bae yumi mekem wokbaot ia tugeta wetem ol memba, ol dona, ol partna, mo ol alae blong mifala i mekem se hemi worthwhile.

# 1. Introduksen

Ol daeves seksual orientesen, jenda aedentiti, mo jenda ekspresen i no niu long yumi long Pasifik. Long Pasifik i gat ol kaontri we oli raetem daon long ol histori buk ol olfala kastom blong bifo kolonaesesen we i stap reflektem wan spesel lokal lukluk long seksualiti mo jenda, olsem fa'afafine long Samoa mo fakalaeit long Tonga. Long sam narafala kaontri, we oli no raetem daon tumas be hemi impoten, ol kastom blong ol pipol we oli gat jenda daeves rol mo ekspresen blong olgeta. Be wetem kolonaesesen, ol negative sosal atituds wetem ol loa we i go agensem LGBT i spred tru aot long Pasifik, mo i stap yet kasem tedei.[1]

Ol risolt blong ol atitud mo ol loa ia i mekem se ol fasin blong kros, harasmen, diskriminesen, vaelens, ekslusen, stigmataesesen[a] mo plente taem ol fasin ia i stap from we i no gat wan gudfala andastanding mo save long topik ia.

Tisfala buklet i wantem leftemap individual mo komuniti aweanes, mo presentem wan lukluk we i stanap long ol hiuman raet, blong soemaot wan rod blong olgeta we i fil se oli difren long normal sosaeiti. Buklet ia i wantem adresem mo traem blong karemaot fasin blong invisibiliti[b], diskrimininesen, mo ol hae reit blong self harm mo suesaed long olgeta we i save mo oli stap kam aot wetem aedentiti blong olgeta long ol difren eria blong SOGIE spektrum[c]

Taem yumi luksave, andastanem, agri wetem mo soemaot respekt long ol narafala, bae yumi save truli winim gol blong we i stap go long evri kaontri blong yumi, *blong no lego wan i stap bihaen.*

## 1.1 Papos mo Ovaviu

Fesfala wok blong tisfala buklet hemi blong stap olsem wan infomesen gaed blong ekspandem ol andastanding blong ol Pasifik brata mo sista blong ol daeves Seksual Orientesen mo Jenda Ekspresen mo Adentiti (SOGIE)

Buklet ia i ofrem wan introduksen long SOGIE – mining blong hem mo hao blong beta andastandem ol SOGIE daeves pipol. Hemi provaedem wan eksplenesen blong ol terminoloji mo mining blong ol wod, we i folem ol diskusen blong ol hiuman raet, ol loa blong hiuman raet, mo mining blong SOGIE inklusen folem hiuman raet based perspektiv[d].

Long wan narafala saed, buklet ia i oferem infomesen long olgeta famle mo komuniti, blong ol save givhan blong mekem se oli save kam moa sapotiv, inklusiv, mo moa sef long ol SOGIE memba blong olgeta. Mo tu buklet ia i oferem targeted, best praktises infomesen blong asistem olgeta we oli responsibol blong provaedem ol kwaliti servis long helt, edukesen mo jastis long evri memba blong sosaeiti blong yumi. Lastly buklet ia i blong provaedem wan basik polisi blong advokasi blong ol SOGIE pipol.

Antap long ol faktual infomesen, buklet ia i provaedem ol stori mo ol kes eksperiens blong SOGIE komuniti. Blong helpem olgeta we i ridim tisfala buklet blong developem wan kaen andastanding,

[a] wan i save spoilem narafala from we hemi difren
[b] No save lukluk olgeta, no aknolejem se sam man i no impoten
[c] Fulap difrenkaen fasin
[d] Fasin blong lukluk wan samting

kea mo kompasen we i kam taem wan hemi truli lukim ol narafala pipol olsem we yumi lukim yumi wan.

Fesfala audiens blong buklet ia i blong olgeta pipol blong Vanuatu, mo hemi stap long tri ofisal langwis: Bislama, English mo Franis. From we i luk olsem se i no gat eni narafala buklet olsem long Pasifik rijin, mifala i hop se maet buklet ia i save helpem ol narafala Pasifik Aelan kaontri.
VPride hemi developem buklet ia, wetem sapot blong Equal Rights in Action Fund. Hemi yusum fulap ol risos we ol speselist i bin developem raon long wol. Antap long wanem i stap insaed long buklet ia, fulap ol narafala risos i stap long *appendix* mo long ol *end notes* we yu save faenem long lasfala part blong buklet ia.

## 1.2 Abaot VPride

VPride hemi wan komuniti based oganaesesen long Vanuatu, we i bin stanap long 2007, blong eduketem, advoket mo mobolaesem olgeta we i gat ol daeves seksual orientesen, jenda aedentiti, ekspresesen mo seksual orientesen karaktaristik (SOGIESC[2]). VPride network hemi inkludem ol Ni-Vanuatu Man we i gat Seks wetem Man (MSMs), Transjenda (TGs), mo ol narafala Lesbian, Gay, Bae-Seksual mo Transjenda (LGBT) populesesen, wetem olgeta seks woka (SW). Ol memba blong VPride i stap long ol provins blong Shefa, Malampa and Sanma, mo i gat ol plan blong aotrij long tri narafala provins: Torba, Penama, Tafea.

Long past 10 o moa yia, VPride i wok blong strengtenem komuniti lidaship, mobolaesasen mo advokasi long ol eria blong seksual mo jenda aedentiti long saed blong seksual helt we i inkludem STI's, HIV mo AIDS, well-being mo ol hiuman raets. Ol aktiviti we oli mekem i inkludem fasin blong mekem awaenes long ol komuniti mo ol institusen long saed blong ol toktok blong SOGIESC, mo provaedem ol sef ples blong ol ki akta blong diskasem ol ki hiuman raet isiu we i join wetem SOCIESC. Olgeta ki aktiviti mo ol akomplishment i inkludem:

- Aotrij mo sapot long LGBT long ol trifala provins
- Wok wetem WSB olsem ol peer eduketa blong HIV mo STIs[3]
- Wok wetem Ministri blong Helt blong provaedem SOGIE trening long ol niu helt kea woka
- Wok wetem Ministri blong Jastis blong provaedem SOGIE trening long Vanuatu Mobael Fos (VMF), ol Vanuatu polis ofisa, mo ol Vanuatu Famle Proteksen ofisa
- Wok wetem Oxfam in Vanuatu (OiV) blong fasilitetem wan Sosio-Ekonomik Empaoamen Disaen trening
- Formal partnaship wetem (OiV) establisem long 2018
- Inklusen insaed mo kontribusen long Jenja Proteksen Klasta
- Input long rijinol polisi diskasen, mo long 2016 'Pasifik Feminist Forum'
- Patisipesen long ol ki LGBTQ research projekt long Vanuatu mo long Pasifik research projekt
- Aktiv memba blong SOGIE rijinol mo ol global netwok

Mandate blong VPride i laenap wetem ol problem raon long wol we i join wetem SOGIESC daevesiti. I no gat eni narafala oganaesesen olsem VPride long Vanuatu, be hemi stap joinem ol efot blong fulap narafala long Pasifik, long nasonal mo rijinol level, olsem Asia Pacific Transgender Network (APTN), the Pacific Sexual and Gender Diversity Network, the National Queer Asian Pacific Islander Alliance, Pacific Pride Foundation, Rainbow Pride Foundation, the Kaleidoscope Australia Human Rights Foundation, Asia Pacific Coalition on Male Sexual Health (APCOM), mo sam narafala.

*Misin* blong VPride i blong mobalaesem, empaoarem, mo advoket from ol hiuman raet blong ol pipol blong ekspresem mo blong liv wan sef mo pisful laef wetem seksual orientesen mo jenda aedentiti blong olgeta.

Ol ki prinispol mo valiu we i stap gaedem ol disisen mo ol aksen long oganaesesen blong VPride hemi:

- *Ol hiuman raet: VPride hemi stap promotem mo pratisim Yohyakarat + 10 prinsipol*
- *Inklusivnes: VPride i praktisim mo jampionem inklusivnes insaed long oganaesesen blong hem mo long komuniti, honarem olgeta pipol wetem ol daeves strength, nids, vois, mo bakgraon*
- *Solideriti: VPride i stap promotem solideriti bitwin ol pipol tugeta wetem evriwan we i wok long hiuman raet blong olgeta*
- *Kastom mo Kalja: VPride hem honarem Vanuatu kalja mo kastom mo hemi wantem karem bak Vanuatu kalja mo kastom blong evri pipol, no mata se oli gat wanem kaen seksual orientesen o jenda aetentiti*

## 2. Andastandem SOGIE

Hemi no isi blong andastandem olgeta we i difren long yumi – o olgeta we yumi ting se oli difren long yumi – olsem we ol toktok we i stap long bokis ia i talem. Be taem yumi lanem se wanem ia olgeta difrenses ia hemia i helpem yumi blong tekem ol fesfala step blong buildem wan andastanding.

Long seksen ia bae yumi lukluk long ol basic terminoloji, olsem ol wod we bae yumi yusum, hao blong andastanem ol difrenses long seksual orientesen, aedentiti mo ekspresen, mo hao ol aedentiti i fom, mo hao aedentiti, orientesen mo ekspresen i wok tugeta long ol difren pat long laef blong yumi.

*"Blong mekem wan difrens, yu mas andstanem ol diferenses ia." - Syed Sharukh*

*"Blong luksave yu wan long ol narafala hemia bae i bildem wan brij toward kompasen mo lav" – Mimi Novic*

*"Mi ting se heit hemi wan filing we i save stap taem i no gat andastanding" – Tennessee Williams*

*"Wokbaot wetem mi smol taem, fren blong mi – bae mi warem sus blong yu mo yu warem sus blong mi." - Richelle E. Goodrich*

### 2.1 Terminoloji

Langwis blong diskraebem seksualiti, jenda aedentiti, jenda ekspresen, mo evri aedentiti i stap jenis ol taem. Mo ol langwis i difren long ol difren individual, grup, mo rijin. Hemi interesting se long Bislama yumi no gat eni toktok blong diskraebem olgeta wetem difren seksual orientesen o aedentiti. Bifo oli yusum toktok LGBT o LGBTQI plente.

Long buklet ia, bae yumi yusum toktok *SOGIE,* blong avoidem ol negative stigma we i stap join wetem ol narafala toktok, mo bae yumi yusum toktok SOGIE from we hemi wan diskripsen we i moa inklusiv long ol difrenses we i stap long ol seksual orientesen, aedentiti mo ekspresen.

Bae i gat ol eksplenesen blong ol mein grup insaed long SOGIE long nekis seksen. Mo tu bae i gat long Appendix 1 blong buklet ia we hemi provaedem wan komprihensiv list blong ol terminoloji mo ol definisen we i join wetem SOGIE.

## 2.2 Andastanem ol Difrenses

Yumi ol pipol yumi sem mak nomo, be long semfala taem yumi difren. Taem yumi lukluk long seksualiti – we hemi inkludem seksual orientesen, seksual aedentiti mo seksual ekspresen – sam long olgeta difrenses ia yu save luksave mo sam narafala yu no save luksave. Samfala i mekem jois blong olgeta, fulap oli no jusum olsem. Sam oli stap from ol fisikol karaktaristik; fulap i stap from kalja.

Evri kalja long ol difren taem i gat ol difren wei blong lukluk long tufala jenda mo ol rol blong ol jenda. Wanem tedei sosaeiti i ekspektem long ol woman tedei i difren olgeta long wanem sosaeiti i bin ekspektem 100 yia bifo naoia. Hemia i inkludem hao yumi klasifaeim ol pipol.

From rison ia nao, yumi mas lukluk long ol difrens bitwin seks mo jenda. Wol Helt Oganaesesen (WHO) i diskraebem seks olsem: ol karaktaristik we bioloji i diskraebem. Mo yumi skelem jenda folem ol sosal strakja, olsem spesel rol o ekspektesen we sosaeiti i stap talemaot[4]. Seks i wanem we yu bon wetem, mo jenda yumi lanem.

I gat fulap ol difren kaen wei we ol pipol i stap eksperiensem jenda folem hao wan hemi lukim self blong hem wan mo ekspresem hem wan, long fasin we oli akt mo folem kalja mo taem we oli stap liv long hem.

Fulap long ol kalja tudei i stap ting se jenda hem binari wei nomo, olsem luksave nomo se wan hemi man o woman jenda. I gat fulap kalja we i luksave se i gat wan namba tri jenda olsem ol man blong Tu Spirit blong Native Amerika kalja[5], mo ol Hijras long India. Long Samoa, ol pipol i save stap olsem fafine (woman) o tagate (man), mo oli save stap olsem fa'afafine- wan we hemi man taem hemi bon, be stap liv olsem wan woman, o wan fa'atane, wan we hemi bon olsem wan woman, be stap liv olsem wan man.

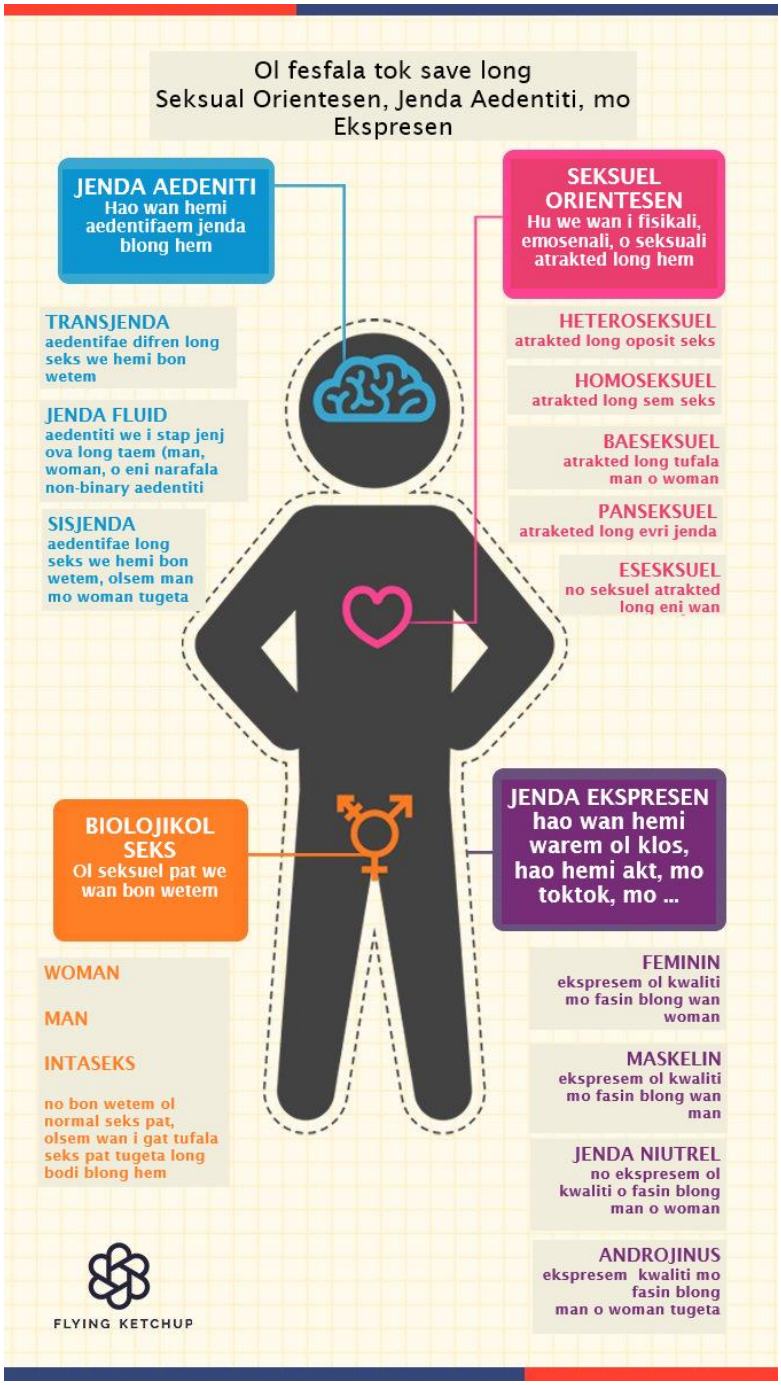
Yumi save faenem namba tri jenda long Tongan fakaleiti ( o fakafefine), long Cook Islands Māori akava'ine, long Hawaii mo Tahiti māhū (we hemi minim midel), olgeta Māori whakawahine, olgeta Niue fiafifine (mo fakafifine, olgeta Tokela fakafāfine, olgeta Tuvalu pinapinaine, mo olgeta Gilbetis binabinaaine, mo olgeta Wallis Fakafafine[6]

Taem yumi andastanem se ol jenda mo jenda ekspresen i kamaot long histori mo kalja blong yumi hemi helpem yumi blong tekem fesfala step blong andastanem ol difrenses blong SOGIE. Maet ol difrenses ia i no isi blong andastanem, wanem hemi impoten hemi hao blong inkludem, mo respektem ol hiuman raet we hemi impoten tumas.

Wan isi wei blong eksplenem ol difrenses blong SOGIE i blong ting baot 4 samting we i komon o sekmak long yumi evriwan:

- *Biolojikal o anatomikal (anatomical) seks* – hemi diskraebem ol fiskol karaktaristiks we yumi bon wetem olsem shep blong bodi blong yumi, ol praevaet pat blong bodi, mo ol kromosom (chromosomes).
- *Orientesen* – hemi diskraebem se yumi atrakted long hu, romantikli o seksuali
- *Jenda Aedentiti* – hemi diskraebem hao yumi tingting long yumi wan olsem jenda mo hao yumi laenemap lukluk blong yumi wetem ol definisen blong jenda.
- *Jenda Ekspresen* – fasin we yumi ekspresem jenda tru long dresap o aksen blong yumi mo hao ol narafala i skelem yumi.

Long wan *binari*[e] wol, wan wol we yumi tingting nomo se i gat man mo woman nomo, mo yumi divaedem wol ia blong man mo woman folem biolojikol seks blong olgeta. Fulap taem yumi ting se ol man oli atrakted long ol woman nomo, mo woman long man. Mo yu assume se biolojikol seks i join wetem hao yumi lukim yumi, olsem man hemi ting se hemi wan man. Yumi espektem se man ia bae i akt, dresap mo ekspresem self blong hem long ol fasin we sosaeiti i talem se wan man i mas akt, dresap mo ekspresem self blong hem.




Pikja we i stap [7] i samaraesem 4 eria we i afektem seksual orientesen, aedentiti mo ekspresen, mo hemi sajestem se fulap taem hemi wan samting we i stap jenis folem wan *kontinuum*[f]. Ol pipol i faenem se oli stap long difren en o long midel long laen ia, we sosaeiti i wantem putum olgeta long hem olsem we yumi save lukim long visual daon[8]. Be from we langwis mo aedentiti we hemi blong wanwan man mo i stap jenis oltaem, best praktis blong folem i blong alaoem ol individual blong self aedentifae, mo i no blong yusum ol toktok ia blong aedentifaem ol narafala.

Blong olgeta SOGIE daeves pipol, wol hemi kompleket moa bitim ol normal binari man o woman. Hemia i samfala eksampol:

1. *Intasek*: samfala pipol oli bon wetem ol karaktaristik blong man mo woman
2. *Transjenda*: samfala pipol oli bon insaed wan bodi blong woman o man be jenda aedentiti blong olgeta i diferen long bodi blong olgeta. Wan we hem gat wan biolojikol bodi blong man maet hemi ting se hemi wan woman. Samfala i tekem ol step blong jenjem bodi blong olgeta blong hemi join wetem tingting blong hem.
3. *Gay/Lesbian/Baeseksual*: samfala pipol i atrakted romantikli o seksuali long narafala we i sem seks olsem hem, olsem woman wetem woman o man wetem man. Sam narafala i fil atrakted long man mo woman tugeta.

[e] I gat tu saed nomo, olsem man mo woman
[f] Wan tok pikja blong talemaot wan aedia we i folem progresiv laen

4. *Ekspresen*: samfala woman i laekem blong dresap, toktok, mo akt olsem wan man. Samfala man i laekem blong dresap toktok, akt olsem wan woman. Mo sam man mo woman i laekem blong ekspresem olgeta androjenousli, olsem oli miksem ol fasin blong man mo woman.

Hemi no impoten se wan i stap long wanem posisen long laen ia, from we evriwan long yumi, bodi blong yumi, mo hao yumi fil, mo hu yumi atrakted long hu, mo hao yumi ekspesem yumi, evriwan hemi wan praevat samting blong yumi nomo.

Wanem i impoten i blong yumi traem blong andastanem ol difrenses we i stap long ol pipol mo hao yumi save aknolejem mo respektem olgeta difrenses ia, blong mekem se inklusen, kooperesen, mo kolaboresen i kam posibol, blong krietem wan helti mo produktiv komuniti mo sosaeiti.

## 7.1. 2.3 Fomesen blong Aedentiti

Fomesen blong aedentiti hemi komplekeit, mo wan longfala proses, mo proses ia i moa jalenjing yet taem we wan yangfala hemi fesem ol eksperiens we ol man i wantem faetem olgeta, o vaelens, mo oli no gat sapot o infomesen long ol narafala fom blong seksual o jenda aedentiti. Andanit i wan simpol model blong 4 fala step long fomesen blong aedentiti[9] folem ol western konsepts mo save.

*Stej 1: sensitaesesen*. Stej ia i hapen jes bifo piubeti. Long stej ia wan hemi biliv se hemi heteroseksual o sisjenda. Oli fil se oli sem mak olsem ol narafala pipol, maet oli jusum difren klos, o ekspresem olgeta difren smol, long hea blong olgeta, o lukluk blong olgeta i difren.

*Stej 2: Konfiusen*. Long stej ia wan hemi fil se hemi konfius long aedentiti blong hem. Hemia i hapen long taem we oli adolesens, olsem kam yangfala. Oli stat blong filim se oli atraktej long ol narafala pipol (olsem seksual atraksen o oli atrakted long sem seks). From we save long seksualiti i smol, olgeta normal valiu we yumi lanem long sosaeiti mo kalja, wetem ol niu filing mo atraksen we hemi no eksperiensem yet i mekem se ol aedentiti blong olgeta i konfius.

*Stej 3: Assumpsen*. Long stej ia, wan hemi stat blong akseptem se aedentiti blong hemi i difren long ol narafala. Tisfala proses i save hapen long ol difren wei mo taem blong laef. I no gat wan spesifik o stret ej we i stap hapen. Proses blong kamaot bae i hapen long stej ia o maet long wan narafala taem. Mo maet hemi fil se hemi stap hem wan, aesoleted, o dipresed, be oli faenem aedentiti blong olgeta insaed long stej ia nao.

*Stej 4: Komitimen*. Long stej ia nao wan hemi fil se hemi komfotabol wetem aedentiti blong hem mo laef blong hem wetem aedentiti ia. Kamaot o fasin blong talemaot ol infomesen long saed blong jenda aedentiti mo seksual orientesen i no wan isi samting blong mekem, espesili sipos ol famle, komuniti, mo sosaeiti oli no inklusiv, sapotiv o akseptem evriwan. Hemi impoten blong rimemba se ol pipol i fil wanem oli filim, mo hemi no jois blong ol olgeta blong fil olsem.

Olgeta stej ia oli kompleks mo i save tekem longfala taem, mo hemi impoten long olgeta we i wok long helt kea, edukesen, peer edukesen, aotrij, jastis mo sefti, mo advokasi/aotrij blong andastandem gud ol poen ia. I gat fulap proses we i stap gohed long semfala taem, insaed long self blong wan man (internal proses) mo aotsaed (ekstenol proses). Tufala proses ia i gat influesen we i kam long fulap

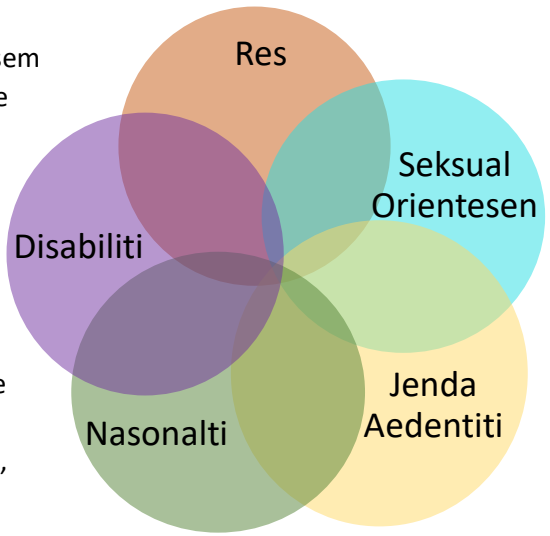
saed. Hao wan person hemi fil insaed i kam tru long ol normal kalja, bilif, kastom, sosal klas, long level blong edukesen o sosaeiti, konservatisim o fundamentalisim mo loa blong kaontri. Sipos sam o evriwan long ol poen ia i kam insaed mo no alaoem o daonem seksual aedentiti mo orientesen blong hem, maet hemi fil konfius long taem lelebit mo maet hemi haedem ol sosal stigma o fraet, mo bae i mekem se hemi gat ol negative filing, olsem self heit, depresen, mo ol narafala problem.

## 2.4. Intaseksenaliti

Laef blong wan SOGIE person i no blong seks o jenda nomo, be join wetem fulap narafala samting olsem ej, disabilit, res, o klas. Wan eksampol, long laef blong wan yangfala we hemi helti mo hemi wan rij waet gay man i difren bigwan long laef blong wan olfala blak transjenda woman we hemi gat ol helt isiu.

Toktok ia *intaseksenalti* hemi blong diskraebem wan aedia we yumi no save separaetem ol eksperiens blong ol sosal aedeniti olsem res, jenda, seksualiti, ej, aelan blong yu (ethnicity), helt mo plante long ol narafala karaktaristik, mo oli stap happen tugata long semfala taem. Intaseksenaliti hemi impoten tumas from we i helpem yumi blong luksave long hao evri sistem blong paoa i link tugeta mo hao hemi impaktem olgeta we oli stap aotsaed long sosaeiti. Taem aedentiti blong wan individual i kaveremap plente eria, fulap long ol diskriminesen i save kamaot long ol manoriti (minority) klas blong sosaeiti.

Eksampol, wan gel we i gat wan disabiliti, bae hemi fesem diskriminesen long skul, we i save go moa wos from we hemi wan gel. Sem mak sipos wan transwoman we i blak bae hemi fesem fulap diskriminesen mo ol threats blong vaelens, from we i gat prejudis, seksim, misojoni[g] (misogyny), resisim, homofobia, mo transfobia.




Ademap ol fakta olsem ej, sosal status, helt, rijis (wealth), mo wan i save lukim ol kompleks difikultis we fulap long ol SOGIE daeves pipol i fesem long evri pat long laef blong olgeta: famle, komuniti, edukesen, helt, employmen, mo sefti mo jastis.

Interseksesenaliti hemi save stap olsem wan positiv eksperiens. I gat fulap saed long ol aedentiti blong yumi, mo long wea ples yumi kam aot long hem i shepem narafala, mo hemi leftemap andastanding blong ol kalaj, ol valiu, mo ol tradisen. Hemi impoten blong aknolejem impotens long fasin blong ovarem (transend) ol opresiv impakt blong ol intaseksenal aedentiti, mo blong valiuem biuti long hao wan we hemi stap liv wetem fulap difren kaen lukluk i stap promotem wan koneksen wetem fulap narafala individual ekspeiens mo filing. Hemia i wan ki sosal emosonal laning opotuniti, blong ol SOGIE pipol mo blong ol narafala long komuniti, taem evriwan i lan hao blong lukluk long wanem i komon o sem mak mo hao oli difren. Yumi mas save mo lanem se wol blong narafala i olsem wanem, mo hao yumi save buildem tras, andastanding, kompasen, mo empati[h].

[g] Fasin blong soemaot se yu heitem mo yu gat prejudis long ol woman mo gel
[h] Abiliti blong andastandem mo sharem ol filing blong wan narafala.

## 2.5. Stigma, Diskriminesen mo Fobia

Wan long olgeta mein difikuliti we ol SOGIE daeves pipol i eksperiensem i ol negative aedia mo fasin we i kam long olgeta we i stap klosap long olgeta, we yumi save diskraebem olsem wan stigma, diskriminesen mo fobia.

Wod ia stigma, i minim negativ predjudis long wan individual o wan grup. Hemia tru long ol tingting, ol filing, ol opinion, o ol jajmen, we wan i mekem be hemi no reli save gud man ia. Taem wan hemi akt wetem ol negativ prejudis, fasin ia i kam diskriminesen, spesifikali negative tritmen o eksklusen blong wan individual o grup folem stigma ia.

*Homofobia* mo *transfobia* i ol giaman fraet we i go agensem ol homoseksual mo transjenda pipol. Fraet ia i save go agensem ol individual o ol grup mo i save soemaot fraet tru long vaelens o ol strong fasin, stigmataesesen, strong toktok, no laekem nating, mo ol narafala negative attitude. Plente taem hemi institusenalaesed, we i minim se hemi agensem loa, bae i gat diskriminesen, sosal eksklusen, heit spij, hostael media koveraj we i talem se fasin ia i no normal mo hemi stigmataesem ol trans pipol[10].

Eksampol blong ol stigma mo diskriminesen we i releit long ol SOGIE we i stap long ol difren level[11].

Medikal:

- Klasifaem jenda non-konfometi olsem wan disis o wan disoda.
- Ol therapi blong kurem ol homoseksual o transjenda
- Ol koment blong ol helt kea woka we oli prij mo fosem transjenda o homoseksual peisen blong repent long taem we ol peisen i kam long olgeta blong karem tritmen blong wan disis o infeksen
- Ol koment we ol helt kea woka i talem se anel (anal) seks i no normal.

Rilijin:

- Homoseksualiti hemi wan sin
- Blong stap olsem wan transeksual hemi no natural
- Blong kleim se HIV i kam from ol sin blong olgeta homoseksual o transjenda

Sosio-kaljaral:

- Wan bilif se evriwan i hetorseksual
- Putum presa se ol gay man i mas mared wetem wan woman blong gat ol pikinini
- Jikim, harasmen o vaelens long ol pipol from we ol SOGIE

Loa:

- Ol regulesen we i krimilaesem o provaedem ol legal sanksen from sem seks intakos
- Ol loa we i no protektem ol pipol folem seksual orientesen o aedentiti
- No gat panishmen long olgeta we i harasem o mekem vaelens towards SOGIE pipol
- No protetksen agensem saeba (cyber) bullying long skul o komuniti

Blong tingting moa long hemia, i gud blong konsidarem samfala sanerio[12].

*Sanerio #1* mi wan fes yia junia sekodari student we i bon olsem wan boe, be mi aedentifae olsem wan gel. Taem mi lego haos blong mi, i gat wan grup blong ol pipol we oli singaotem mi “sissi!” festaem we i hapen mi no filim wan samting. Bae taem i stap ripit plente taem bakgaen, mi fil se mi fraet mo mi harem no gud.. I gat wan sharp pein long hart blong mi taem mi tingbaot ol wod blong olgeta. Naoia mi fraet blong lego haos mo mi stap nomo long haos mi wan. Mi wantem faenemaot from wanem i olsem be mi fraet tumas.

*Sanerio #2* mi wan woman, mi stap long sekon yia long yunivesiti. Mi gat wan gelfren. Mitufala i stap lukim mifala long sikret blong wan yia nao. Be wan dei famle blong mi i faenemaot se mitufala i stap tugeta long wan relesensip. Oli tok strong long mi oltaem. Wan naet, afta we oli tok strong long mi, wan ankel i kam insaed long rum blong mi mo hemi talem long mi se bae hemi mekem se mi wan normal woman, afta hemi reipem mi.

*Sanerio #3* mi wan gay man wetem 23 yia. Long fisikol eksaminesen long hospital, dokta i talem long mi se mi mas warem wan kondom taem mi gat seks wetem "gelfren blong mi". Mi talem long hem se mi no gat seks wetem ol gel. Be hemi preten se hemi no harem mi, mo hemi ripitim toktok blong hem plente taem blong mi warem kondom taem mi slip wetem "gelfren blong mi".

Edukesen mo advokasi i ol ki fakta blong jenjem diskriminesen, prejudis mo stigma. Mifala i hop se tisfala buklet wetem ol risos blong hem i provaedem ol sapot ol efot blong yu we yu nidim long journey ia.

# 3. Ol Raet blong SOGIE

Ol hiuman raet i moa hae bitim eni difrenses we i stap bitwin ol pipol. Blong bildemap ol positive komuniti mo sosaeiti, hemi impoten blong yumi andastanem aedia blong ol hiuman raet mo hao lukluk blong ol hiuman raet i inkludem evriwan. Long seksen ia, bae yumi lukluk smol taem long ol intenasenal, ol komonwelt, mo ol nasonal loa mo raet.

## 3.1 Intenasenal Loa mo ol SDG

Long *BON FRI MO IKWAL: Seksual Orientesen mo Jenda Aedentiti long Intenasenal Hiuman Raet Loa*[13]*,* United Nations Office of the High Commissioner for Human Rights *(OHCHR)* i talem "kes blong ekstendem ol semfala raet i go long LGBT pipol, olsem we evriwan i benefit long hem i stanap long tu stamba prinipol we i stap long intenasonal hiuman raet loa: ikwaliti mo non-diskriminesen.

Ol fesfala toktok blong Yunivesal Deklaresen blong ol Hiuman Raet i no gat daot long hem: 'evri hiuman being i bon fri mo ikwal long dignity[i] mo ol raets.' From hemia, hemi minim se proteksen blong ol pipol long bases blong seksual orientesen mo jenda aedentiti i no nidim blong krietem wan niu raet ol spesel raet blong olgeta LGBT pipol. Hemia i minim se bae i mas gat enforsmen blong yuniversal aplikabol garenti blong non diskriminesen we evriwan i save enjoyem evri raet"[14]

BON FRI MO IKWAL i givim 5 stamba legal obligesen we ol memba States i mas gat towards ol LGBT pipol:

1. Protektem ol individual long ol homofobik mo transfobik vaelens
2. Proventem torture mo kruel, inhiuman mo degrading[j] tritmen long ol LGBT pipol
3. Dikriminalaesem homoseksualaliti
4. Prohitim diskriminesen based on seksual orientesen mo jenda aedentiti
5. Respektem fridom blong ekspresen, asosiesen (association) mo pisful asembli

[i] Hona mo hae mak

[j] Mekem rabis fasin long ol narafala

Olgeta obligesen i garentiem ol intenasonal standard, we Vanuatu mo fulap ol narafala Pasifik kaontri i bin saenem, we i inkludem *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *Convention against Torture*, the *Convention of the Rights of the Child*[15]. *the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)* and the *Convention on the Rights of Persons with Disabilities (CRPD).*

## Global Sustenabol Developmen Gol

Olgeta Sustenabol Developmen Gol i wan bigfala fremwok blong intenasonal developemen. UNDP i talem "long Septemba 2015, se 193 Memba States blong United Nations I bin unanimously[k] adoptem ol Sustenabol Developmen Gol (SDGs) olsem wan global fremwok blong ol efot blong endem poverty, faet agensem inekweti mo injastis mo lukluk strong long climate change bifo 2030.

Stamba blong ajenda i wan plej blong *no lego wan i stap bihaen*. Bae hemi imposibol blong winim gol ia sipos LGBTI pipol, mo ol narafala we oli ol marjenalaesed[l](marginalized) pipol, mo oli no inkludem olgeta.[16]

Ol 2015 Sustenabol Developmen Gol (SDGs) i gat fulap taget we i join wetem ol LGBT hiuman raets. SDG 5 i singaotem ol states blong tekem aksen towards ajivmen blong jenda ikwaliti mo empaoamen blong ol woman mo ol gel, we hemia i stap inkludem ol lesbian, baeseksual mo trans woman mo ol gel. SDG 10 i blong ridusem ol inikwaliti mo hemi enkarjem ol states blong promotem sosal, ekonomik, mo politikol inklusen blong evriwan, mo blong eliminatem ol diskriminatori loa mo promotem apropriet legislasen. SDG 16 on pis mo jastis blong promotem rul blong loa mo ikwal akses.

Blong ajivim ol SDGs hemi nidim gud, strong data mo evidens based research blong infomem ol legal, polisi mo programmatik framework we oli nidim blong ajivim ol risolts. Kasem naoia i gat wan bigfala gap long saed blong availbol data long inklusen blong LGBTI pipol. Blong filimap gap ia, wetem wan kontribiusen long sapot blong implementesen blong Agenda 2030, long 10 Disemba 2015, UNDP i bin anaosem komitmen blong hem blong lidim developmen blong LGBTI Inklusen Index we i save infomem evidens based developmen strateji blong advansem inklusen blong LGBTI pipol"[17]

[k] Evriwan i agri long wan disisen
[l] Ol man we i stap aotsaed

## 3.2 Komonwelt, Pasifik mo Vanuatu

### Ol LGBT Raet long ful Commonwealth

I gat fulap provisions blong Commonwealth Charter we i daerekli join wetem LGBT hiuman raet[18]. Article 2 i talem se ol memba states i bin komitem olgeta long ikwaliti mo proteksen blong sivil, politikol, ekonomik, sosal mo kaljaral raets blong evriwan, we i no gat eni diskriminesen eni taem. Article 4 i akseptem se daevesiti mo andastanding blong multiple aedentiti i stamba blong ol Commonwealth prinsipol. Article 12 i luksave se jenda ikwaliti hemi impoten blong hiuman development mo ol basik hiuman raet. Fulap domestik kothaos long Commonwealth i konfirm se kriminalaesesen mo diskriminesen agenesem LGBT pipol i vaeoletem ol normal konstitusenal raet. *Speaking out: The rights of LGBTI citizens from across the Commonwealth* i givim moa bakgraon long long Commonwealth.[19]

### Kontekts blong Pasifik Rijin

Long Pasifik rijin, long wan 2005 konferens, Karen Allen, interim UN Residen Coordinator," hemi enjarejem evri Pasifik State blong dekriminalaes semseks relesensip mo adoptem ol loa we i blokem diskriminesen based on seksual orientesen o jenda aedentiti".[20] Mo tu, long UNDP *Being LGBTI in Asia and the Pacific*, i talem se fulap long ol LGBTI pipol i marjenalaesed[m] mo oli fesem ol difdifren kaen stigma mo diskriminesen based on seksual orientesen, jenda aedentiti mo ekspresen blong olgeta.[21] Naoia blong Vanuatu, we i sem mak long ol narafala Pasifik nesen, hemi no gat wan legal proteksen blong LGBT we i fesem vaelens, o ekskusen o diskriminesen. Tisfala isiu ia hemi wan long olgeta ki konsen we oli raesemap long Vanuatu's Universal Periodic Review (UNR), we i bin gohed long Geneva long Januwari 2019.

Pacific Platform for Action on the Advancement of Women and Gender Equality (PPA) .hemi advoket from ol raet blong ol woman sins 1994[22]. Long 2017, ol Minista blong ol Woman i endorsem *The Pacific Platform for Action for Gender Equality and Women's Human Rights 2018-2030*[23]

Visin blong PPA i blong "ol pipol blong evri jenda blong ol difdifren daevesiti, i enjoyem fundamental hiuman raet, oli gat empaoamen, mo oli benefit long ikwali we i kam aot long ol development aotkam long evri eria long laef blong olgeta" mo i

- "provaedem wan rodmap blong ajivim jenda ikwaliti mo enhansem well-being blong ol woman mo ol gel blong evri daevesiti, we i inkludem ol yang woman, ol olfala woman, ol rural woman, ol woman wetem disabiliti, ol woman wetem daeves seksual orientesen mo jenda aedentiti, mo ol indijenous[n] woman.
- Sapotem ol aksen long nasonal, rijinol mo intenasonol jenda ikwaliti komitment we ol Pasifik Aeland Kaontri mo ol teritori (PICT's), we i stap anda long ol Pacific Leaders' Gender Equality Declaration (PLGED) mo ol Sustainable Development Goals (SDGs)
- Gaedem ol PICTs, rijinol ajensi mo developmen partna blong prioritaesem ol strateji aproj blong ajivim jenda ikwaliti"[24]

### Vanuatu

Sins we Vanuatu i winim independens blong hem long 1980, Vanuatu i joinem United Nations mo Commonwealth of Nations, olsem i we mifala talemaot bifo finis, Vanuatu hem kam wan signatori long plente ki Agreements mo Conventions.

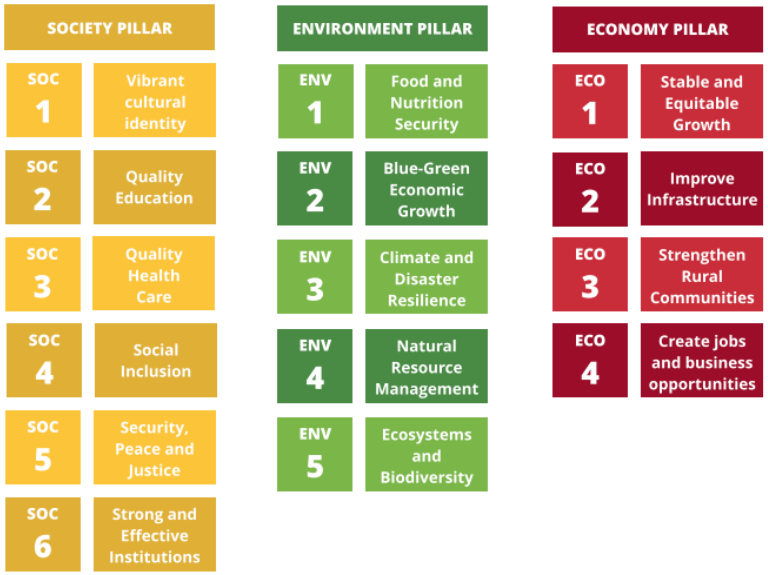
[m] oli fil aot saed

[n] Man o woman ples

Vanuatu hemi developem National Sustainable Development Goals, better known as the *Vanuatu 2030 The People's Plan.* Olsem we i stap long fulap narafala document, LGBT mo ol narafala grup we oli vulnerabol, oli no talemaot stret se oli stap insaed, be plan ia i yusum inklusiv langwis. Wan we hemi inpoten tumas hemi Society Pillar, we hemi wantem "mek sua se yumi meintenem wan vaebren kaljal aedentiti we stamba blong hem i pisful, i gat jastis mo inklusiv sosaeiti we i sapotem responsive mo kapabol institusen, we i delivarem kwaliti servis long evri sitisin"

Insaed the Society Pillar, i gat 3 gol we oli join wetem daeves SOGIE pipol:

- Gol 2: Kwaliti Edukesen: inklusiv, ikwal mo kwaliti edukesen sistem we i Janis blong gat laef long laning we i open long evriwan.
- Gol 3: Kwaliti Helt Kea: wan helti populesen we i enjoyem hae kwaliti fisikol, mental, spiritul, mo sosal well-being.
- Gol 4: Sosal Inklusen: wan inklusiv sosaeiti we i stanap strong long hiuman digniti mo ol raet blong evri Ni-Vanuatu woman, yut, olfala, mo ol vulnerabol grup i gat sapot, proteksen mo promosen long legislesen mo ol institusen blong yumi.




Long 2011, Vanuatu hemi wan long ol 96 UN memba state we i bin saenem "*Joint Statement on Ending Acts of Violence and Related Human Rights Violations based on Sexual Orientation and Gender Identity*". Statement ia i inkludem fasin blong kondemem[o] vaelens, harasemen, diskriminesen, eksklusen, stigamataesesen mo prejudis based on SOGIE we hemi spoilem personal integreti mo diginiti. Hemi inkludem tu kondemenesen blong kilim ded mo eksekiusen, torja, no gat rison blong arestem man, mo no save dipraevem eni wan long ol ekonomik, sosal mo kaljaral raet blong olgeta.

Long Novemba 2016 long UN General Assembly, Vanuatu i bin vot blong sapotem mandate blong *Independent Expert on Protection against Violence and Discrimination Based on Sexual Orientation and Gender Identity.* Rol blong wan independent ekspet i blong asessem implementesen blong ol tul blong intenasonal hiuman raet wetem wan lukluk blong winim fasin blong vaelens mo diskriminesen agensem ol pipol based on seksual orientesen o jenda aedentiti mo aedenfaem mo adresem ol rut kaos blong vaelens mo diskriminesen.

Nomata se fulap progres i bin happen blong luksave mo protektem ol raet blong SOGIE long eria blong UN, Vanuatu i gat smol legal proteksen nomo we i aktuali helpem wan person, based on seksual orientesen mo jenda aedentiti blong hem.

Konstitusen blong Vanuatu i offerem ol hiuman raet protektsen be hemi no stopem spesifikali ol diskriminesen based on seksual orientesen, jenda aedentiti o ol seks karaktaristik. Sem seks we i gat

[o] No akseptem, no alaoem

konsen long hem, i legal long Vanuatu anda long Penal Code. I gat wan prohabisen long "Seksual preferens" diskriminesen we i stap long *Teaching Service Act 2013.* The *National Youth Authority Act* hemi the only bill we hemi luksave ol pipol wetem daeves seksual orientesen mo jenda aedentiti we hemi talem se "yut hemi minim se eni wan we I hemi gat bitwin 12 kasem 30 yia, hemia i inkludem olgeta wetem ol disabiliti mo ol daeves seksual orientesen mo jenda aedentiti."

Taem yumi komparem Vanuatu wetem ol narafala Pasifik Aelan nesen, ol loa blong hem long saed long diskriminesen long semseks seksual kondakt i stap feswan long Samoa, Solomon Islands mo Tonga we sem seks relesensip i no legal mo wan i save karem panishmen tru long jail sentens, olsem go long kalabus[25]. Be Vanuatu hem bihaen long Fiji, Samoa, mo Kiribati we hemi gat ol legal proteksen agaensem ol diskriminesen blong employmen. Samoa i gat proteksen agensem ol heit kraem mo Nasonal Hiuman Raets Institusen we hemi inkludem seksual orientesen long ol hiuman raet wok blong hem.

# 4. SOGIE Daeves Pipol long Vanuatu

## 4.1 Ol Isiu mo ol Jalenj

### Lack of Legal Proteksen

Fesfala mo bigfala jalenj hemi se i no gat legal proteksen long Vanuatu blong ol difren SOGIE pipol.

"Long Septemba 2015, 12 United Nations entity i bin isiuem wan *Joint Statement*, we i singaotem ol States blong akt hariap blong endem vaelens mo diskriminesen agensem LGBTI adolt, adolens mo pikinini. Ol entiti i talem: "Mifala i gat bigfala konsen, se raon long wol million blong ol LGBTI individual, olgeta we oli olsem LGBTI wetem ol famle blong olgeta i fesem fulap hiuman raets vaelesen. Hemia i wan bigfala wari mo hemi nidim aksen."[26]

Vanuatu hemi bin endosem[p] statement blong 2011, be hemi no bin luksave se hemi no gat gudfala legal protektsen, mo hemi no wari mo no tekem aksen, even though, anda long intenasonal loa, ol memba State i mas tekem se hemi fesfala duti blong hem blong protektem evriwan long diskriminesen mo vaelens long kaontri blong hem.

[p] Sapotem

Blong feil blong protektem ol hiuman raets blong ol SOGIE pipol mo feil blong proventem vaelens mo diskriminesen hemi vaeolaetem ol intenasonal hiuman raet loa. Hemia i mekem se bae i gat samfala pipol we bae oli ekskluded long employment, mo long ol ki politikol, sivil mo sosal spes. Hemi mekem se helt blong olgeta i poa (poor), i mekem se bae i gat hostiiti tru long toktok, fisikol, saekologikol mo seksual abius mo vaelens agensem LGBT pipol. Evriwan long olgeta aksen ia i negativ impakt long wok, ekonomik grot mo development long progres long Vanuatu.

## Lack of Data

Namba tu bigfala jalenj hemi komplit lack of data olsem i no gat data long olgeta SOGIE pipol long Vanuatu. Olgeta eksperiens we ol memba VPride i liv wetem i soemaot klia se rialiti blong olgeta i reflektem wanem ol SOGIE blong ful wol i fesem. Ol Ni-Vanuatu SOGIE pipol i fesem diskriminesen mo harasmen long wokples, skul, hospital mo ol publik spes mo long ol taem blong disasta. SOGIE pipol i stap long hae risk blong fesem vaelens mo mistrimen(mistreatment) taem wan disasta i hapen. Long ol taem blong disasta ol speifik nid blong olgeta i no gat eni wan blong lukluk long hem, bae oli luksave stret jenda blong hem, oli eskpetem olgeta blong yusum toilet mo ples blong slip we i no aedentifae wetem mo oli ekskludem mo blokem olgeta blong no risivim ol servis mo guds we oli givim aot long taem blong disasta.

Long Vanuatu Nasonal Statisitiks Ofis (VNSO), oli no kolektem eni data blong SOGIE long sensus o eni narafala data koleksen projekt. I no gat eni stadi o data we i dokumentem SOGIE presens, ol paten o isiu. Taem yumi lukluk long ol UNDP inklusen indiketa, i no iven gat wan basic data blong soem se i gat LGBT, long employmen, inkom, edukesen, o helt. From we i no gat data hemia i wan bigfala problem from we hemia i mekem se SOGIE pipol i stap invisabol mo i kaveremap ol ril jalenj we oli fesem. Wan eksampol we i soemaot hemia i ol saen blong abius.

Ol data we i eksit long Vanautu, mo hemia i inkludem informesen we buklet ia i stap sherem i kamaot long ol eksperiens we ol SOGIE daeves pipol i fesem, mo hemi kamaot long ol man mo ol transjenda woman. Hemia i haelaetem lack of visabilti mo kapasiti building long ol lesbian mo transmen long Vanuatu.

## Vaelens mo Abius

The Vanuatu *National Child's Protection Policy*[27] i talem se seksual abius mo insest[q] i komon nomo, mo i stap inkreas, mo ol majenalaesed grup i fesem hae risk abius. Polisi ia i kwotem wan survey blong Vanuatu Women's Centre (VWC) long 2011, mo i talem se "seksual abius long Vanuatu hemi wan bigfala problem", we "normali i ol pikinini we i karem plente abius long wan we oli save long hem mo trastem hem" mo "tabu neija blong isiu ia bae i mekem se yumi no save gae wan publik diskasen o mo i no gat eni infomesen we i availbol[28]. Tisfala survey mo ol narafala i soem se ol gel pikinini i stap long hae risk blong insest mo seksual abius, be i no gat data we oli kolektem o i availbol long ol SOGIE pikinini.

Klosap evri memba blong VPride i bin eksperiensem seksual abius taem oli wan pikinini mo plente taem man we i mekem olgeta i wan memba blong famle. Long olgeta VPride memba, taem oli lukluk bak long abius ia oli no fil se oli save ripotem abius ia olsem we oli bin eksperiensem.

Olgeta we i bin eksperiensem seksual o fisikal abius ia taem oli wan yangfala o wan adolt nao, oli stil fil se oli no save givim wan ripot long polis. Sipos oli viktim blong seksual abius, bae oli prefer blong toktok wetem ol fren blong olgeta long saed long abius ia bitim toktok wetem wan kaonsela long wan long ol sevis provaeda.

[q] Memba blong semfala stret famli i mekem seks tugeta, olsem papa wetem gel blong hem

Antap blong eksperiensem abius long haos, fulap oli ripot se long skul oli bin fesem buling mo fiskol assult. Wan memba i talem se hao wan grup blong ol student i bin kilim hem long fored long tija, mo tija i no mekem wan samting blong stopem olgeta. No mata se *Inclusive Education Policy* i prohibitem diskriminesen mo hemi protektem ol raet blong pikinini blong gat akses mo komplitem edukesen blong olgeta, no mata long jenda, rilijin, nasonaliti, res, langwis, o disability, mo i prohibitim diskriminesen, be i no gat eni toktok blong SOGIE insaed long polisi ia. Long *Teaching Service Act* hemi talem stret se i no mas gat diskriminesen blong seksual orientesen, be i no gat enfosem long ful edukesen sistem. Ol memba blong VPride i ripot se oli no filim se oli gat sapot o oli sef long skul, mo plente oli drop aot long skul due to bullying mo diskriminesen we ol student mo ol tija i mekem long olgeta.

Mo naoia saeba (cyber) harasmen mo bullying i mekem se problem ia i kam moa wos. Hemia i inkludem aoting ol narafala SOGIE pipol, memes we i spoelem ol SOGIE pipol mo sherem ol imaj we i soem ol seksual atkt. Ol ripot ia i go long Facebook administreta be oli no ripotem long polis due to lack of cyber loa enfosemen long Vanuatu.

*STORI BLONG MI*

*LGBT pipol long Vanuatu i eksperiensem ol homofobik mo transfobik vaelens we i inkludem fisikol vaelens, sosal harasmen mo cyber vaelens.*

*Wan sad eksampol we i bin happen long Maj 2020 taem oli faenem Edgen Norman, we hemi wan faonding memba blong VPride ded long rod we wan grup blong ol yangfala i bin brutally rapem hem mo kilim no gud hem.*

*Klosap evri memba blong VPride i ripot se oli bin eksperiensem rape, o karem wip mo abius taem oli pikinini mo abius ia i kontinu go kasem taem blong yut mo taem oli adolt. Ol man i kilim olgeta long publik mo oli jastisfaem se oli no folem kastom o rilijin, mo oli fosem olgeta blong oli mared o bae oli fesem vaelens.*

## Rilijin mo Kastom

Olsem we i stap sem mak long ol narafala Pasifik Aelen nesen, ol atitiud long jenda mo jenda daevesiti i gat bigfala influens we i kam long kastom mo jej (church). Tugeta tufala ia i stap sapotem konservativ male dominated valiu mo polisi, we i no gat tolerens blong daevesiti o non-conformity. Ol posisin blong lidaship mo disisin meking i stap long han blong ol man nomo, mo naoia, i no gat eni woman memba blong parliament. Long olgeta jej, no mata se i gat progress long woman we i involve long ol disisin meking long jej, fulap i stap long han blong ol man nomo.

Long samfala eria, samfala atitud i jenj, be sloslo nomo, espeseli long respons long komuniti dialog mo diskasen long saed blong ol hiuman raet.

Hemi interesting blong notem se tradisonali long Vanuatu kastom bifo i bin gat tolarens long ol daeves jenda ekspresen, at least long haos: " taem wan jif o ankel blong wan famle i luksave se wan hemi diferen- bae oli yusum wod 'spesel'- afta bae oli givim ol wok blong oposit seks blong mekem. Be i no long pablik, bae oli mekem nomo long haos…hemi no wan isiu long saed blong kastom be long saed blong jej hemi wan narafala isiu".[29]

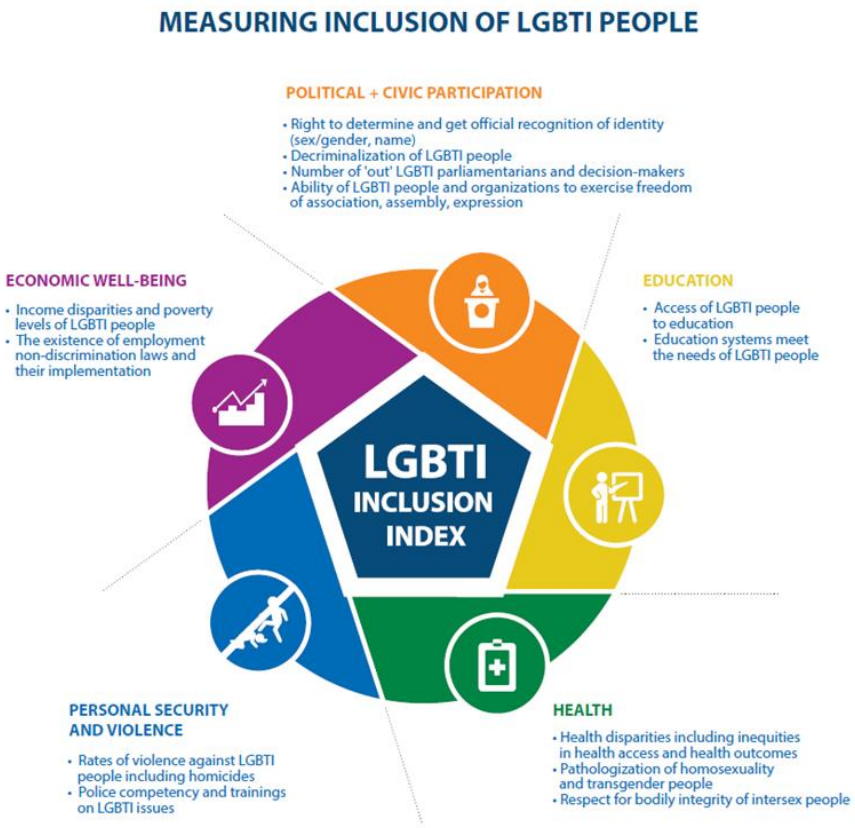
Rilijous konservatisim i strong bigwan, be risentli ol jenda ikwaliti polisi mo trening wetem Vanuatu Christian Council (VCC) i stap mekem wan positive kontribiusen. Wan Oxfam research ripot i talem se VCC Jenda Kodineta i talem se ol akseptem SOGIE pipol long jej olsem oli "pat blong komunti mo pat blong sosaeiti"[30]

"Hemi jej blong mifala we i gat tu transjenda woman memba. Bifo taem hemi kam insaed long jej evriwan i lukluk long hem mo laflaf long hem. Be hemi no stopem hem blong kam long jej. Naoia taem hemi kam hemi kam insaed mo sitdaon long eni ples we i hemi wantem mo evriwan i respektem hem. Ol akseptem hem. Mifala i no mekem ol rabis fasin olsem bifo, from we mifala i save se hemi olsem mo hemi bin jusum laef blong hem olsem, we i stret long hem. *T(#keel, p. 33)*

## 4.2 Mining blong Inklusen

UNDP i talem se inklusen hemi "akses long ol oportuniti mo ol ajivmen blong ol aotkam, we i stap long hiuman developmen indeks…hemia i minim se inklusen i blong evri wan i gat akses long ol oportuniti (we i inkludem ol kapasiti blong mekem mo stap olsem we wan i jusum) mo hemi save mekem ol jois we i join wetem hiuman dignity."[31]

UNDP i bin developem wan inklusen indek wetem ol indiketa blong hem from we, "blong mekem se visibiliti blong stigma, vaelens, mo diskriminesen agensem LGBT pipol i bin gro… mo moa data mo research i save inkrisem visibiliti blong ol jalenjs blong ol LGBT pipol mo improvem ol polisi mo program disaen i moa beta blong inkludem LGBTI pipol long evri saed blong laef. Plej blong Ajenda 2030 blong sustaenabol Developmen, olsem toktok "no lego wan i stap bihaen", i mekem se ol kwestin blong mesarem inklusen i kam wan hae praeoriti. [32]




UNDP Inklusen Indeks i samaraesem long visual ia we hemi aedentifaem 5 praeoriti eria, tugeta wetem ol ki fakta we i mas gohed long wanwan eria:

## 4.3 Impotens blong ol Alae

Wan long olgeta difikult jalenj long ol pipol we i difren, long eni kaen wei, plente taem oli fil se oli stap olgeta nomo mo no gat representesen, mo oli no harem olgeta. Taem we yu yu gat ol alae – olsem ol pipol we oli sapotem mo advoket from yu- hemia i save help bigwan.

Ol alae oli no pat blong komuniti we oli stap helpem olgeta. wan alae hemi luksave se iven sipos hemi no memba blong wan marjenalaesed grup; oli mekem wan bigfala efort blong andastandem stragel blong olgeta. Eniwan we hemi gat kapasiti blong stap olsem wan alae, olsem we visual i stap soemaot daon, mo kapasiti ia i gat renj blong hem we i stat wetem wan we i listen nomo go kasem hem we i wan we i aktivli wok had blong jenjem sistem.

> Fesfala samting blong mekem olsem wan alae i blong lisen. Yu save kam long mifala wetem willingness blong gro mo evolve. Bae yu mekem ol mistek, mo hemia i stret nomo, be yu mas redi blong lisen mo gro long ol mistek. Mi ting se fasin blong lisen hemi wan impoten fasin taem yu wan alae .
>
> – **SARAH MCBRIDE**

Blong stap olsem wan alae i no olsem wan i stap olsem wan fren o memba blong famle nomo. Blong stap olsem wan alae i minim se bae wan i redi blong stanap, sapot, mo advoket. Fulap taem from we sam alae i kamaot long ol difren grup, vois blong olgeta i moa strong, mo oli gat akses long ol difren spes, mo wan i save yusum paoa mo privilj blong influensem ol narafala.

Hemi had wok blong stap olsem wan alae. Blong talem se yu wan alae i isi blong talem mo i moa had yet blong kam wan gudfala alae. Olsem evri narafala wan, yumi afekted long ol eksisting sistems blong paoa, diskriminesen mo eksklusen. Fulap long olgeta we i wantem stap olsem wan alae i fraet blong stanap mo toktok, o blong mekem ol mistake we i save mekem se yu luk olsem wan resist, seksists, transfobia, o homofobia. Hemia i minim nomo se wan alae, i gat fulap samting blong lanem mo unlanem mo ol mistek blong long proses ia.

Sam long samting blong buildem kapasiti blong yu olsem wan alae i inkludem:

- Stap open blong lisen
- Yu mas awea long ol assumpsen mo bias blong yu – yu mas fosem ting blong yu long ol narafala.
- Stap open blong lan. Hemi stret nomo blong askem ol kwestin be i no evri taem. Yu mas mekem homwok blong yu blong faenem i stret o no. Yu no weit o ekspetem se bae ol narafala i tijim yu.
- Amplefaem[r] ol vois blong olgeta we i no gat privilj we yu yu holem – online mo long fisikol miting
- No akt olsem se yu save evrisamting
- Yu no assume se evri memba blong wan marjenalaesed grup i fil se hemi oppressed.
- Mekem inna wok blong faenemaot se hao bae yu wan patisipet long opresiv sistem ia.
- Mekem aota wok blong faenemaot ha oblong jenjem opresiv sistems ia.

Tisfala bulet mo ol risos we i stap wetem buk ia bae i save provaedem wan stat blong buildem ol alae mo developem save, strength, karej, mo humility long proses ia.

# 5. SOGIE Memba blong ol Famle mo Komunti

## 5.1 Ol isiu mo ol jalenj blong famle mo komuniti

Ol famle mo komuniti i gat wan impoten pat blong provaedem proteksen mo sapot long ova ol sefti, helt, mo well-being blong daeves SOGIE pipol. Risej i some se SOGIE yut we i gat sapot long famle mo komuniti, olgeta ia i gat gudfala self-esteem mo risiliens mo low risk long ol negative aot kam olsem dipresen, hopelessness, substans abius. Long narafala saed lack of famle mo komuniti sapot i save negavitili impaktem sosal, emosenal, mo fisikal well-being.[33]

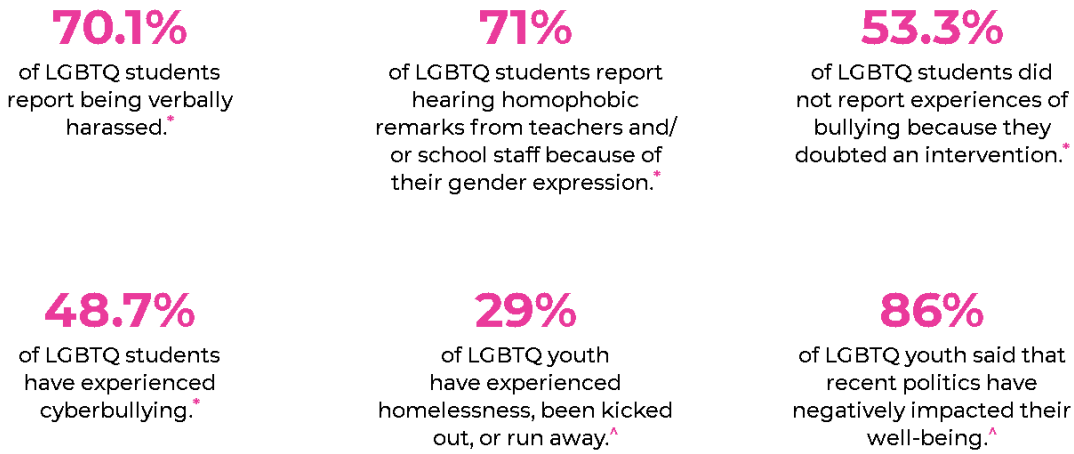
The Family Acceptance Project i notem se ej we wam i kam aot i dikres bigwan sins 1970s, mo hemia i soemaot impotens blong famle mo komunti blong sapote mo protektem ol pikinini blong olgeta. Oli talem se "eli ej blong self aedenfi olsem wan LGBTQ mo greta aweanes long seksual orientesen mo jenda aedentiti long ol adolt mo ol peer i inkrisem ol oportuniti blong gat wan positive development

[r] Ripitim toktok blong wan narafala we oli no bin listen gud long toktok blong hem

blong LGBTQ long ol yangfala, be long semfala taem i inkreasem negative olsem rejeksen, viktimaesesen mo abius we i join wetem seksual oreintesen, jenda aedentiti mo eksperen blong wan yangfala."[34]

Samfala bigfala isiu mo jalenj we ol SOGIE pipol i fesem long eria ia:

- Rejektem, toktok strong, mo sakemaot hem long famli taem hem I kam aot olsem wan SOGIE daeves;
- Abius long saed long emosonal, verbol, o fisikol we ol memba blong famle o komuniti mekem long hem
- Oli fos blong mared long tradsenal, no mata we ol SOGIE
- Eksluded long famle mo komuniti funksen mo relesensip
- Hemia i mekem se risk i inkris long bullying, harassemen, suisaed, depressen, isolesen, HIV, SID mo substance abius (olsem we yu lukim visual daon)[35]




## 5.2 Best Praktisis blong ol Famle mo Komuniti

Proses blong "kam aot" – olsem se wan i talemaot SOGIE aedentiti blong hemi – i had blong mekem. i had blong hem wan blong mekem, mo i had blong famle blong hem. Hao famle blong hem i akseptem SOGIE pikinini blong olgeta i kam aot i gat wan dip mo lasting impakt long laef blong olgeta. Fulap parens ol fil konfius, wori mo oli fraet, mo oli no sua hao blong akt. Be mos impoten samting blong rimemba i blong ting baot fiuja blong pikinini blong yu.

I gat fulap wei blong blong ol famle i soem sapot, iven sipos oli no agri o oli no andastanem seksual aedentiti o jenda aedentiti blong pikinini blong hem. Sipos yu fil konfius, yu honest long ol filings blong yu o ol konsen blong yu, mo rimemba blong talem se yu lavem pikinini yu. Taem we hem i filim se yu lavem hem, mo hemi save se bae yu no rijektem o fogetem hem, o aotem hem long haos, o emosenali aotem hem, bae hemia i helpem yu mo pikinini blong yu blong stap konekted tugeta.

***Ol parens, keagiva, mo famle i save mekem[36]***

- *Stap sapotiv mo positiv long pikinini blong yu taem hemi kam aot long yu o i talemaot aedentiti blong hem.*
  - Stap kwaet mo fokas long hao blong akseptem mo lavem pikinini blong yu olsem we oli stap. Akseptem ol olgeta olsem we i stap i save help blong minamaesem sem mo preventem low self esteem. Rimemba se pikinini blong yu hemi semfala person olsem bifo.

- Sipos i posibol, letem pikinini blong yu i save se karaj mo strength we hemi gat blong kam aot i bigwan mo talem tank yu long hem from we hemi sherem tisfala infomesen wetem yu mo hemi involem yu long proses ia.
- Lanem plente mo askem fulap kwestin, espeseli hao yu save helpem hem mo mek sua se yu aktuali mekem wan yu talem se bae yu mekem.
- Trae blong andastanem wanem olgeta i stap filim mo eksperiensem. Iven sipos yu no agri o andastanem, pikinini blong yu i nidim lav, sapot, mo validesen blong yu, blong hemi save gro helt mo hapi.
- Soemaot respekt. Sapotem self ekspresen blong olgeta, olsem hao oli dresap, jewelry, hea stael mo ol narafala samting, mo storian mo soem se yu intres long wanem oli stap warem. Askem SOGIE pikinini o yangfala blong yu se hao oli wantem se yu singaotem olgeta mo respektem wish blong olgeta.
- Bifo yu talemaot long ol narafala se pikinini blon yu i "aot" yu mas askem hem festaem. Bae oli talem long yu hao oli wantem kam aot, mo hu bae oli kam long hem, mo hao oli wantem se yu sherem tisfala infomesen.

- *Avoidem ol kaen bihevior we i soem o fil olsem rijeksen, olsem no mekem hemia:*
  - Talem long pikinini blong yu se SOGIE aedentiti blong olgeta hem blong sot taem nomo, mo bae ol gro aot long fasin ia.
  - Isoletem SOGIE pikinini blong yu long ol narafala memba blong komuniti mo eksludem hem long famle aktiviti
  - Verbally harasem pikinini blong yu from LGBTQ aedentiti blong olgeta
  - Blemem pikinini blong yu taem wan i mekem diskriminesen agensem hem from LGBTQ aedentiti blong hem.
  - Bkokem pikinini blong yu long no lukim ol SOGIE fren blong hem o ol SOGIE event.
  - Fiskol vaelens long pikinini blong yu from LGBTQ aedentiti blong hem.
  - Fosem pikinini blong yu blong haedem LGBTQ aedentiti blong hem mo no save tokbaot long eni wan.

- *Stanap mo protektem pikinini blong yu*. Sipos hemi fesem bullying, tekem ol step blong dil wetem bullying o ol sosal presa we oli fesem. Mo talemaot long ol narafala mo famle se ol no save jikem o mekem eni fani jok agensem SOGIE pipol mo bae yu askeptem fasin ia.

- *Konektem pikinini blong yu long SOGIE risos mo ol grup.* Long Vanuatu taem yu konekt wetem VPride mo ol narafala oganaesesen hemia i save provaedem wan SOGIE positive mo sef ples, rol model, sapotiv alae mo ol niu fren we i save protektem pikinini blong yu blong hemi no aesolated mo i save helpem hem blong lukim wan hapi mo saksesful laef.

- *Regularly check in*. Toktok wetem pikinini blong yu long saed blong ol interes, ol frens, potensel romans, mo eni bullying o tok jik we oli stap eksperiensem. Welkamem ol SOGIE fren blong hem mo ol parens blong hem long hom blong yu mo ol famle aktiviti. Hemia i soemaot se yu lavem hem mo sapotem pikinini blong yu iven sipos yu no sapotem laef stael jois blong hem.

- *Wajem ol saen*. Yu mas luk gud long ol saen blong ansaeiti (anxiety), depresen, low self-esteem mo ol narafala isiu we pikinini o eni narafala fren blong pikinini blong yu we maet oli no gat wan strong sapot sistem.
- *Faenem help taem yu nidim.* Sipos yu nidim sapot, blong toktok wetem wan o yu wantem andastanem moa long ol LGBTQ isiu, yu no fraet blong rij aot. Sipos hemi posibol, faen sapot blong jej komuniti we hemi welkamem famle blong yu mo SOGIE pikinini blong yu.

Ol Komuniti i save mekem:

- *Provaedem sapot mo ol laning oportuniti long ol famle:*
  - Evri famle i gat own fasin blong hem mo rispons afta we oli faenemaot se pikinini blong hem i aedentifae olsem daeves SOGIE. Ol famle i save sapot blong bildemap bakagen mo strengthem relesensip wetem pikinini blong olgeta.
  - Ol famle i nidim edukesen mo enhansed aweanes – sherem wan risos gaed olsem buklet ia bae i help.
  - Ol famle we oli biliv se wan daeves SOGIE i rong, be hemi save sapotem pikinini blong hem taem oli jenjem fasin blong olgeta we i soem se oli no agri o rijektem olgeta. oli no mas agri long fasin blong hem, be oli save provaedem lav mo sapot long pikinini blong hem.
  - Ol famle we i rijektem SOGIE pikinini i mekem olsem from we oli wantem pikinini blong hem karem akseptesen long ol narafala. Taem we yu konektem hem wetem ol narafala famle o komuniti memba we oli akseptem SOGIE eksperiens, hemia i save helpem hem.
- *Provaedem wan spes mo vois blong SOGIE daeves famle*
  - Krietem wan sef mo positive envaeronmen we ol famle wetem SOGIE pikinini mo ol yut i save sherem ol eksperiens mo reflekt tugeta. Plente taem olgeta famle ia i no fil se gat Janis blong ekspresem ol fraet mo ansaeiti blong olgeta wetem ol narafala se hao ol narafala man i lukim mo tritim ol pikinini blong hem. From hemia, hemi impoten blong oferem wan sef envaeronmen we hemi impoten blong bildemap ol andastanding ia mo konfidens blong hem.
  - Yusum ol inklusiv wok mo ol fom mo foto blong soemaot ol difren kaen famle.
  - Provaedem ol opotuniti blong ol SOGIE famle blong voisem ol konsen blong olgeta mo mek sua se ol fil se yu harem olgeta.
  - Rekognaesem mo aknoljem ol kontribiusen blong ol SOGIE komuniti, blong soemaot mo selebraetem ol akomplishmen blong naoia mo histori blong LGBTQ figa taem yu sherem mo displem olgeta long jej o ol komuniti seting.
- *Mek sua se komuniti blong yu i sef mo inklusiv long evriwan*
  - Wan komuniti i responsibol mek sua se evriwan i sef long komuniti
  - Mas lukaot mo wajem ol saen blong bullying, harassmen, o vaelens mo stap klia se bae yumi no aksept kaen fasin ia.
  - Mek sua se evriwan i long komuniti, no mata se ol SOGIE, ol gat disability, o eni samting we i mekem se oli difren, mek sua se oli welkam, gat respect, yumi harem olgeta, mo inkludem olgeta.
  - Partna wetem ol lokal oganaesesen olsem VPride o lokal skul o jej blong hostem wan SOGIE aweanes aktiviti we i open long komuniti. Aweanes iniativ i save happen long ol dei blong National Bullying Prevention Month[37], Spirit Day[38], Day of Silence[39] or No Name Calling Week[40].

# 6. Wokples mo SOGIE

## 6.1 Ol Wokples Isiu mo Jalenj

Olgeta pipol blong daeves SOGIE i fesem ol jalenj long wokples, olsem diskriminesen, eksklusen, harassmen mo stigma. Fulap taem bae oli no save faenem wok o sipos oli faenem wok bae ol fesem ol negative tritmen we ol felo employee o manager o ol kustoma i mekem long olgeta.

Hemia i no bigfala problem long olgeta we fesem jalenj ia nomo, hemi stap spoilem ol oganaesesen blong olgeta from we oli stap westem valiubol labour risos mo negative affect produktiviti.

Gud nius we i stap hapen raon long wol, i se ol oganaesesen ol stap muv kwik taem bitim ol govemen blong olgeta blong eleminetem ol SOGIE related diskriminesen. Fulap long ol bigbigfala kampani olsem Vodafone, Citi mo IBM, oli luksave long valiu mo impotens long olgeta daeves SOGIE employee blong olgeta mo oli developem ol inklusiv polisi mo ol sapotiv netwok blong mek sua se oli fil sef mo oli valiuem wok blong olgeta.[41]

> "Blong gat ol gudfala wokples oltaem, stamba blong hemi blong yumi no westem ol hiuman potensen we i stap. Yumi olsem wan global sosaeiti, yumi mas luksave evri wan wan man hemi impoten. Evri pipol i gat raet blong gat wan gudfala wokples. Mo taem i gat wan gudfala wok ples i gat wan ripple efekt—from we long ol gudfala dei blong wok ol employees go bak long haos mo oli karem glad filing ia blong oli kam ol gudfala paren, komuniti memba mo sitisin."
>
> - Ed Frauenheim, Director of Research and Content, Great Place to Work®

Sam long olgeta benefit i: enhansem employee morale mo satisfaksen, organaesesonal reputesen i gat respekt mo inklusen, oli gat kompetetiv advantej atajem mo ritenem ol hae kwaliti employee, mo wokples hemi moa helti long evriwan.[42]

Folem hemia, hemi impoten blong rimemba se oganaesesen hemi rekognaesem ol lokal kastom mo ol rilijious viu, mo hemi impoten tu se ol ogenaesesen ol priventem ol bihevia we i no stret mo i spoilem ol narafala olsem, jikem narafala, harasmen, diskriminesen mo eksklusen.

## 6.2 Ol Best Praktesis blong Wokples SOGIE Daevesiti

Blong developem wan ogenaesesen we i gat kalja blong inklusen i nidim wan multi-prong aproj we i karem tugeta ol wokples polisi, lidaship, bihevia mo assessment. Wokples daevesiti i blong mek sua se ol pipol blong ol difren bakgraon i save lukim ol eksampol blong olgeta represented long wok envaeronmen, hemia i minim se ol kampani i mas karem mo kipim ol daeves wokfos we i inkludem ol SOGIE employee.

Hemia i minim se daevesiti i mas wok han to han wetem inklusen. Inklusen i minim se evri employee i fil se oli fil protekted mo respekted long polisi blong organaesesen, lidaship, bihevia mo ol atititud. Rili, inklusen i minim se bae i kreitem wan welkaming mo sapotiv envaeronmen we ol employee oli fil se oli aksepted olsem we oli stap mo oli valiuem yunik prespektiv mo eksperiens we evriwan i karem i kam long wokples.[43]

Taem ol oganaesesen i stap development ol polisi, praktises, mo ol trening program, ol ogenaesesen i save mo mas singaotem ol lokal SOGIE organaesesen, olsem VPride mo ol alae, we i save assist long yusful proses ia.

Hemia i ol impoten *ol best praktis step* we wan oganaesesen i save tekem:

1. *Assesmen blong organaesesen long kurent situesen naoia:*
   1.1. Eksaminem se yu stap haerem mo ritenem SOGIE employee, sipos yes, oli stap long wanem level long kompani
   1.2. Aedentifaem ol isiu mo ol jalenj we ol SOGIE daeves employee i stap fesem naoia
   1.3. Riviu long ol polisi long kampani blong yu blong mek sua se oli inklusiv long evriwan
   1.4. Riviu long kampani polisi mo kampani helt insurance polisi se oli inkludem SOGIE daeves famle mo relesensip
2. *Trening mo aweanes:*
   2.1. Mek sua se evri employee hemi risivim komprehensiv mo efektiv anti-diskriminesen mo harassment trening; antap long ol jeneral aweaness, trening i mas mek sua se i klia se wanem ia diskriminesen mo harassment, hao blong avoidem, mo kampani polisi agensem kaen bihevia ia.
   2.2. Mek sua se trening hemi inkludem jenda, SOGIE, disability, mo ol narafala grup
   2.3. Mek sua se evri employee i awea long ol polisi we i stap finis mo oli risivim ol regular refresher trening.
3. *Respect mo mek sua se i gat praevesi:*
   3.1. SOGIE infomesen hemi praevet mo kampani i no save sherem unless hemi gat permisen blong employee nomo.
4. *Enfosemen blong Polisi:*
   4.1. Regular riviu long ol kampani praktises blong mek sua se oli enfosem ol anti-diskriminesen mo harasement polisi
   4.2. Mek sua se ol employee i gat ol difdifren point o pipol we oli save lodge komplent blong hem wetem, supavaesa, HR person, Ikaliti/inklusen ofisa
   4.3. Mek sua se evri komplen i gat ful investigesen long hem
   4.4. Sipos i gat ol isiu o ol insiden, mek sua se i gat ol stret step we i ansarem isiu ia, i gat ol disaplinari mo preventativ aksen.
5. *Sapot*

Sipos kampani i wantem o i apropreat, hemi gud blong developem ol spesel employee risos grup blong provaed ol sef spes, mutal sapot, mo aksesem ol risos.

Samfala eksampol blong ol inklusiv polisi statemen:

Oganaesesen blong mifala i provaedem ikwal employment oportuniti long evriwan, yumi no lukluk long ej, disability, o jenda aedentiti, nasonal o aelan, res, rilijin o seksual orientesen.

Oganaesesen blong mifala i no save tolerate eni harasmen blong ol narafala employee, kostoma o ol saplaea, based on disability, jenda aedentiti, nasonaliti o aelan, res ol riilijin o seksual orientesen.

Eni bihevia we i vaeoletem ol polisi ia hemi absolutli prohibited, nomata se intensen bihaen long bihevia ia. Ol kaen bihavia ia bae i mekem se hemi graons blong mifala i mekem ol strong korektiv aksen go kasem dismissal. Hemia i inkludem, mo i no limitem eni kaen bihevia, ol jesta, ol toktok we i gat heit long hem, hemi threatening, abiusiv, vaelent, daonem man, o hemi intafia wetem ol employee, kostoma, kontrakt, o suplaeia, we oli on o off duti.

# 8. SOGIE Helt Kea

## 8.1. Ol Isiu mo Jalenjs long Helt Kea

Jenda inikwaliti mo ol hiuman raet vaeolesen agensem SOGIE komuniti i kontribiut long rijeksen, avoidens o delay blong individual/komuniti involvemen long ol helt program o sevis olsem HIV program, we i stat wetem prevensen, kea mo sapot, go kasem trimen mo impakt mitigesen. Hemia i kontribiut long spred blong HIV mo mekem se mortality (namba blong olgeta we i ded) mo morbidity (namba blong olgeta we i fesem had taem wetem wan sik) rate i gro i go antap.

From we SOGIE deaves pipol i gat fulap diskriminesen we i kamaot long ol helt kea provaeda mo ol institusen agensem olgeta, ol ignorem, mistritem olgeta, o stigmataesem, hemia i mekem se fulap ol avoidem o delay long medikol atensen blong olgeta. Maet oli risivim kea we i no gat hae mak long hem mo ol tritmen we i no stret long nids blong olgeta.

SOGIE daeves pipol i gat ol semfala basic helt nid olsem eni narafala pipol mo oli gat raet blong karem stret mo propa kea.

Long semfala taem, oli wan veri daeves grup blong ol pipol mo ij wan hemi gat yunik helt kea nids blong hem. Man, woman, transjenda, mo ol narafala jenda i gat ol difren helt kea nids blong hem, mo hemia i minim se oli nidim sam spesifik program mo servis we i awea mo sensitive long ol difren nids mo ol helt kea woka i gat spesel trening blong mitim ol spes nids blong hem. Integresen blong SOGIE wetem raets based aproj long HIV program mo sevis tugeta wetem SRHR program bae i kontribiut long kwaliti blong ol sevisis mo proteksen blong tugeta SOGIE komunti mo ful komuniti.

### Raet long Helt

Yumi no mas ting se Raet long helt i minim se yumi gat raet blong stap helti.

Raet long helt i gat tu samting, fridom mo entaetolmen. Ol fridom i inkludem raet blong kontrolem helt mo bodi blong yu, hemia i included seksual mo reproduktiv fridom mo raet blong fri long interference, olsem raet blong no gat torture, non-consensual medical tritmen mo eksperimentesen.

Long narafala saed, ol entaetolmen i inkludem raet wan helt sistem we i protektem we i provaedem wan ikwal oportuniti blong ol pipol blong enjoyem hae level blong helt kea.

(*Committee on Economic, Social and Cultural Rights, General Comment No. 14, at para. 8*.)

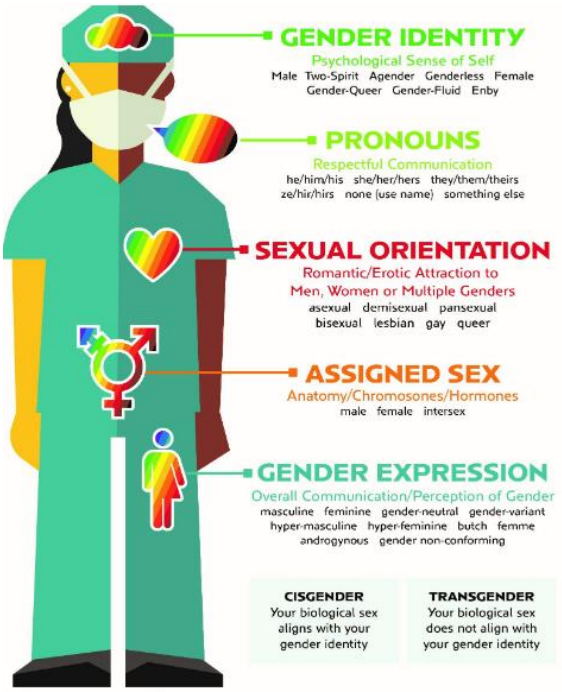
## 8.2. Best Praktises blong Provaedem SOGIE Helt Kea

Andanit i gat ol samari blong ol best praktises long SOGIE helt kea[44]. Hemi gud sipos ol helt kea woka oli yusum ol best praktises ia taem oli tritem ol SOGIE daeves peisens blong olgeta.

*Krietem wan Inklusiv mo Welkaming Ofis Envaeronmen*

- Ol helt kea provaeda i mas krietem wan welkaming mo frenli envaeronmen blong ol SOGIE peisens.
- Ol helt kea provaeda i mas gat trening mo edukesen long ol SOGIE terms, isiu mo nids26
- Ol helt kea provaeda i mas andastan se evri person hemi gat own seksual orientesen mo jenda aedentiti blong hem. Wan non-transjenda person i save stap stret, gay, lesbian, o baeseksual, mo transjenda person i save stap stret, gay, lesbian, o baeseksual (lukim visual [45]).

- Mek sua se SOGIE peisens i gat referens blong go long ol kompeten provaeda taem oli foloap o ol speselist i nesesari.
- Disseminate o visibli postem wan non-diskrimantori statemen we i talemaot se ples ia bae i provaed kea long evri peisen, nomata long ej, res, aelan, fisikol ability, o atribiu, rilijin, seksual orientesen, mo jenda aedentiti/ekspresen.
- Ol patna o fren blong blong SOGIE bae i mas risivim respect mo akses olsem wan spouse o relative.
- Inkludem SOGIE spesifik media, saen, mo posta we i stap inkludem ol infomesen blong LGBT peisens long publik eria, we i inkludem lokal sapot risoses mo literature.
- Provaedem ol in-depth trening blong ol staff memba long impakt blong helt long homofobia, SOGIE helt konsen, mo provaedem kalja sensitive kea blong ol SOGIE peisens.




*Intake mo Data Management*

- Seksual orientesen mo jenda aedentiti i relevant long helt kia deliveri, olsem eni narafala demografik mo personal karaktarisitk. Ol provaeda i mas karem ol data koleksen sistem in ples we i kapturem seksual orientesen mo jenda aedentiti o ekspresen infomesen long ol medikol rekods blong olgeta.
- Ol intake form mo interview i mas kolektem ol yusum infomesen folem olgeta opsen ia:
  - Taem yu stap askem abaot relesensip, yu save yusum wod “patna”
  - Taem yu stap askem abaot nem, yu save askem olsem “wanem preferred nem” mo wanem “preferred pronoun”
  - Taem yu stap askem jenda, yu save givim option “jenda taem yu bon, jenda aedentiti, mo transjenda
  - Sipos peisen hemi talemaot seksual orientesen o jenda aedentiti blong hem, tisfala infomesen hemi konfidensensal mo hemi sensititiv mo yumi mas respektem mo talemaot long olgeta nomo we i mas save.
  - Respektem ol transjenda peisen mo mek sua se ol ofis staff- espeseli olgeta we oli responsibol long intakes – i gat gudfala trening blong yusum toktok we peisen hemi preferrem yu blong yusum.

*Peisen Kea*

- Olsem wetem evri peisen, yu mas soemaot empathy, open-mindedness, mo no givim aot judgment.
- Taem yu tokbaot ol seksual o relesensip patna, yusum ol jenda neutral langwis olsem “partner”. Askem ol open-ended kwestin, mo yu no ges long jenda blong partner blong hem, seksual bihevia, o jenda aedeniti blong peisen. Traem blong yusum semfala langwis blong we wan peisen i yusum blong diskraebem self blong hem, seksual partner, ol relesensip, mo aedentiti.
- Trae blong karem ful infomesen/diagnostic pikja blong peisen:

- Avoid assumpsen se helt blong peisen hemi to do wetem seksualiti, seksuali transmitted disease, o HIV/AIDS. Yu mas konsidarem evri posibol diagnosis folem ol symptoms olsem we bae yu tritem wan narafala peisen.
- Askem ol peisen long personal histori blong olgeta long saed blong ol heit kraem, domestik vaelens o eni narafala form blong vaelens we oli eksperiensem, olsem ol viktims blong vaolens i gat inkrised risk blong gat post-tramatik stress disorder mo sam narafala helt problem, olsem suesaed, depressen, mo substans abius.
- Yu mas awea se maet SOGIE daeves pipol i nidim ol spesel test, folem situesen blong hem. (i gat wan detailed list long [46] mo [47] mo [48])

*Yut*

- Sipos wan teenager o yangfala person hemi talemaot se hemi wan lesbian, gay , baeseksual o transjenda aedentiti long yu, hemi impoten se yu tritim infomesen ia hemi wetem sensetiviti mo respekt.
- SOGIE yut i stap long hae risk blong suesaed mo abius; yu mas lukluk gud long mental helt blong peisen ia.
- Askem peisen se hemi gat akses long sapot. Isolesen mo rijeksen long famle blong hemi ol ril risk fakta long sam seksual manorti yut.
- Yu no assume se evri yangfala i stret. Diskasen long saed blong seksual aktiviti mo sef seks method i mas inkludem infomesen abaot sef seks wetem ol partner long tugeta seks.

*Lesbian Kea*

- Sipos peisen blong yu i wan woman hem i aedentifae olsem wan lesbian o baeseksual, o aedentifaem wan woman seksual partner, yu no assume se hemi neva gat wan man seksual partner, o hemi no gat pikinini, o hemi neva pregnant, o hemi no gat risk long STD.
- Evri woman i nidim regular Pap test, including lesbian mo baeseksual woman. Fulap woman we i aedentifae olsem lesbian i gat man seks partner o bin gat wan long past.
- Yu mas awae se nulliparity (woman we i neva gat bel) hemi stap long hae risk blong breast cancer, mo fulap lesbian i nulliparity. Lesbian i gat hae risk blong smoking mo obesity bitim ol heteroseksual woman mo hae risk long alcohol mo drug abius, depresen mo ansaeiti.

*Gay Kea*

- Sipos wan man peisen i aedentifae olsem wan gay o baeseksual, o hemi aedentifaem wan man seks partner, yu no assume se hemi neva gat wan woman seksual partner o hemi no gat eni pikinini, o hemi no gat risk long STD.
- Rimemba maet seksuali aktiv gay o baeseksual man i nidim STD screening long pharynx mo rectum mo ol jenitals.
- Yu mas askem previous Hepatitis A and B vaccination and/or infection. Yu mas vaccinatem evri seksuali aktiv man we i gat seks wetem narafala man wetem Hepatitis A and B vaccines.

*Transjenda Kea*

- Yu mas luksave se i no evri transjenda i bin gat trans -specific surgery o hormone therapy triment mo hemia hemi determinem ol screening exam we oli nidim, olsem prostate exam blong ol trans woman o cervical o breast exam blong sam trans man. Sipos hemi medikali relevant, yu save wetem respekt askem peisen ia se hemi bin gat wanem surgery.

- Transjenda man (female-to-male transsexuals) i nidim Pap test, unless hemi bin gat wan komplete hysterectomy. Neva assume se wan transjenda peisen hemi bin gat wan trans-specific surgery o triment: yu mas always ask. Oli nidim ol regular breast exam, from we long surgery maet oli no karemaot evri breast tissue iven afta chest reconstruction;
- Transjenda woman (male-to-female transsexuals) i nidim wan prostate exam mo regular breast exam sipos oli stap risivim horome therapy tritmen.
- Transjenda individua we i stap risivim horomone therapy tritmen i mas keaful montering tru long ol noljeabol helt kea provaeda. Montroing i mas inkludem liver enzyme analysis, ol examination for common for common hormone therapy side effects, such as deep vein thrombosis. Transjenda peisen i sud karem respectful advaes blong no smoke sipos oli stap risivim hormone therapy triment.
- Yu mas awea se sam transjenda pipol i stap risivim medikal kea, we hemi inkludem hormone, surgery, o implants long ol non-traditonal sources. Hemi appropriate blong respektfuli givim woning long ol peisen ia long ol denja we i join wetem ol kaen praktis ia o sos, be ol provaeda i no mas givim tumas advaes folem wanem oli bin risivim long previous medikal kea.
- Avoidem ol assumpsen se ol transjenda pipol helt isiu i stap from transition o associated tritmen (olsem hormone therapy tritment). Yu mas konsida evri posibol diagnoses folem ol set blong ol symptom olsem we yu save mekem wetem ol narafala peisen blong yu. Yu no advaesem transjenda peisen blong stopem hormone therapy trimen o eni narafala transjenda medikal tritmen unless i gat medikol advaes blong mekem olsem.

Developing mo implementing SOGIE best praktisis long helt kea hemi wan impoten pat blong profesonal development. Long ol end notes mo risos we i stap insaed long buklet ia, i save helpem yu long proses ia. Efectiv trening long helt kea profesonal i ol ki blong mek sua se kwaliti helt kea i kasem evri pipol we i inkludem ol SOGIE peisen.

# 9. SOGIE Inklusiv Edukesen

## 9.1. Isiu mo Jalenj long Edukesen

Long Vanuatu People's Plan hemi wantem wan "inklusiv, ekwtabol mo kwaliti edukesen sistem wetem laef long laning blong evriwan", blong mek sua se "evri pikinini no mata long jenda, lokesen, edukesonal nids o situesen blong hem long hemi gat akses long edukesen sistem[49]. Hemia i inkludem ol SOGIE student we olsem eni narafala student.

Hemi impoten blong notem se Vanuatu *Teaching Service Act 2013.* prohibitem "sexual preference" diskriminesen. Long *National Youth Authority Act* hemi wan bill nomo long Vanuatu we hemi luksave mo rekognaesem ol person wetem daeves seksual orientesen mo jenda aedentiti taem hemi talem "yut hemi minim se eni person we ej blong hem i bitwin 12 kasem 30 yia, hemia i inkludem olgeta wetem diabiliti mo daeves sekseual orientesen mo jenda aedentiti."

Oli no kolektem Vanuatu data long SOGIE student o hemi no availbol. Hemia i minim se long seksen ia bae yumi yusum global research mo laning. Sam long ol ki isiu we oli ripotem i inkludem[5051]:

- **Ol skul we i no sef**, hemia i inkludem bullying, harassment, mo vaelens, espeseli long ol peers;
    - 89.4% i repot se oli peer i viktemaesem olgeta
    - Klosap evri wan i no save o no wantem advoket long own proteksen blong hem wan.
    - 59.5% blong ol SOGIE students i fil se hemi no sef long skul from seksual orientesen blong hem, mo 44.6% i fil se i no sef from jenda ekspresen blong hem
- **Negative impakt long ol skul we i no sef**: ol student we i eksperensem viktemmaesen long skul i
    - 3 taem moa likely blong skip skul from we oli no fil sef o komfotabol;
    - Ol akademik mak blong olgeta long skul i low, mo GPA blong olgeta i mo low
    - Oli gat low self-esteem mo hae level blong depresen
    - 60.4% blong ol gay, lesbian, mo baeseksual students long ful nesen i fil sad mo helpless long skul blong olgeta mo hemia i mekem se ol stop blong patisipet long ol normal aktiviti blong olgeta.
- **Seks edukesen we i no stret o i no inaf:** taem oli oferem seks eduksen long skul, ol SOGIE student i no stap long curriculum. Hemia i mekem se oli no lane mol stret fakts, ol affirming imaj o ol stret helt praktis[52].
- **Efekt long skul drop aot**
    - Ridused akses long ol job oportuniti
    - Limited akses long helt mo ol narafala edukesen oportuniti
    - Inkrised risk long ol helt risk we hemi inkludem olgeta we I wok from seks, seks we i no sef, vaelens mo rape
    - Limited akses long seksual riproduktiv helt mo raet servis

## *STORI BLONG MI*

*Taem mi gro ap olsem wan transwoman, mi gat gol blong kam wan paoaful lawyer blong wetem wan bigfala wardrobe we i gat ol dres we i gat fulap stael, we i moa interesting bitim ol boring blak mo waet klos we ol lawyer i stap warem.*

*Mi drim se bae mi liv wetem man blong mi long wan bigfala haos wetem wan bigfala swimming pool mo bae ol famle blong bae i praod long mi mo mi save helpem ol pipol long komuniti blong mi. be ol drim blong mi brokbrok from we long skul i bin gat sistematik bullying, harassment mo diskriminesen mo vaelens we mi fesem from jenda aedenti blong mi olsem wan transjenda women.*

*Olgeta we i spoilem mi i ol student mo ol tija tugeta. Bae mi neva save fogetem 18 April 2005 taem wan grup blong 45 + boe i kam atakem mi long domatori blong ol boe mo olgeta evriwan i bin kilim gud mi. Tija blong mifala i stap stanap nomo mo hemi wajem olgeta i kilim mi. Afta long hemia mi faenem se i had tumas blong go long skul mo mi bin drop aot long sem yia ia. Mi bin stap long yia 12. Ol drim blong mi smash long taem ia mo oli go lus olsem win.*

*Edukesen sistem i feilem mi. Naoia mi stap wok olsem wan full-taem volunteer long VPride Foundation we inkam blong hem i kam wanwan taem nomo mo mi stap wetem aunti blong mi.*

*Hemia stori blong mi mo mi sua se i gat fulap long ol narafala stori we ol LGBT brata mo sista blong mi we oli fraet blong talemaot long Pasifik. Ol eksperiens blong mifala ol LBT woman i stap go tru long hem i mekem se deili laef blong mifala long komuniti i veri difikult sosali, emosenali, fisikali mo EKONOMIKALI. From we mifala i ol viktem blong vaelens, stigma mo diskriminesen, self-esteem blong mifala mo self - konfidens i low we i low tumas.*

Yumi save se "evri student i save karem ful edukesonal potensel blong olgeta long ol positive laning envaeronem we i sef, sekur, welkaming, mo we oli fil se oli blong ples ia. Blong fostarem wan sens blong belonging mo konenksen long skul hemi impoten blong helpem ol student blong yumi blong stap long rod blong sakses. Research i soem long yumi se long olgeta skul we i gat ol gudfala envaeronmen long hem, hemia i impruvem bihevia, akademik, mo mental helt aotkam blong ol student. Ol skul we i promotem SOGIE-inklusiv wetem ol gudfala envaeronmen blong lan, hemia i mekem se fiu student nomo i absent mo i gat greta impruvme long akademik ajivemen long evri klas level.

Hemi impoten blong rimemba se ol SOGIE-inklusiv skul i "benefitem evri student. Taem SOGIE aedentiti i stap i gat valiu long klasrum, long curriculum mo dei to dei interaksen hemi inspaerem empathy, andastanding mo respekt. Envaeronment blong skul hemi moa sef. Ol lessen long histori, literature mo kalja i moa komplet. Mo ol denjaras ekspektesen blong prefomem ol jenda rol – olsem ol giamen fasin blong no soemaot emosenal ekspresen taem yu wan boe, o ol gel i mas gat ol hae standard blong biuti we i no ril – ol fasin ia i save giv wei long wan kalja we i soem se yumi valiuem evri student" [53].

Blong mek sua se ol skul laning envaeronmen i sapotem ol student hemi impoten blong implementem ol spesifik polisi mo prosija we i sapotem SOGIE yut, i enkarjem ol aedentiti blong olgeta, i promotem sef mo helti laning envaeronmen, wetem advans ikwaliti mo respekt long evriwan[54]" Living Free and Equal i notem se hemi impoten tumas blong gat wan inklusiv curricula, trening blong ol tija mo staff, sef mo inklusiv envaeronmen, wetem akuraet infomesen abaot jenda orientesen, aedentiti mo ekspresen[55].

## 8.2. Best Praktis blong ol Edukesonal Profesonal

Hemi i samfala sajesten blong ol best praktisis blong ol edudeksonal profesonal blong yusum as much as posibol [56].[57]

***Stap klia long komitmen blong skul long kwalit blong edukesen blong evriwan.***

Hemia i minim se visin mo misin statement blong skul i mas welkamem mo inkludem evri student, wetem ol SOGIE student. Skul mi mas regularly assessem, strengthenem mo monitorem envaeronmen long skul blong hem.

**Mek sua se ol skul polisi i klia, konsisten, mo konprehensiv mo hemi inkludem evriwan**

Research i soemaot se ol SOGIE student long ol skul wetem ol inklusiv polisi, bae oli faenem se bae oli fesem les harassment mo oli fil se oli save advoket long bihaf long olgeta. hemi impoten blong putum nem SOGIE aedentiti insaed long ol polisi blong hem blong mekem se skul hemi fisikoli sef.

Wan inklusiv polisi:

- Prohibitim diskriminesen long jenda orientesen mo aedentiti long evri aria, including admison, evaluesen, dres kod, disaplin, mo komunikesen.
- Inkludem jenda aedentiti, jenda ekspresen mo seksual orientesen (actual mo perceived) we i gat proteksen, ol immutable aedentiti, tugeta wetem nasonalliti, res, rilijin, aelan, disabliti, etc.
- Soemaot wan klia ekspektesen se evri insiden blong bullying, harassmen mo diskrimenesen bae i gat serious investigesen blong hem
- Soemaot wan klia ekspektesen se ol staff bae i mas stopem evri kaen fasin blong bullying mo harassment, mo bae oli ripotem ol insiden taem oli happen.
- Inkludem ol digital harassment we i mekem se i possibol blong investigetem mo gat punishment blong hem, from we ol SOGIE mo ol narafala student i faenem se bullying i moa wos wetem ol peer blong olgeta online. Cyberbullying hemi wan persistent threat we ol skul i no save ignorem from we hemi 'aotsaed long baondri blong skul'.
- Mekem se i klia se ol student mo ol eduketa bae oli held responsibol long fasin blong bullying mo blong protektem agensem harasmen.

***Trenem ol tija mo staff***

Skul hemi nid blong effektivli trenem ol tija mo staff blong hem long andastanem SOGIE konsept, SOGIE isiu mo SOGIE student nid. Fulap tija i no kasem trening long eria ia yet, ongoing profesonal development, sapot mo risoses i impoten tumas.

Ol skul i nid blong mek sua se ol tija i krietem wan inklusiv laning envaeronmen we ol student, wetem ol SOGIE student, tugeta oli fil sef mo welkam.

***Mek sua se curriculum mo skul spes i inklusiv mo sef***

- Sipos skul hemi ofrem seks o helt edukesen curriculum, mek sua se ol SOGIE isiu mo nids i inkluded mo adressem long wan positive wei mo yusum oportuniti blong eduketem ol non-SOGIE students
- Eduketem ol student mo ol paren long ol SOGIE isiu mon ids
- Krietem wan sef spes blong SOGIE student we oli fil se oli protected mo oli save relax.

Developing mo implementem SOGIE best praktisis long edukesen hemi wan impoten part blong profesonal development mo ol end notes mo risos we i stap long buklet ia i save helpem yu wetem proses ia. Effectively trened edukesen profesonal i ol ki blong mak sua se ol skul ol provaedem wan positive mo sef envaeronmen, we i gat kwaliti edukesen i kasem ol student, mo blong mek sua se evriwan i kasem haest edukesonal potensel blong hem.

# 9. Jastis mo Sefti blong SOGIE Pipol

## 9.1. Ol Isiu mo Jalenj blong SOGIE Jastis mo Sefti

Wan long ol gol blong Vanuatu People's Plan is "wan sosaeiti we ol rul blong loa i stanap oltaem, mo akses long hemi long wan taemli jastis we hemi availabol long evriwan" [58].

*Living Free mo Equal* i talem se "United Natios wetem ol narafala hiuman raet mekanisem i bin dokumentem ol heit-motiveted vaelens agensem LGBT mo intaseks pipol we ol polis ofisa mo ol narafala State ofisal, tugeta we pravaet individual, ol oganaesed grup, ekstrimest grup, mo sam narafala non-State akta.

Feila blong ol State otorati blong investigetem mo punishem ol vaelens – no mata se hem State o non-State akta- i wan breach long obligesen blong State blong protektem raet blong evriwan long laef, liberty mo security blong wan person, olsem we i gat guarantee long artikal 3 long Universal Declaration of Human Rights mo artikal 6 mo 9 long International Covenant on Civil and Political Rights"[59]..

Blong adresem hemia, dokument ia i singaotem: lidaship, stratijek aproj mo patisipesn; Publik aweanes kampein; trening blong loa enforsement personnel; Ol measures blong protektem ol detaineees long vaelens; mo ol Measures blong adresem edukesen sekta bullying.

Bakagen, from we i no gat ol taget SOGIE data kolekted long Vanuatu, hemi difikult blong asesem stret neija blong ol isiu ia mo ol jalenj long eria blong jastis mo sefti. Global data wetem data we oli kolektem tru long ol personal interviews i indiket se ol SOGIE pipol i regularly eksperiensem olgeta:

- Hostile attitude long loa enforsemen ofisial
- Verbal mo fisikol assult we ol ofisa i mekem
- Verbal mo seksual harassement we ol ofisa i mekem
- Feilia blong luksave, rikodem properly, mo respond long SOGIE related kraem, we i inkludem rape, harassment, abius, mo ol narafala kaen vaelens
- Feilia blong protektem SOGIE pipol long denja

- Unjastifaed arrest mo yus blong eksesiv fos
- Lack of nolej mo andastanding long part blong loa enfosmen long SOGIE terminoloji mo nid
- Lack of trast bitwin SOGIE komuniti mo sefti mo jastis ofisals

## 9.2. Ol Best Praktises blong SOGIE Sefti mo Jastis

I gat fulap risos we i availbol blong sapotem development mo implentesen blong sefti mo jastis best praktises long eria (lukluk long Seksen 8 long Risoses). Klosap evriwan i rekomendem wok long tufala eria; wok intenali long sefti mo jastis sistem mo ekstenal wok[60].

### Internal Wok

1. *Self Review mo Assessmen*

Hemia i minim se bae wan i mas tekem inventori long ol eksisting praktis, we i inkludem ol internal polisi mo prosidja. Hemi impoten blong reviewem evriwan long saed long bias, inklusen, mo diskriminesen.

Hemi impoten se review ia i happen long wan regular basis mo hemi gat ol aksen step blong mek sua blong implementesen mo traking blong hem.

Olsem we inklusen blong ol woman long wokfos i help bigwan blong provaedem ol jenda appropriate mo effektiv proteksen servis, taem yumi inkludem ol SOGIE pipol long wokfos hem ol impoten step blong enhansem kwaliti blong sefti mo ol jastis servis blong evriwan. Targeted recruitment mo SOGIE appropriate wokfos polisi hemi impoten blong akomplisem hemia.

Wan spesel note i stap long saed prison, we ol SOGIE pipol, espeseli transjenda pipol, i fesem bigfala risk mo i require mo ol spesel polisi, mo proteksen. Bakagen, i gat fulap risos we i availabol blong mekem konsoltesen mo SOGIE komuniti wetem ol allae i save assist long review mo blong developem ol appropriate polisi (blong lukim wan gud review, luk [61] )

2. *Trening*

Ol mandatori mo regular trening blong sefti mo jastis ofisal hemi wan essensal requirement, we bae i helpem ol ofisa mo olgeta we oli stap sevem. Hemi impoten blong ol niu recruits mo olgeta we i stap serv finis blong oli go tru long trening ia.

Blong mekem trening ia, hemi yusful blong konekt wetem ol SOGIE organaesesen long komuniti, olsem VPride mo ol allae blong olgeta we oli save provaedem ol valiubol sapot mo trening.

> "Blong jalenjem heit based vaelens, mo ol attitude we i stap bihaen long ol akt i mas kam aot. Ol statements we ol ofisal mo ol lida i mekem blong kondemem vaelens based on seksual orientesen, jenda adentiti mo seksual karaktaristik i save serv olsem wan gudfala ples blong stat. Olgeta statement olsem i gud, taem ol akompaniem ol komplentari measures, be sipos statement ia i stap hem wan be i no save stopem flo blong vaelens we olgeta LGBT mo intaseks pipol raon long wol i sksperiensem. Blong stopem ol kaen vaelens ia yumi nidem fulap difren rispons, we i stanap long wan nasonal hiuman raets strategy we hemi enjejem ful ranj blong ol akta. Strateji ia hemi mas inkorporetem wan fremwok blong monitoring mo preventem vaelens, adoptem stret legislasen we i fasilitetem wan effektiv kriminal loa ripons, we i inkludem ol kwik investigesen long ol akt mo prosokusen blong allejed perpetrators, mo mek sua se ol viktem oli risivim sapot mo remedy. Be sori tumas, long fulap kaontri, olgeta element ia i no stap ; oli no gat wan strategy, mo oli no gat lidaship we i kondemem mo adresem vaelens. Long samfala kaontri, situesen i moa wos; ol publik lida i enkarajem vaelens tru long heit speech, mo kriminolaesesen blong LGBT pipol i enkarejem vaelens mo hemi diskarjem ol viktim blong sikem jastis".
>
> *- Living Free and Equal, p. 24*

Long desaen mo implenetesen blong trening hemi impoten blong tingting long ol samting ia:

- Provaedem ful kaveraj blong ol SOGIE konsept mo terminoloj
- Diskasen blong ol ril eksperiens blong SOGIE komuniti, we i inkludem eksperens blong olgeta long saed blong sefti mo jastis profesonal
- Yusum ol respectful langwis mo ol stret nem
- Provaedem ful kaoverj blong sefti mo jastis risk we ol SOGIE pipol i fesem evri dei.
- Yusum proper SOGIE inklusiv intake mo incident ripoting methods, we i stap inkludem hao blong respektfuli kolektem ol komprehensiv infomesen
- Yusum proper referral mo sapot measures blong SOGIE victim blong kraem mo ol narafala incident.
- Buildemap komunikesen mo ol konektsen skills we i bridjem ol blok mo ol difrenses
- Provaedem proper proteksen, we i inkludem proteksen agensem domestik vaelens mo assault
- Yusum ol proper method blong tekem ol SOGIE pipol long custody
- Mekem trening long saed blong HIV transmission mo ol rilalit blong laef wetem HIV tedei

3. *Ol Polisi*

Development blong ol Internal polisi blong loa enfosemen mo ol prison ofisal, we i inkludem:

- Developmen blong ol non-diskriminesen polisi
- Development blong zero tolerens polisi blong harassment
- Ripoting mo disaplin polisi we i kaveremap SOGIE harassmen mo vaelens
- Polis polisi mo prosidja blong investigetem seksual assault we ol memba blong SOGIE komuniti i ekspereiensem.
- Ol polisi mo gaedlaen blong polising mo sek wok wetem konsoltesen wetem lokal komuniti organaesesen, we oli andstandem ol ril eksperiens blong ol sek woka.

**Ekstenal Wok**

1. *Komuniti Aotrij*

- Developem ol SOGIE liaison person mo komititi
- Establisem regular komunikesen mo dialogue wetem SOGIE komuniti
- Konduktem aotrij long ol Vanuatu komuniti blong eduketem olgeta long ol SOGIE isiu mo nid
- Inkludem SOGIE person long komuniti long sefti edukesen mo aotrij
- Sipos i posibol, krietem mo protektem ol sef spes blong ol SOGIE pipol

2. *Publik Relesen*

- Mekem i klia se loa enfosemen komitmen long sefti mo well-being blong SOGIE pipol
- Publisiti sapot mo protektem ol SOGIE ivent
- Inkludem SOGIE pipol long ki sefti mo jastis ivents mo publikesen
- Long taem blong kraem aweanes publisiti mo edukesonal ivent, mek sua se yu inkludem SOGIE
- Konsidarem blong developem wan anti-SOGIE heit kraem kampaen we i enkarjem ol memba blong ol komuniti blong ripotem ol heit kraem long polis.
- Kolektem mo publishem data long SOGIE related kraem mo insidents
- Sapotem mo amplafaem ol vois blong SOGIE komuniti long ol mata blong sefti mo jastis
- Proaktivili adresem ol isiu we i relate long SOGIE yut bullying long ol skul mo komuniti senta.

# Appendix 1 Terminoloii

Langwis blong diskraebem seksualiti, jenda aedentiti, jenda ekspresen, mo ol aedenti we i stap jenj oltaem. Antap long hemia, ol pipol i stap yusum olgeta terms mo langwis long fulap difren wei long ol difren individual, grup mo rijin. Olgeta definisen ia i blong provaedem help long jeneral andastanding blong ol terms. From we langwis mo aedentiti i personal tumas mo hemi stap jenj oltaem, hemi wan best praktis blong alaoem ol individual blong self-aedentifae, i no blong wan narafala i aedentifaem hem. Olgeta terminoloji i stap long tu seksen, ol konsepts mo ol aedentiti, we i stap long alphabetical oda.

## Ol Konsepts

**ALAE (ALLY)** hemi wan hemi advoket mo hemi sapotem wan komuniti we i no blong hem. Ol Alae i no pat blong komuniti we oli stap helpem.

**EKSPANSIV (EXPANSIVE)**long wan ples we ol laning i join tugeta, hemi kavaremap wan bigfala eria blong ol aedentiti; hemi ekstensiv mo open bigwan we hemi givim wan filing blong openes mo filing se yu yu part blong wan samting tru long luksav, komunikesen, mo toktok. Hemi difren long 'inklusiv' we i mining mo implementesen blong hem i holem mo meintenem wan difren kaen paoa, nomata se oli minim o no.

**JENDA BINARI (GENDER BINARY)** hemi wan system blong bilif, strakja, polisi, mo praktises based on assumpsen se i gat tu jenda nomo, i no gat eni narafala jenda be man mo woman

**JENDA DISFORIA (GENDER DYSPHORIA)** hemi wan medical term blong diskraebem wan kondisen we emosenal mo saekolojikol aedentiti olsem wan man o woman i difren long biolojikol seks blong hem. Diforia hemi wan konflikt bitwin wan person fisikol o asaened jenda mo jenda we oli aedentifae wetem. Pipol wetem jenda disforia i unkomfotabol wetem jenda we bin asaen long hem, samtaem oli diskraebem olsem se oli unkomfotabol wetem bodi blong olgeta (espesali long taem blong piubeti) o oli unfotabol wetem ol ekspektesen long rol we i bin asaen long hem.

**JENDA EKSPRESEN/PRESENTESEN (GENDER EXPRESSION/PRESENTATION** hemi wan we blong ekspresem jenda aedentiti. Hemi fisikol manifestesen blong jenda blong wan tru long klos, hea, vois, bodi shep, etc. Jenda ekspresen i save some ol karaktaristiks we oli ol man/masculine, woman/feminine, maet hemi androgynous we i no soemaot masculine o feminine, o i soemaot tufala tugeta wantaem.

Fulap transjenda pipol wantem blong mekem se jenda ekspresen blong olgeta (how they look) i join wetem jenda aedentiti (who they are), rather than seks we i bin asaen long hem taem hemi bon. Wan transjenda normali bae hemi ekspresem hem folem jenda aedentiti blong hem, i no tru long biolojikol seks we i bon wetem.

**JENDA/JENDA AEDENTITI (GENDER/GENDER IDENTITY)** hemi individual aedentifikesen blong jenda, we hem wan i disaed, mo hemia i posibol se i difren long seks we bin asaen long hem long taem we hemi bon. Hemi wan internal sens blong hem se hemi man o woman, o no gat wan long tufala, o hemi tufala tugeta, o wan narafala jenda. Evriwan hemi gat wan jenda aedentiti, mo hemia i

inkludem olgeta we i no gat jenda aedentiti. Blong transjenda pipol, seks blong olgeta we ol bon wetem (boe o gel) mo jenda blong olgeta i no sem mak evri taem.

**HETERONORMATIV/HETEROSEKSISIM (HETEONRMATIVE/HETEROSEXISM)** i reflektem ol sosal skajka mo ol praktisis we i mek sua se heteroseksualiti i moa impoten mo i putum ol narafala kaen seksualiti daon. Hemi diskraebem wan wol we hemi assume mo i promotem se heteroseksualiti hemi normal o hemi stret seksual orientesen. Hemi reflektem wan bilif se evriwan i o mas stap olsem heteroseksual olsem stap stret. Hemia inkludem ol prejudis atitud o ol diskriminatori praktis we i agensem pipol we i aedentifae olsem homoseksual.

**INTERSEKSONALITI (INTERSECTIONALITY)** hemi ples we evri samting i join tugeta, olsem ol sosal katagori olsem res, klas, jenda, etc we wan narafala i givim long wan individual o grup. Konsept ia I blong soemaot se ol difdifren sistem blong diskriminesen mo disadvantaj i konekt mo join tugeta, mo blong soemaot wan positive aweanes blong eni individual o grup we i gat fulap difren saed mo eksperiens we oli save long hem.

**LGBQ/GNCT** i minim Lesbian, Gay, Baesekual, Queer or Questioning/Jenda, Non-Conforming mo Transjenda. Hemi wan acronym we hemi aknoljem se seksual orientesen mo hemi difren long jenda aedentiti mo ekspresen, be hemi no soemaot evri seksual orientesen we i stap.

**LGBTQI** i minim Lesbian, Gay, Baesexual, Transjenda, Queer or Questioning and Intaseks.

**MSM** (man we i gat seks wetem man) hemi wan teknikol term we hemi emfesaesem seksual intakos bitwin tu man. Oli yusum tisfala term long medikol wol we i refer nomo long seksual bihevia, i no jenda aedentiti o seksual orientesen. Wan MSM i save stap olsem wan heterosekual, homosekual, baesekual, or transjenda man

**SEKS ASAENED LONG WE WAN I BON/BIOLOJIKOL SEKS (SEX ASSIGNED AT BIRTH/BIOLOGICAL SEX)** hemi asaenmen o klasifikesen blong ol pipol olsem wan boe o gel, intaseks, o wan narafala seks asaened long taem we wan i bon we hemi based on fisikal bodi part o jenetik analisis.

**SEKSUAL FLUIDITI (SEXUAL FLUIDITY)** i wan aedia se seksual orientesen/ atraksen i save jenj ova taem, mo hemi dipen long situesen we i stap.

**SEKSUAL HELT (SEXUAL HEALTH)** toktok blong Wol Helt Organaesesen (WHO) i telem se seksual helt hemi wan wei blong komplet fisikol, emosenal, mo sosal we hemi join wetem seksualiti; i no jes minim fri long disease o disfunksen. Seksual helt i nidim positive lukluk long seksualiti mo seksual relesen, we i inkludem posibiliti blong gat wan seksual eksperiens we i sef, plesent, mo fri long koersen, diskriminesen, vaelens mo threats. Blong seksual helt hem gat mo kipim, mo ol seksual raet blong ol pipol i mas gat respekt, protected mo fulfilled[62].

**SEKSUALITI (SEXUALITY)** folem toktok blong WHO seksualiti hemi: "…ol mein part blong wan hiuman being long laef long hem i gat, seks, jenda aedentiti mo jenda rol, seksual orientesen, erotisisim, plesa, intamsi, mo reproduksen. Seksualiti hemi wan eksperiens we ekspresen blong hemi i tru long tingting, fantasi, seksual arasual, bilif, atitud, valiu, bihevia, intamasi, mo reproduksen. Seksualiti i gat evri wan long olgeta long hem, wan i no save eksperiensem o ekspresem evriwan. Seksualiti i gat influens blong ol intaksen blong bioloji, saekoloji, sosal, ekonomik, politikol, kaljarol, legal, historikol, mo rilijous mo ol spiritul fakta[63]."

**SEKSUAL ORIENTESEN/SEKSUALITI (SEXUAL ORIENTATION/SEXUALITY)** hemi fisikol, romatik, emosenal, aesthetic, mo ol narafala wei blong atraktem wan narafala. Term lesbian i diskraebem wan woman we i romantikli, emosenali, mo seksuali atrakted long ol narafala woman. Term gay i

diskraebem wan man we i romantikli, emosenali, mo seksuali atrakted long ol narafala man. Term baeseksual i diskraebem wan individual we i romantikli, emosenali, mo seksuali atrakted long ol narafala man mo woman.

**SOGIE** hemi minim Seksual Orientesen, Jenda Aedentiti mo Ekspresen mo hemi diskraebem wan bigfala spektrum blong ol pipol, i no je sol "LGBT" Lesbian, gay baeseksual mo transjenda) komuniti. Term ia i stap long plente legal dokterin, long United Nations dokumen, mo hemi popular long sosal media. Hemi yusful from we hemi inklusiv. SOGIE hemi refer long ol karaktaristis we i komon long evri hiuman being from we evriwan i gat seksual orientesen mo jenda aedentiti. Evriwan hemi ekspresem jenda blong hem, i no jes olgeta we i aedentifae olsem lesbian, gay baeseksual mo transjenda.

TRANSISEN hemi wan we hemi i stap long wan proses blong developing mo assuming wan jenda ekspresen we i join wetem jenda aedentiti blong hem. Transisen i save inkludem: kam aot long famle blong hem, ol frens, mo ol ko-woka blong hem; jenjem nem blong hem, seks blong hem long legal dokumen; hormone therapy; mo posibiliti (be i no evri taem) blong mekem surgery. Hemi moa gud blong no assume hao wan i stap mekem transisen, from evriwan i difren.

## Ol Aedentiti

**AJENDA (AGENDER)** hemi minim 'no gat jenda'. Yusum blong aedentifaem olgeta pipol we i no aedentifae wetem o folem eni jenda.

**ANDROJENUS (ANDROGYNOUS)** hemi ol jenda bihevia, presentesen mo ol rol we i inkludem samfala part blong masculine mo feminine. Ol Piipol blong eni jenda aedentiti o seksual orientesen i save stap olsem androjenus. Ol non-binari pipol i moa komfotabol from we oli save eksternali ekspresem jenda aedentiti blong olgeta, from dresap blong olgeta i no soemaot se oli man o woman[64].

**ASEKSUAL (ASEXUAL)** i wan we i eksperiensem smol o no seksual disaea (be maet hemi laekem non seksual romantik koneksen)

**BAESEKSUAL (BISEXUAL)** hemi minim olgeta we I attracted long man mo woman tugeta; sam taem yu save yusum term ia jenerali blong refer long ol pipol we oli atrakted long ol narafala jenda we i olsem hem mo ol pipol we jenda i no olsem olgeta.

**SISJENDA/SIS** (**CISGENDER/CIS)** wod ia i kamaot long Latin langwis we i minim "stap long semfala saed" we hemi oposit long trans- we i minim "krosem". Hemi wan term we wan i save yusum blong aedentifae wetem seks we oli bon wetem – olsem wan man hemi asaened boe taem hemi bon o women taem hemi bon. Term sisjenda hemi no tokbaot jenda ekspresen, seksual orientesen, hormonal mekap, fisikol anatomi, o hao ol narafala i lukim hem long deili laef blong hem.

**KROS-DRESING (CROSS-DRESSING)** hemi wan akt we wan i dresap long jenda we oli normali oli no aedentifae wetem. Wan i mekem olsem blong eksperiensem ol fantesi, blong drag show/parti, o seksual eksaetment.

**DEMIJENDA (DEMIGENDER)** i wan jenda aedentiti we hemi gat ol hafhaf filing, i no ful filing blong konekt long wan jenda aedentiti o konsept blong jenda. Fulap taem ol demijenda pipol i aedentifae olsem non-binari.

**GAY** i refer long pipol we hemi meinli romantik/erotik atraksen long ol pipol blong semfala jenda, i.e. man we oli atrakted long man, mo woman we i atrakted long woman.

**JENDAFLUID (GENDERFLUID)** i wan aedentiti we i save jenj ova taem. Wan jenda fluid person maet eni taem aedentifae olsem wan man, woman, ajenda, o eni narafala non-binari aedentiti, o kombaenem eni aendetiti. Jenda blong olgeta i save jenj folem ol difren situesen. Maet ol jendafluid pipol i aedentifae olsem multi jenda, non-binary o transjenda. Jendafluid pipol i fil moa komfortabol blong yusum ol jenda neutral nem mo yusum wan androjenus jenda ekspresen. Jendafluid i aedentifae wetem ol seks part o seksual orientesen blong hem.

**JENDA – NEUTRAL (GENDER-NEUTRAL)** hemi inkludem evri jenda, olsem se hemi no jenda spesifik. Wan "jenda neutral toilet i wan toilet we evriwan i save yusum. Hemi no blong ol "jenda-neutral" pipol nomo.

**JENDA NON-BINARI (GENDER NON-BINARY)** i wan spektrum blong jenda aedentiti we oli no jes man o woman mo oli aotsaed long jenda binari.

**JENDA NON-KONFORMING** (**GENDER NON-CONFORMING)** i wan jenda ekspresen we i no conform wetem wanem sosaeiti i stap ekspektem mo ol jenda norm. ol ekspektesen i difren long ol difren kalja mo oli jenj ova taem.

**JENDAKWIR (GENDERQUEER)** wan i yusum blong diskraebem wan person we hemi fil se jenda aedentiti blong olgeta I no fit insaed long normal sosal strakja we i join wetem asaened seks long taem oli bon/biolojikol seks. Jendakwir i wan aedentiti we stap eniwea bitwin or aotsaed long man/boe mo woman/gel long spektrum blong ol jenda aedentiti.

**HOMOFOBIA (HOMOPHOBIA)** hemi ol filing blong fraet long ol homoseksual long saed blong tingting mo bihevia we i mekem se i gat bias, akusesens, mo diskriminesen agensem ol homoseksual. Transfobia hemi ol filing blong fraet long ol transjenda o olgeta we oli no stap insaed long tradisonal binary jenda norm.

Long fulap kalja, homophobia mo transfobia i strong tumas we i mekem se ol homoseksual mo transjenda i eksperiensem ol internalaesed stigma, we hemi heitem, kros mo sem long hem wan.

**INTASEKS** (**INTERSEX)** i wan general term blong yusum long fulap difren situesen we wan i bon wetem ol seks part we i blong boe mo gel tugeta. Toktok intaseks i jenjem olfala toktok we i stigmataesem mo misleading term "hermafrodaet".

**LESBIAN** i refer long woman we hemi gat wan romantik mo erotic atraksen long wan woman

**PANSEKSUAL (PANSEXUAL)** i refer long blong stap open long atraksen long ol memba blong evri seksual orientesen mo jenda aedentiti we i inkludem heterosekual/stret, gay, lesbian, baesekual, transjenda, etc

**KWIR (QUEER)** i anda long wan umbrella term blong diskraebem fulap difren kaen pipol we oli no stap insaed long heteroseksual/stret mo ol jenda norm. hemi wan toktok blong jik we oli yusum long politiks blong aedentifaem olgeta we ol marjenalaed from we oli no wantem folem wanem sosaeiti telem seksual aedentiti blong olgeta I mas mekem. Samtaem kwir I wan shortcut toktok blong LGBT. O long narafala taem oli yusum blong talemaot olgeta we oli politakali kwir pipol long ol normal LGBT pipol. From we hemi wan tokjik, yu mas tingting gud bifo yu yusum espesiali long public komunikesen mo sipos yu tu yu no kwir.

**TRANS** i eniwan we jenda aedentiti mo jenda ekspresen i difren bigwan long wanem i ekspekted long kalja folem seks we i asaened long hem taem hemi bon. Tisfala bigfala open toktok i inkludem transjenda, transsekual mo jendakwir pipol, krosdresa, drag kwin mo kings, masculine women mo feminine men, mo moa.

**TRANS FEMALE** ( (o transjenda woman, transwoman, transeksual woman) hemi wan asaened boe taem hemi bon be naoia hemi aedentifae mo stap olsem wan woman.

**TRANS MALE** (o transjenda man, transman o transeksual, transeksual man) hemi wan asaened gel long taem we hemi bon, mo naoia hemi aedentifae mo stap olsem wan man.

**TRANSJENDA (TRANSGENDER)** i refer long spesifikli long ol pipol we ol gat wan eksperiens blong transisening (sosali mo medikali) blong liv olsem wan kaen jenda blong jenis blong liv long wan narafala jenda. Stret we blong yusum term Transjenda i olsem: "wan transjenda person o ol transjenda pipol"

**TRANSSEKSUAL (TRANSSEXUAL)** hemi wan original term we wan i yusum blong tokdaon o spoilem wan narafala. Mining blong hemi klosap sem mak olsem transjenda we i soemaot difren bitwin jenda aedentiti mo asaened seks taem we wan i bon. Plente taem, transseksual i minim se wan i stap go tru long transisen wetem horome o surgery. Be transseksual i difren from we hemi no wan umbrella wod, mo fulap transjenda pipol i no aedentifae olsem wan transseksual. Hemi no stret blong yusum wod ia transseksual, unless wan transseksual person i askem yu blong yusum wod ia.

**TU SPIRIT (TWO-SPIRIT)** i wan jenda aedentiti spesifik long Native Amerca kalja. Sipos wan hemi tu-spirited, i minim se bodi blong hem i gat tu spirit tugeta long bodi blong hem, masculine spirit mo feminine spirit. Maet oli fulfilim rol blong tufala jenda we i kaveremap fulap jenda mo seksual orientesen katagori blong kaljarol tradisen, blong bifo mo blong tedei.

# Appendix 2 Resources

### *1. General Resources*

Advancing the human rights and inclusion of LGBTI people: A handbook for parliamentarians https://hivlawcommission.org/wp-content/uploads/2017/07/rbap-2017-parliamentarians-handbook-lgbti-inclusion.pdf

International Human Rights Law and Sexual Orientation & Gender Identity https://www.unfe.org/wp-content/uploads/2017/05/International-Human-Rights-Law.pdf LGBT Inclusion Index https://www.undp.org/content/undp/en/home/librarypage/hiv-aids/lgbti-index.html

Living free and equal https://www.ohchr.org/Documents/Publications/LivingFreeAndEqual.pdf

The role of the United Nations in combatting discrimination and violence against lesbian, gay, bisexual, transgender and intersex people https://www.ohchr.org/Documents/Issues/Discrimination/LGBT/UN_LGBTI_summary_2019.pdf

### *2. SOGIE related Organizations and Initiatives*

- Asia Pacific Coalition on Male Sexual Health or APCOM (http://www.apcom.org )
- International Lesbian, Gay, Bisexual, Trans and Intersex Association or ILGA http://ilga.org including ILGA ASIA (http://ilga.org/network/ilga-asia/)
- International Day Against Homophobia, Transphobia & Biphobia http://dayagainsthomophobia.org
- International Gay and Lesbian Human Rights Commission or IGLHRC www.ilghrc.org
- ISEAN http://isean.asia
- The Asia and Pacific Transgender Network or APTN www.weareaptn.org

*3. Family and Community Resources*

Family Project https://familyproject.sfsu.edu/ and https://familyproject.sfsu.edu/sites/default/files/FAP_pst.pdf

Family Education Best Practices https://familyproject.sfsu.edu/family-education-booklet

GSA Network Supporting LGBTQ Youth through Family Engagement https://gsanetwork.org/resources/supporting-lgbtq-youth-through-family-engagement/

*4. Resources for the Workplace*

Diversity Best Practices. LGBTQ Inclusive Practices https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2019/04/lgbtq_inclusive_policies_practices_0.pdf

Beyond Diversity: An LGBT Best Practice Guide for Employers https://prideatwork.ca/wp-content/uploads/2017/09/Beyond-Diversity-LGBT-Guide.pdf

Best Practices for Building an LGBT-Inclusive Workplace https://www.littler.com/files/Best_Practices_for_Building_a_LGBT-Inclusive_Workplace.pdf

*5. Health resources and articles*

Best Practices in LGBT Care: A Guide for Primary Physicians https://www.researchgate.net/publication/304748627_Best_practices_in_LGBT_care_A_guide_for_primary_care_physicians

Improving the health care of lesbian, gay, bisexual and transgender people: Understanding and Eliminating Health Disparitieshttps://www.lgbtqiahealtheducation.org/wp-content/uploads/Improving-the-Health-of-LGBT-People.pdf

Recommended Best Practices for Working with Lesbian, Gay, Bisexual and Transgender (LGBT) Patients https://lgbtq.dc.gov/sites/default/files/dc/sites/glbt/publication/attachments/BestPracticeMedicalProviders.pdf

SOGIE https://www.dolanassoc.com/single-post/2019/10/27/SOGIE---Sexual-Orientation-Gender-Identity-and-Gender-Expression

Top Health Issues for LGBT Populations Information & Resource Kit https://store.samhsa.gov/sites/default/files/d7/priv/sma12-4684.pdf

*6. Education resources and articles*

Being LGBT in School https://www.schooleducationgateway.eu/en/pub/resources/publications/being-lgbt-in-school.htm

Creating Safe Space for GLBTQ Youth: A Toolkit https://advocatesforyouth.org/wp-content/uploads/storage/advfy/documents/safespace.pdf

New LGBTQ Best Practices Guide https://www.tolerance.org/magazine/fall-2018/tts-new-lgbtq-best-practices-guide

Respect for All Policy Recommendations to Support LGBTQ Students https://www.glsen.org/activity/respect-all-policy-recommendations-support-lgbtq-students

School-related violence and bullying on the basis of Sexual Orientation and Gender Identity or Expression (SOGIE) - Synthesis Report on China, the Philippines, Thailand and Viet Nam https://bangkok.unesco.org/content/school-related-violence-and-bullying-basis-sexual-orientation-and-gender-identity-or

SOGI 123 https://www.sogieducation.org/

SOGI inclusive classroom checklist https://www.sogieducation.org/all-educators-posts/sogi-inclusive-classroom-checklist-in-action

SOGIE Training Manual https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf

*7. Safety and Justice resources*

African LGBTQI activists trained on safety and security.
https://outrightinternational.org/content/african-lgbtiq-activists-trained-safety-and-security

Best Practices of Law Enforcement in Working with LGBTQ Victims (Webinar)https://forge-forward.org/event/best-practices-of-law-enforcement-lgbtq-victims/

Best Practices in Policing and LGBT Communities in Ontario
http://www.oacp.on.ca/Userfiles/Files/NewAndEvents/OACP%20LGBTQ%20final%20Nov2013.pdf

Evaluation of Police Training on LGBTQ Issues: Knowledge, Interpersonal Apprehension, and Self-Efficacy
https://www.researchgate.net/publication/257763674_Evaluation_of_Police_Training_on_LGBTQ_Issues_Knowledge_Interpersonal_Apprehension_and_Self-Efficacy

Gender, Sexuality, and 21st Century Policing: Protecting the rights of the LGBTQ+ community
https://www.iadlest.org/Portals/0/cops%20LGBTQ.pdf

Handbook on the Protection of LGBT people https://www.lgl.lt/en/files/Handbook-on-the-protection-of-LGBT-people-ENG-Internet1.pdf

ILGA-Europe toolkit for training police officers on tackling LGBTI-phobic crime https://www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/ilga-europe-toolkit-training-police-officers

Improving the Law Enforcement Response to LGBT-Identified Individuals
https://obamawhitehouse.archives.gov/blog/2016/11/04/improving-law-enforcement-response-lgbt-identified-individuals

LGBTQ-Affirming Policing: Tactics Generated by Law Enforcement Personnel
https://static1.squarespace.com/static/5a717526f43b55ecc7847aa4/t/5b3e5d6c2b6a28dc000ae095/1530813826570/Israel+(2016)+LGBTQ-Affirming+Policing-+Tactics+Generated+by+Law+Enforcement+Personnel.pdf

Living Free and Equal: What States are doing to tackle violence and discrimination against lesbian, gay, bisexual, transgender and intersex people
https://www.ohchr.org/Documents/Publications/LivingFreeAndEqual.pdf

Policing Diversity: Examining Police Resistance to Training Reforms for Transgender People in Australia
https://www.researchgate.net/publication/280691665_Policing_Diversity_Examining_Police_Resistance_to_Training_Reforms_for_Transgender_People_in_Australia

Prison Policy Research: LGBT https://www.prisonpolicy.org/research/lgbt/

Transguidance for the Policing Sector – Guidance for the Individual
https://www.npcc.police.uk/2018%20FOI/EDHR/Trans%20Guidance%20for%20the%20Policing%20Sector%20Individual.pdf

# END NOTES

[1] For a complete listing of laws and rights in Oceania see https://en.wikipedia.org/wiki/LGBT_rights_in_Oceania

[2] For basic definitions within SOGIE, see http://www.chp.edu/-/media/chp/departments-and-services/adolescent-and-young-adult-medicine/documents/gender-and-sexual-development/basic-definitions-SOGIE.pdf?la=en&hash=C2D13108540DD7D4A685C55CB30C7ACD6C71D310

[3] For more detail, see among others Wan Smol Bag 2016 Annual report https://dfat.gov.au/about-us/publications/Documents/vanuatu-wan-smolbag-theatre-annual-report-2016.pdf

[4] Gender: Definitions https://www.euro.who.int/en/health-topics/health-determinants/gender/gender-definitions#:~:text=Gender%20is%20used%20to%20describe,grow%20into%20women%20and%20men.&text=The%20WHO%20gender%20policy%202002%20defines%20the%20terms%20below. What is the difference between sex and gender? https://www.ons.gov.uk/economy/environmentalaccounts/articles/whatisthedifferencebetweensexandgender/2019-02-21#:~:text=The%20World%20Health%20Organisation%20regional,expression%2C%20and%20how%20they%20behave. Sex and gender: What is the difference? https://www.medicalnewstoday.com/articles/232363

[5] See e.g. the documentary Two Spirits http://twospirits.org/ See also https://lgbtqhealth.ca/community/two-spirit.php#:~:text=%E2%80%9CTwo%2Dspirit%E2%80%9D%20refers%20to,gender%20and%2For%20spiritual%20identity. And https://en.wikipedia.org/wiki/Two-spirit

[6] Fa'afanine. https://en.wikipedia.org/wiki/Fa%27afafine#:~:text=Fa%CA%BBafafine%20are%20people%20who%20identify,Samoa%20and%20the%20Samoan%20diaspora.

[7] Genderbread https://www.genderbread.org/ https://flyingketchup.ph/do-we-really-need-the-sogie-equality-bill/

[8] SOGIE Spectrum https://pbs.twimg.com/media/ED2SxdhUEAExpP1.jpg

[9] https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf, p. 34 ff

[10] http://www.undp.org/content/dam/undp/library/HIV-AIDS/Key%20populations/3_TRANSIT_Chapter%202.pdf

[11] Kantor, 1998 cited in https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf, pp. 39-40

[12] AOCOM Training Manual 2, p. 37://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf

[13] UNhttps://www.ohchr.org/Documents/Publications/BornFreeAndEqualLowRes.pdf

[14] UNOHCR *Born Free and Equal*. https://www.ohchr.org/documents/publications/bornfreeandequallowres.pdf (2012)

[15] A useful fact sheet is provided by Free and Equal, entitled *International Human Rights Law and Sexual Orientation & Gender Identity* https://www.unfe.org/wp-content/uploads/2017/05/International-Human-Rights-Law.pdf Also useful is Eurasian Commission on Male Health's *International standards and principles related to SOGIE and HIV* https://ecom.ngo/wp-content/uploads/2018/07/SOGIE-ENG-1.pd

[16] The UN and the Rights of LGBT people https://www.pgaction.org/inclusion/background/united-nations.html; quoted from LGBTI Inclusion Index Concept Note, June 2016.

[17] UNDP, *LGBTI Inclusion Index Concept Note, June 2016.*

[18] *https://www.equalityjusticealliance.org/about/lgbt-rights/*

[19] Kaleidoscope. *Speaking out: The rights of LGBTI citizens from across the Commonwealth* https://kaleidoscopetrust.com/usr/library/documents/main/speaking-out-lgbti-rights-in-the-cw.pdf

[20] UNHCHR - *BORN FREE AND EQUAL: Sexual Orientation and Gender Identity in International Human Rights* https://www.ohchr.org/Documents/Publications/BornFreeAndEqualLowRes.pdf

[20] http://www.asia-pacific.undp.org/content/rbap/en/home/programmes-and-initiatives/being-lgbt-inasia.html and http://www.asia-

[21] http://www.asia-pacific.undp.org/content/rbap/en/home/programmes-and-initiatives/being-lgbt-inasia.html and http://www.asia-

[22] https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/09/PPA-2018-Part-I-EN2.pdf

[23] PACIFIC PLATFORM FOR ACTION ON GENDER EQUALITY AND WOMEN'S HUMAN RIGHTS 2018–2030 Endorsed by the Ministers for Women's on 5th October 2017 https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/10/PPA-Gender-Equality-Womens-Human-Rights.pdf

[24] https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/10/PPA-Gender-Equality-Womens-Human-Rights.pdf

[25] ILGA, 2017. State-sponsored Homophobia; a world survey of sexual orientation laws. Online at: https://ilga.org/downloads/2017/ILGA_State_Sponsored_Homophobia_2017_WEB.pdf

[26] The UN and rights of LGBTI people. https://www.pgaction.org/inclusion/background/united-nations.html

[27] Vanuatu National Child Protection Policy https://mjcs.gov.vu/images/policy/Vanuatu_National_Child_Protection_Policy_2016-2026_FINAL_Nov16.pdf

[28] https://mjcs.gov.vu/images/policy/Vanuatu_National_Child_Protection_Policy_2016-2026_FINAL_Nov16.pdf, p. 13

[29] Key informant interview, Gender and LGBTQI+ policy and programming in Vanuatu: Opportunities, challenges, capacity and tools for change, Oxfam Research Reports, July 2020, p. 21

[30] Gender and LGBTQI+ policy and programming in Vanuatu: Opportunities, challenges, capacity and tools for change, Oxfam Research Reports, July 2020, p. 34
[31] UNDP - *Measuring LGBTQ Inclusion* (2016) https://globalphilanthropyproject.org/wp-content/uploads/2016/11/Measuring-LGBTI-Inclusion-Research-Paper-July-5-submitted-for-Montevide....pdf, p. 8
[32] UNDP Indicators, p. 5
[33] Engaging families and communities in support of LGBTQ youth https://www.bgca.org/-/media/Documents/KidsInNeed/Initiatives/EngagingFamiliesAndCommunities-LGBTQ-Guide.ashx
[34] Family Acceptance Project https://familyproject.sfsu.edu/sites/default/files/FAP_pst.pdf
[35] Research data taken from Spirit Day https://www.glaad.org/spiritday#what
[36] When your LGBTW teen comes out https://216teens.org/parents/parents-lgbtq-teens/ and https://nortonchildrens.com/news/coming-out-family-support/ Supportive Families, Healthy Children: Helping Families with Lesbian, Gay, Bisexual and Transgender Children Family Acceptance Project – San Francisco State University http://bit.ly/2k5qeQc Families Supporting an LGBTQ Child CWLA & Lambda Legal http://bit.ly/2jQWcAs
[37] National Bullying Prevention Week https://www.stompoutbullying.org/national-bullying-prevention-awareness-month
[38] Spirit Day https://www.glaad.org/spiritday
[39] Day of Silence https://www.glsen.org/day-of-silence
[40] No Name-calling Week https://www.glsen.org/no-name-calling-week
[41] Diversity Best Practices LGBTQ https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2019/04/lgbtq_inclusive_policies_practices_0.pdf Beyond Diversity: An LGBT Best Practice Guide for Employers https://prideatwork.ca/wp-content/uploads/2017/09/Beyond-Diversity-LGBT-Guide.pdf
[42] Best Practices for Building an LGBT-Inclusive Workplace https://www.littler.com/files/Best_Practices_for_Building_a_LGBT-Inclusive_Workplace.pdf
[43] Beyond Diversity: An LGBT Best Practice Guide for Employers https://prideatwork.ca/wp-content/uploads/2017/09/Beyond-Diversity-LGBT-Guide.pdf
[44] Adapted from Recommended Best Practices for Working with Lesbian, Gay, Bisexual and Transgender (LGBT) Patients https://lgbtq.dc.gov/sites/default/files/dc/sites/glbt/publication/attachments/BestPracticeMedicalProviders.pdf
[45] https://www.dolanassoc.com/single-post/2019/10/27/SOGIE---Sexual-Orientation-Gender-Identity-and-Gender-Expression
[46] Best Practices in LGBT Care: A Guide for Primary Physicians https://www.researchgate.net/publication/304748627_Best_practices_in_LGBT_care_A_guide_for_primary_care_physicians
[47] Top Health Issues for LGBT Populations Information & Resource Kit https://store.samhsa.gov/sites/default/files/d7/priv/sma12-4684.pdf
[48] Improving the health care of lesbian, gay, bisexual and transgender people: Understanding and Eliminating Health Disparitieshttps://www.lgbtqiahealtheducation.org/wp-content/uploads/Improving-the-Health-of-LGBT-People.pdf
[49] Vanuatu People's Plan https://ogcio.gov.vu/images/nsdp/Vanuatu2030-EN.pdf, p. 10
[50] https://production-tcf.imgix.net/app/uploads/2016/06/14212954/LGBT_2.png
[51] Respect for all: Policy recommendations to support LGBTQ students. GLSEN https://www.glsen.org/activity/respect-all-policy-recommendations-support-lgbtq-students
[52] https://www.hrc.org/resources/a-call-to-action-lgbtq-youth-need-inclusive-sex-education
[53] https://www.tolerance.org/magazine/fall-2018/tts-new-lgbtq-best-practices-guide
[54] Cantor, P., Osher D., Berg, J., Steyer, L., & Rose, T., (2018) *Malleability, Plasticity, and Individuality: How children learn and develop in context*, Applied Developmental Science;
[55] Living Free and Equal https://www.ohchr.org/Documents/Publications/LivingFreeAndEqual.pdf, p 28
[56] https://www.glsen.org/activity/respect-all-policy-recommendations-support-lgbtq-student
[57] https://advocatesforyouth.org/wp-content/uploads/storage/advfy/documents/safespace.pdf https://bangkok.unesco.org/content/school-related-violence-and-bullying-basis-sexual-orientation-and-gender-identity-or
[58] Vanuatu People's Plan https://ogcio.gov.vu/images/nsdp/Vanuatu2030-EN.pdf p. 12
[59] Living Free and Equal https://www.ohchr.org/Documents/Publications/LivingFreeAndEqual.pdf , p. 24
[60] Best practices of law enforcement in working with LGBTW victims. https://veracvs.adobeconnect.com/p0qv1swxl795/
[61] Prison Policy Initiative: LGBT https://www.prisonpolicy.org/research/lgbt/
[62] https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf P. 24
[63] https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf, PP 45-25
[64] SOGIE Handbook https://www.apcom.org/storage/2017/02/SOGIE-Training-Manual_EN.pdf