

# The social exclusion of lesbian, gay, bisexual and transgender people in Hungary



Results from the LGBT Survey 2010



**LMBT**  
KUTATÁS  
2 0 1 0

  
**HÁTTÉR**  
TÁRSASÁG



# The social exclusion of lesbian, gay, bisexual and transgender people in Hungary

Results from the LGBT Survey 2010



**Szerző:** Karsay Dodó

**A kutatócsoport tagjai:**

Dombos Tamás

Mocsonaki László

Dr. P. Tóth Tamás

Dr. Takács Judit

**Szakmailag ellenőrizte:** Dombos Tamás

**Kiadványterv és tördelés:** [www.artspublic.com](http://www.artspublic.com)



Köszönjük a segítséget a kutatásban és a kiadvány összeállításában közreműködő LMBTQI aktivistáknak, csoportoknak és szervezeteknek.

A kiadvány megjelenését az ILGA-Europe Human Rights Violations Documentation Fund programja támogatta. A jelen dokumentumban kifejtett vélemények nem feltétlen tükrözik az ILGA-Europe álláspontját.

Hátér Társaság  
1132 Budapest, Csanády u. 4/B  
Telefon: [1] 238 0046  
Fax: [1] 799 8418  
[hatter@hatter.hu](mailto:hatter@hatter.hu)  
[www.hatter.hu](http://www.hatter.hu)

Hátér Társaság 2015

ISBN 978-963-88045-4-9

# Table of Contents

6	Overview
9	Methodology
12	Discrimination and violence: an overview
17	School
20	Employment
24	Health
28	Partnership and parenting
32	Recommendations

# 1 | Overview

In 2010 Hatter Society and the Institute of Sociology of the Hungarian Academy of Sciences conducted a large-sample survey to learn more about the lives and experiences of lesbian, gay, bisexual, and transgender (LGBT) people in Hungary.<sup>1</sup> The study aimed at mapping areas and forms of discrimination that Hungarian LGBT people may have been subjected to on the basis of their sexual orientation or gender identity. The survey included 17 thematic sections and a total of 252 questions.<sup>2</sup> This was the second study of its kind in Hungary.

---

**The first such research was carried out in 2007 and collected 1122 responses. By 2010 there was a clear need to follow up on the findings and see how experiences might have changed over the years. It was also important to expand the scope to cover a broader sample of topics and gather more detailed data.**

**The report of the 2007 research can be reached here: <http://www.hatter.hu/kiadvanyaink/lmbtkutatas2007>**

---

## Key findings

### Discrimination and violence

- Every third respondent reported experiencing discrimination because of their sexual orientation or gender identity.
- More than one-third of discriminatory incidents happened in public places, such as on public transportation or on the street.

- Three-quarters of respondents said that discrimination against sexual minorities had become more widespread in the past 5 years (2005–2010) and 59% described themselves as a member of a discriminated group.
- Only 15% of victims of discrimination have filed official reports.
- Only 1 in 5 formal reports have led to the perpetrator being held accountable.
- Sixteen percent of respondents have been victims of homophobic or transphobic violence. The majority of the attacks took place in public places (63%).
- Twenty-one respondents reported being raped. Trans people significantly (25%) and women (40%) were slightly overrepresented among rape victims.
- Only 15% of violence victims filed a formal report and a mere 16% turned to a doctor or psychologist.
- Only 1 in 10 formal reports led to the perpetrator being held accountable.

### School

- Every fifth respondent reported experiencing discrimination in educational institutions, most commonly in high school (83%).
- The most common forms of discrimination included being the target of gossip and lies (83%) and bullying or harassment by peers (67%).
- Twenty-nine percent of those discriminated reported humiliation or harassment by teachers.
- Several trans students reported being routinely harassed because of their gender expression or their documents not matching up with their physical presentation.
- Twenty-three percent of those discriminated at school reported being target of physical abuse.
- In 59% of the cases teachers did nothing to combat homophobic or transphobic incidents; in 17%, teachers supported the bullies.
- Two-thirds of respondents said that LGBT topics were completely missing from school curricula.
- Only 2% of schools discussed the topic of transsexuality in details.

---

<sup>1</sup> The project was funded by ILGA-Europe's Human Rights Violations Documentation Fund program.

<sup>2</sup> The topics were gender identity and sexual orientation, family and friends, partnership, parenting, employment, school, health, religion, discrimination and violence, civil society, politics, awareness of LGBT rights, hiding, and mental health.

- Respondents reported that the inclusion of LGBT topics in school curricula boosted their self-esteem, encouraged them to come out, and decreased their suicidal tendencies.

## Employment

- The unemployment rate among respondents (6%) was notably lower than in the overall Hungarian population (10%), however, trans respondents however were twice as likely to report being currently unemployed (12% vs. 6%) or long-term unemployed (62% vs. 39%) than non-trans respondents.
- Only 17% said they were fully out to the coworkers, while another 32% were selectively out to a few of their colleagues.
- Respondents said that the vast majority of both coworkers (92%) and bosses (87%) were supportive when they came out.
- Trans people were more often met with co-workers and bosses who did not want to talk about the topic any further, than LGB people.
- Every third respondent reported being afraid of experiencing some discrimination or disadvantage by coming out at work.
- To not have to disclose they were LGBT many avoided private conversations with colleagues (38%) or chose not to attend social events at their workplace (29%).
- Thirteen percent of respondents have suffered discrimination at work before. Most of them were the subject of gossip (81%) or experienced a homophobic or transphobic work environment (72%); harassment and humiliation were also common (41%).
- One-third of those discriminated against were rejected when applying for work (31%) or fired (32% because of their sexual orientation or trans status).
- Trans people were twice as likely to report experiencing discrimination at work than non-trans gays and lesbians (29% vs. 15%).
- Only 15% of victims said they filed a formal complaint.
- Only 21% said that their employers had a non-discrimination policy.

## Health

- Respondents reported a relatively low occurrence of discrimination in health care settings (7%), which may be due to the fact that very few people come out to their doctors.
- Although the majority of respondents said it was

important for doctors to know their patient's sexual orientation or gender identity (71%), 57% said they were afraid to share any related information with them.

- Four of five transsexual respondents who had transitioned or were undergoing transition at the time of the survey said they had disclosed their status to their doctor, compared to two-thirds of all transgender respondents, including those without a history of transition.
- Respondents who said they were out to their doctors were three times as likely to report being mistreated on the basis of sexual orientation or trans status (3% vs. 12%).
- The most common forms of discrimination included that medical staff asked inappropriate questions (55%), blamed the respondent for an illness (34%) or started to pay more attention to hygiene (e.g. using gloves) (34%).
- Only 6% of those reported facing discrimination said they reported the incident and only 13% of reported incidents resulted in the perpetrator being held accountable.
- Seventy-eight percent of respondents were satisfied with their current physical health. Only 2% said they had poor or extremely poor health.
- When it came to mental health, 42% of respondents said they had considered suicide and 30% of them reported having attempted suicide.
- Reported suicide attempts were twice as high among respondents who said they had experienced homophobic or transphobic discrimination and three times as high among those who said they had experienced homophobic or transphobic violence.
- One in five respondents reported having had a sexually transmitted infection (STI).
- Forty-three percent of men said they had never been tested for HIV, and only 14% reported getting tested regularly.
- Ninety-three percent of trans respondents agreed that being trans should not be considered a disorder.
- Half of transsexual respondents have consulted a psychologist about transitioning; 28% were undergoing hormone treatment at the time, and 17% had changed their legal gender.
- Thirteen of 20 of those having undergone surgeries were satisfied and 7 were dissatisfied with their quality.
- There was an equal distribution between those who

financed their surgeries themselves (35%), whose costs were covered by the state (35%) and who paid for part of it themselves (30%).

- Forty-one percent of transsexual respondents cited financial barriers as a reason for not having surgeries.
- Nineteen of 59 respondents said they faced some form of mistreatment during their transition, mainly harassment or verbal abuse by doctors and nurses.
- Four out of five transsexual respondents said they were planning to change their legal gender in the future.
- The overwhelming majority of both transsexual (91%) and other trans respondents (82%) agreed legal gender recognition procedures should not require trans people to undergo any unwanted medical procedures.
- Of the three intersex respondents two reported that they had been subjected to forced medical interventions to change their sex characteristics.

## Partnership and parenting

- Fifty-three percent of respondents reported being in a stable relationship at the time of the survey, most of them for at least a year (75%). Seventy percent reported engaging in sexual relations only with their partner.
- Only 1.5% of respondents reported being in a registered partnership<sup>3</sup>, but 51% said they planned to register their partnership.
- The vast majority of respondents (87%) said that same-sex marriage should be legalized in Hungary.
- Every tenth respondent reported having children of their own, and another 5% being involved in raising the children of their partner. Most children (82%) were from a previous, heterosexual relationship.
- Three percent of respondents are parents in a rainbow family, where two same-sex partners are raising children.
- Most of those who said they did not want to have children cited logistic or legal difficulties (33%) or feared that their children would suffer disadvantage (26%).
- Of those who said they planned on having children, assisted reproduction or surrogacy was the most likely to be chosen (38%) as the preferred option.
- Ninety percent said they would support legislation that establishes legal recognition of same-sex parented families.

---

<sup>3</sup> Same-sex couples have been able to enter registered partnerships since 1 July 2009.



## 2 | Methodology

Responses were recorded using a community sample: the survey was disseminated via LGBT organizations, bars, events, websites, dating sites, and magazines. The survey cannot be considered representative, as it could not reach LGBT persons who were less in touch with the community and activist scenes in Hungary. Yet the high number and diverse demographic composition of respondents makes the research a trustable source of data.

Data was collected in the period of 15 September through 30 November 2010, primarily via an online survey platform. Additionally, 158 people in Budapest, Debrecen, Miskolc, Pécs, and Szeged were surveyed in person.

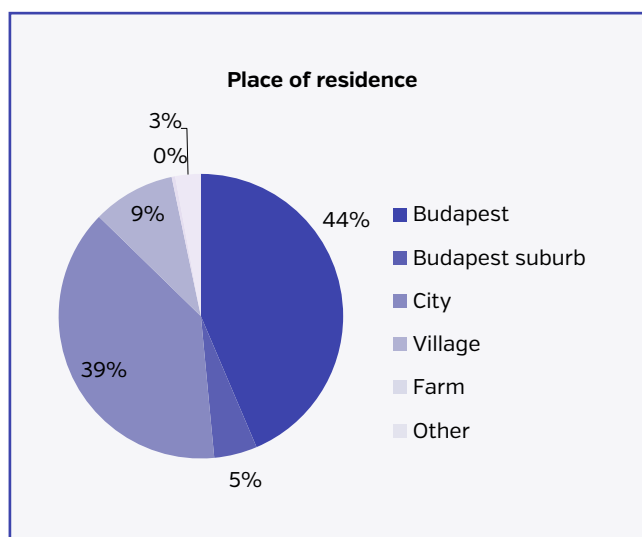
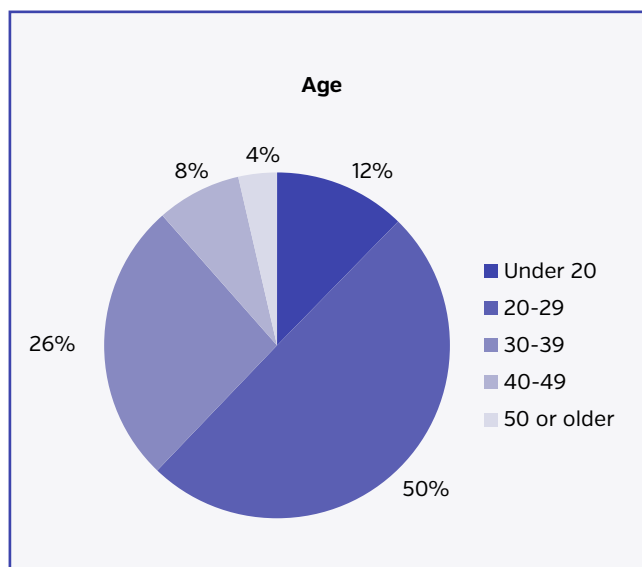
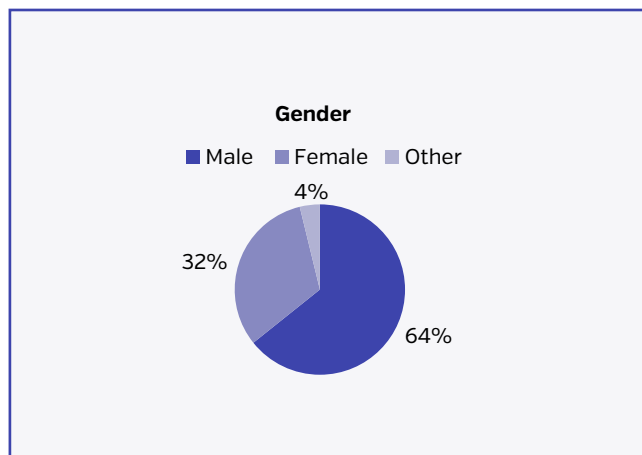
### Demographic data

**Over 3000 people started filling in the survey and a total of 1628 respondents answered all sections. The survey gathered a total of 2755 valid responses, excluding those who were not themselves LGBT or missed providing even the most basic demographic information. The number of respondents varied over the 17 thematic sections.**

When compared to a representative sample of respondents in Hungary, the following groups were overrepresented among the 2755 respondents:

- men
- young people (under 30)
- people living in Budapest
- people with a higher education background (college or university).

This may partly be explained by the fact that responses were mostly collected via the Internet and NGOs and access to these resources is more limited outside Budapest and among lower-income populations.



Eleven percent of respondents said they did not identify with the sex assigned to them at birth. They were asked what sex they were born with and what their gender identity was. On the basis of this information, four categories were established:

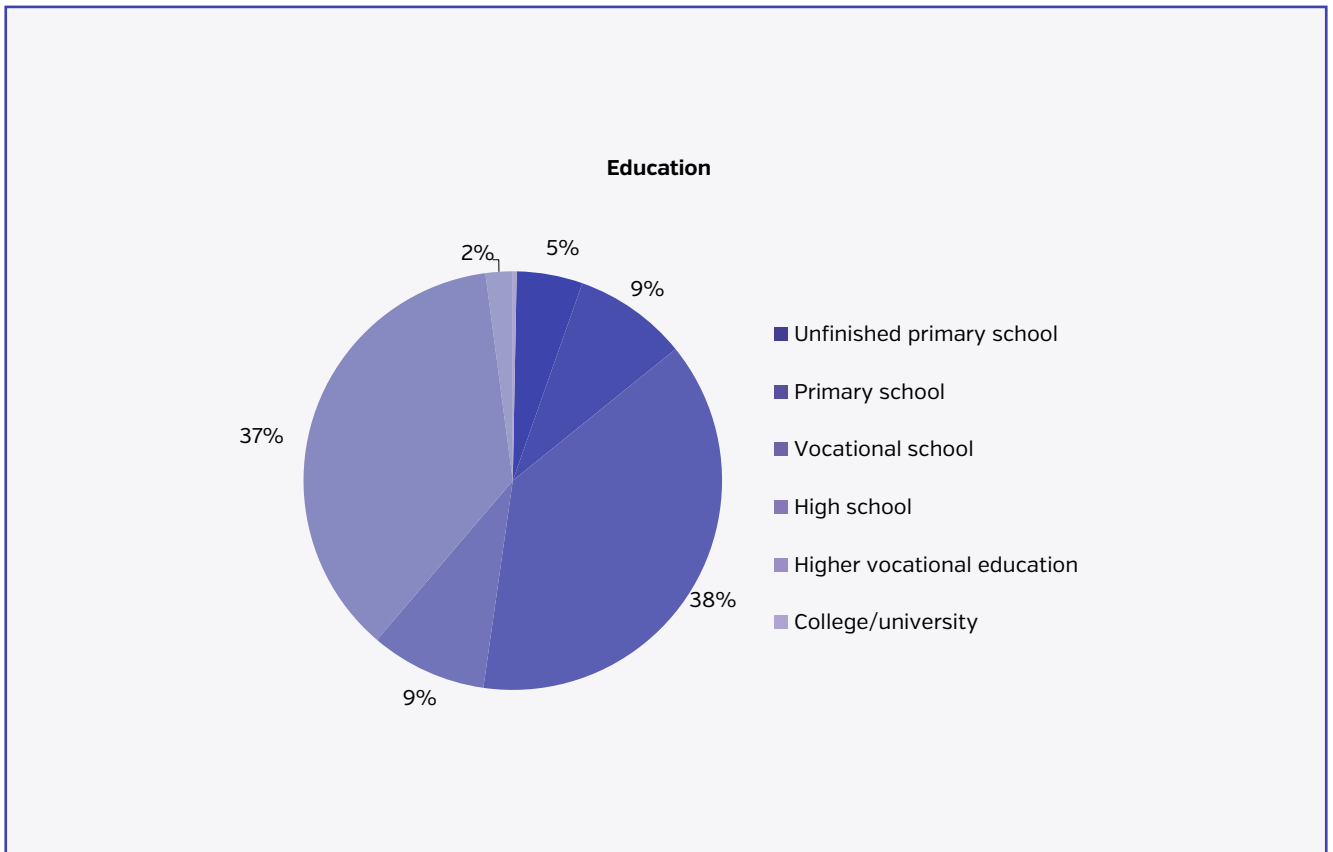
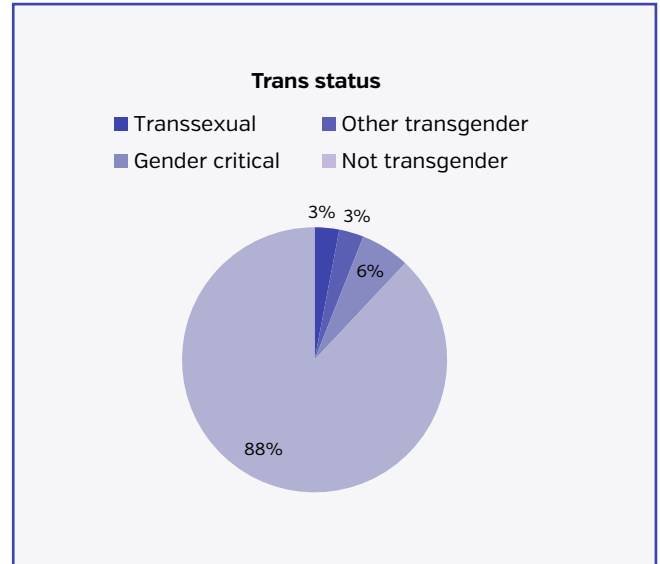
- **Gender critical:** People who gave the same answer to what their birth sex and gender identity are, both of which fit into the male-female binary, but they do not fully identify with their sex. These respondents did not significantly diverge from the non-transgender respondents and did not report any plans to transition. Therefore, they were left out of any trans-specific analysis.
- **Not transgender:** People whose sex assigned to them at birth matches their gender identity.

**Trans persons** placed in two groups:

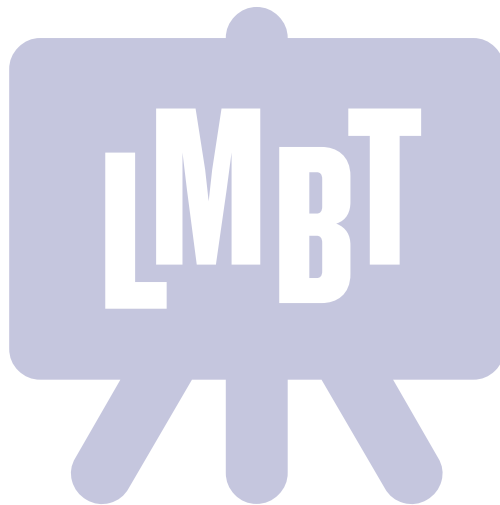
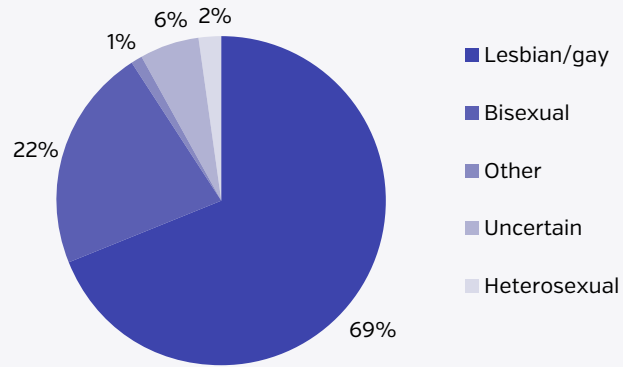
- **Transsexual:** People who were assigned female at birth but identify as men and those assigned male at birth who identify as women.
- **Other trans/transgender:** People who identify with both or neither of the two genders or define their identity in some other way.

Two-thirds of **transsexual respondents** were **trans women** and 1/3 were **trans men**. In relation to their preferred gender 33% identified as gay or lesbian, 24% as bisexual, 23% as heterosexual, 12% were unsure, and 7% marked 'other'.

Fifty-one percent of **other transgender respondents** identified as gay or lesbian, 30% as bisexual, and 13% said they were unsure. Four marked "other" and one person marked heterosexual.



### Sexual orientation



# 3 | Discrimination and violence: an overview

## The extent and forms of discrimination faced by LGBT persons

Every third respondent reported experiencing some form of discrimination because of their sexual orientation (34%) or their gender identity (30%).

One in five respondents reported facing discrimination on the basis of their **age** and one in five on the basis of their **gender**.

More than third of discrimination cases happened in **public places, such as public transportation or on the street**. Twenty-nine percent of the incidents took place in clubs and bars.

One in five persons reported experiencing **discrimination at school**.

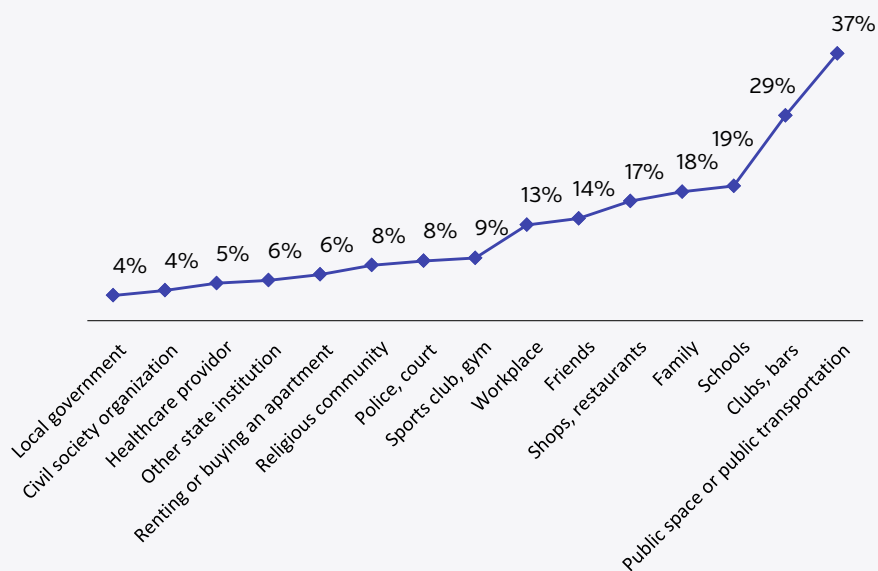
Every fourth respondent experienced some form of mistreatment **from their families and friends** because of their sexual orientation or gender identity.

Generally, respondents were more likely to come **out to their friends and family than schoolmates or colleagues**. However, only one in three LGB persons said their mothers (38%) and one in four that their fathers (25%) were accepting when they came out to them.

It was common that the **topic became a taboo at home** or that their **partners were ignored by family members**.

**Trans respondents received far worse reactions to coming out to their family. Four out of five said that their parents disapproved that they were trans.** Their family members often **disregarded their trans status** and would **call them by their old name**.

Have you experienced disadvantage because of your sexual orientation or gender identity in the following spheres of life?



Fifty-nine percent of respondents said they **considered themselves members of a group that is discriminated against in Hungary**. The vast majority, 94%, identified this group as linked to being LGBT in some way. Some specified their identities as ground of discrimination: 10% of them used lesbian, 5% bisexual, 4% trans. 5% said that being a woman put them at disadvantage, 7% said the same about being **Jewish**, 13 people about being **Roma**, and 6 people about having a disability.

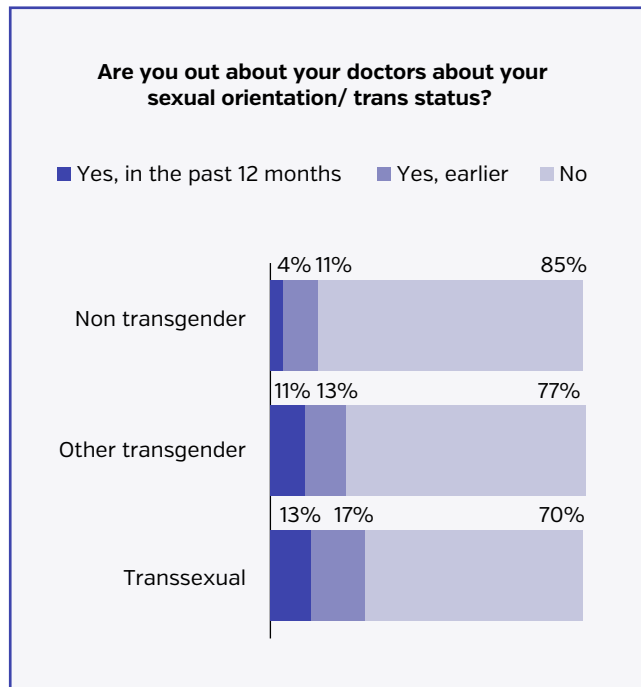
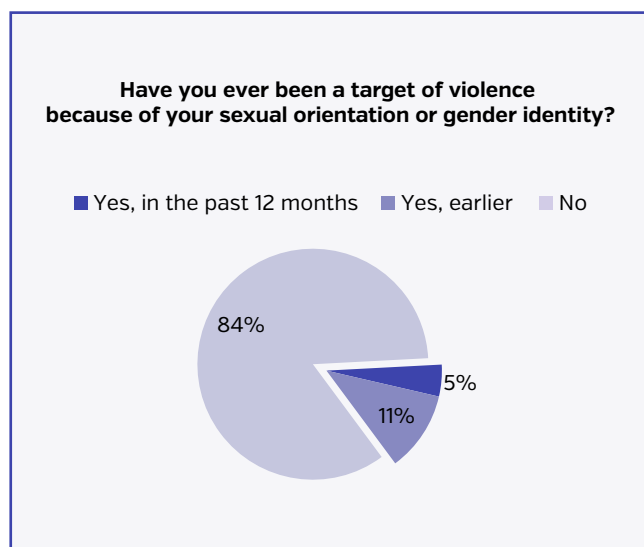
Respondents said that people in Hungary were most likely to be discriminated on the basis of their **trans status** (62%), **ethnicity** (61%), and **sexual orientation** (59%).

Three-quarters of respondents said that **discrimination against sexual minorities had grown in the past 5 years**. Even more respondents (85%) said this was true of ethnic minorities.

## Reporting discrimination

Reporting discrimination remains alarmingly low. **Only 15% of the victims reported having filed an official report**.

Formal complaints often did not yield any results. Of the 47 reported cases people were most likely to turn to police (22 cases), NGOs (10), or the Equal Treatment Authority (5). In 31% of the incidents that were reported, authorities did not follow up. In 33% of the cases, an official investigation was launched but the perpetrator was not held accountable.



**Only 22% reported that the perpetrators eventually faced consequences for their actions.**

Most of those who refrained from launching a complaint did so because they thought what happened to them was not serious enough to report (51%). **More than one-third of the victims (36%) did not trust the authorities**. Twenty-one percent were worried their situation would get even worse, 15% were afraid of further humiliation and 16% of being outed as an LGBT person.

The majority (60%) said that they would file a report if they experienced discrimination again.

## The extent and forms of homophobic and transphobic violence

**Sixteen percent of the respondents have been victims of homophobic or transphobic violence**. Transgender and particularly transsexual persons were much more likely to be targets of a violent attack.

*"I was walking home at night, wearing a dress, and they jumped out of the car when they saw me, pushed me against the fence and wanted to beat me [...]. Sometimes they would throw sticks at me and I'd run. Even though I didn't see them, I knew they were there."*  
 [39-YEAR-OLD TRANS WOMAN, LIVING IN BUDAPEST]

Almost everyone who has reported being subject to violence also reported suffering **verbal abuse (95%)**.

Three out of four victims said they had been **threatened with violence (79%)**, and half of them reported **physical abuse (48%)**. Twenty-nine percent reported that their property had been damaged and 25% reported being robbed. Eighteen said they had been subjected to armed assault.

*"I was on my home on the night bus, when they grabbed me, kicked me, beat me and mugged me."*  
[23-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

**Twenty-one respondents were raped.** Trans people significantly [25%] and women [40%] were slightly overrepresented among rape victims. Several lesbian women also reported **rape attempts**.

*"I had a coworker who gave me health advice and told me about options to 'be cured.' Finally he offered to 'cure me,' because most likely the root cause of the problem was that I had never met a real man before."*  
[32-YEAR-OLD LESBIAN, LIVING IN BUDAPEST]

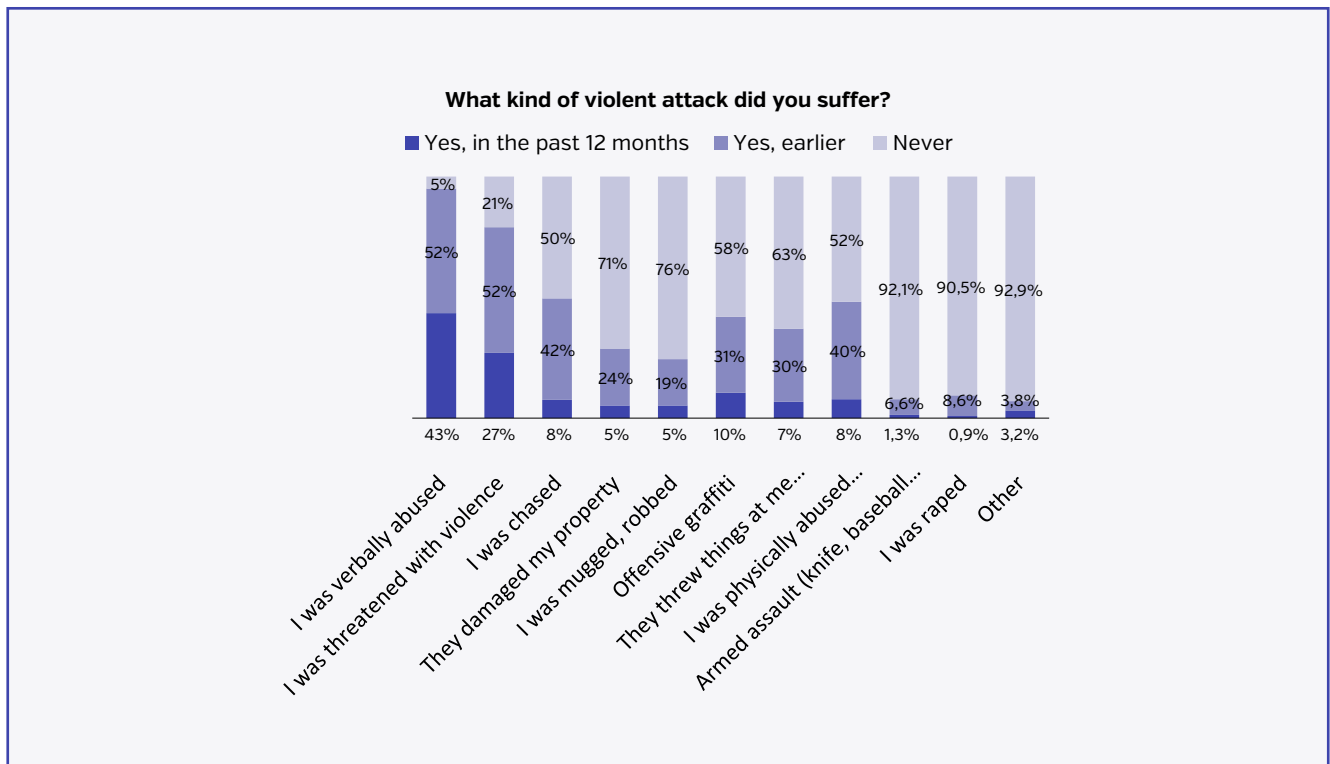
*"My former classmate came over to my place and he tried to rape me to 'take me back to the right path'."*[29-YEAR-OLD LESBIAN, LIVING IN BUDAPEST]

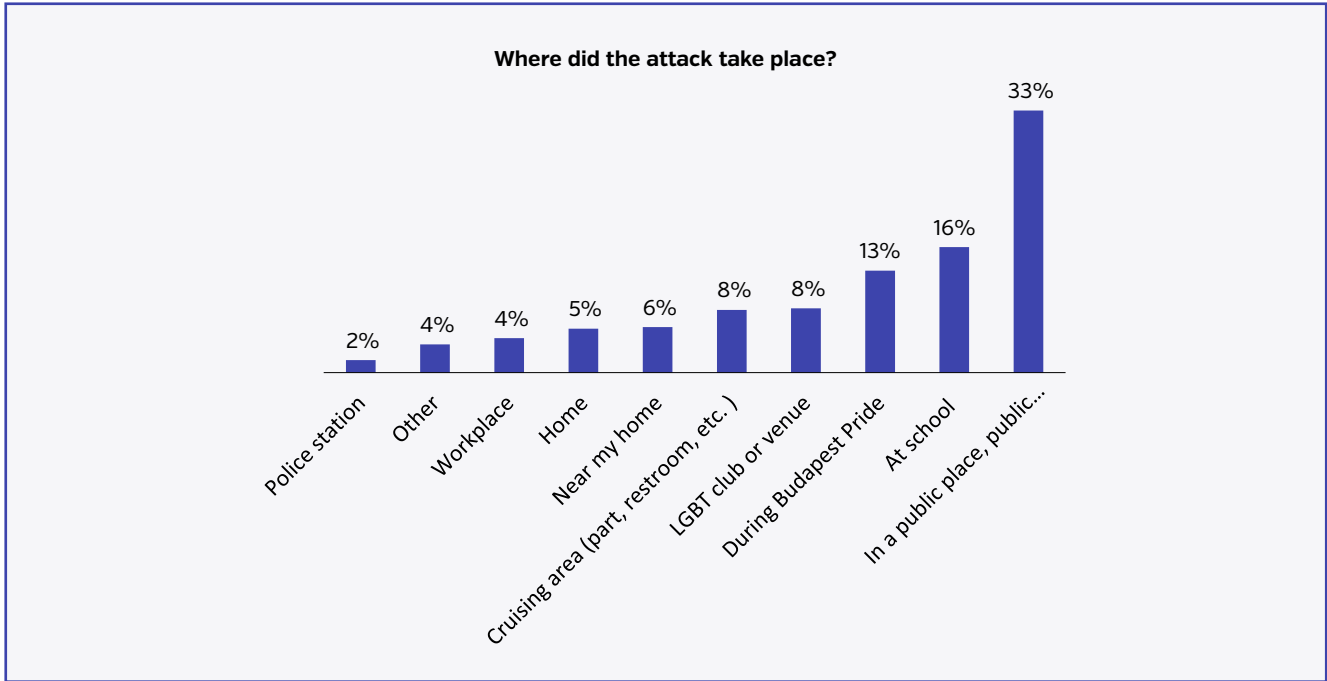
Respondents who said they were often **presumed to be LGBT** were almost **three times more likely** to report being the target of violent attacks, at 26% compared to 10% for the rest of the sample.

The majority of the attacks took place in **public places (63%)**. **One in three violent attacks happened at school**, and 15% near LGBT venues. In 25% of the cases, the attack was in some way linked to the Budapest Pride march.

*"I was on a date with a boy and we were not behaving in any provocative or disgusting way, but a guy at the next table overheard our conversation. As soon as we left the building, he attacked us in the street."*  
[24-YEAR-OLD MAN LIVING IN A VILLAGE, UNSURE ABOUT HIS SEXUAL ORIENTATION]

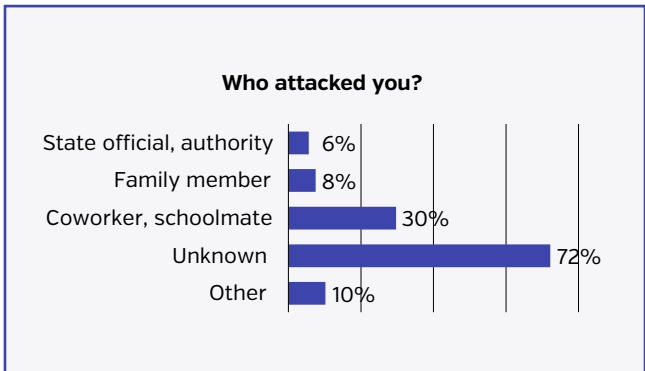
*"Several times after PE class, my classmates beat me up in the changing room."* [24-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]





In 72% of the cases **the victims did not know the perpetrator(s)**. Thirty percent of the perpetrators were schoolmates or colleagues, while an alarming **6% were state officials**.

Sixty-two percent of the victims said they suffered psychological trauma as a result of the attack. Twenty-six percent also sustained minor injuries, while 6% received serious physical injuries.



## Reporting violent attacks

Despite the serious consequences of attacks, **only 15% filed a formal report and a mere 16% turned to a doctor or psychologist**.

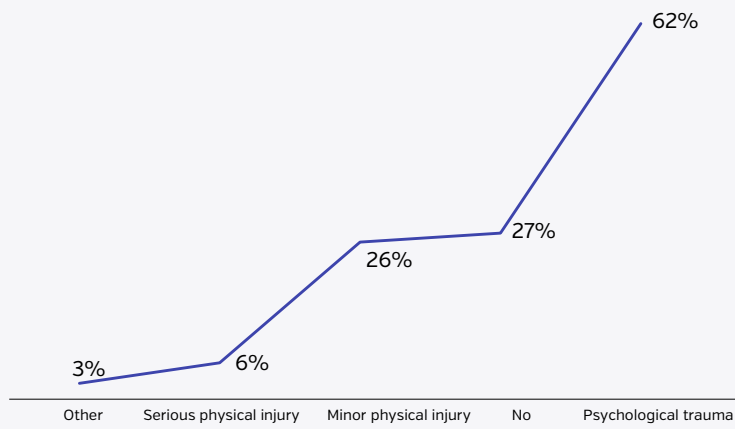
In 23% of the cases, the **police was unwilling to do anything**; in 48%, an investigation was launched, but yielded no results. **Perpetrators were convicted in only 13% of the cases**.

Fifty-one percent of the victims chose not to report the incident because they thought the authorities would

not have done anything. Forty-three percent cited **distrust in the authorities**. Twenty-five percent said they were scared of being outed and 23% were afraid of repercussions. Thirty-five percent were worried their situation would worsen and 22% were ashamed to talk about the attack. 17% did not know who to turn to.

Only 4% said they were closely familiar with hate crime legislation that has been in force since 2009. **36% said they did not know that homophobic attacks had more serious sanctions than others** - at least according to the law, not necessarily in practice.

**Did you sustain any injuries in the attack?**





## 4 | School

Schools are one of the most important spaces for socialization, including for LGBT youth. Their experiences in school may fundamentally influence how they come to terms with their sexual orientation or gender identity. Schools provide a great platform for teachers to create an open atmosphere where diversity is valued. Support or the lack thereof, however, may have a considerable impact on the performance of LGBT students and, consequently, their chances in life.

### The extent and forms of discrimination faced by LGBT students

Schools are the third most common place where LGBT people face discrimination. **Every fifth respondent reported discrimination in educational institutions, most commonly in high school (83%).** Some students had to endure harassment all throughout their school years.

*“Isolation was something I felt all throughout my studies from primary school to high school and also to some extent at college. By then I managed to cope with it better and to accept that this is a topic in my surroundings and it will come up. But I try not to hear or notice it.”* [31-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

The most common forms of school discrimination reported in the survey were **lies or gossip (83%)** and bullying or **harassment by peers (67%)**.

*“In the first year of high school a girl told everyone I was lesbian and wanted to rape her. This was not true at all [...]. Because of this gossip, most of my schoolmates excluded me and were not willing to talk to me. My teachers also noticed ‘the problem,’ and they forced me to go see a psychologist.”* [17-YEAR-OLD BISEXUAL GIRL LIVING IN A CITY OUTSIDE BUDAPEST]

*“When I was leaving the cafeteria at university, they yelled after me: ‘faggot.’”* [24-YEAR-OLD BISEXUAL MAN LIVING IN A CITY OUTSIDE BUDAPEST]

It was often enough to be **presumed LGBT** to be a target of bullying. At times **diverging from assigned gender roles** triggered homophobic attacks.

*“At university [...] the professor talked about this several times that if feminine women with long hair, for instance, wear a checkered shirt, or a tie, so they manifest masculine features, there must be something wrong with their values and all and you can just imagine what kind of ideology a woman like that must represent.”* [32-YEAR-OLD LESBIAN, LIVING IN BUDAPEST]

Several students saw slurs and verbal abuse **as a normal part of life**, something to get used to.

*“At school it was common to just call each other ‘faggot.’ Although I did not know this back then, now I now know it’s normal behavior at this age.”* [25-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

A fundamentally **homophobic or transphobic atmosphere (61%)** also impacts those who may not be direct targets of harassment.

*“I was constantly listening to ‘fags this, fags that.’”* [33-YEAR-OLD MAN, LIVING IN BUDAPEST, UNCERTAIN ABOUT HIS SEXUAL ORIENTATION]

*“It was an everyday thing that people were called fags or made fun of, especially by boys. Even at university I quite often find myself in a situation where they would be dissing ‘the marching fags.’”* [26-YEAR-OLD QUEER WOMAN, LIVING IN BUDAPEST]

Twenty-nine percent of those being submitted to discriminatory treatment reported **humiliation or harassment by teachers**. Some insults were generally about LGBT people, others were specifically targeted at certain students. A few respondents reported that teachers gave them bad grades on purpose. Some were even **threatened**.

*“At the prom girls had to wear skirts, which I was not willing to do. Because I could not otherwise avoid going, I went to the doctor and got a sick note so I could stay home for a few days. When I returned to school, my class master knew why I was absent and was going crazy. They threatened to have me kicked out.”* [25-YEAR-OLD TRANS MAN, LIVING IN A CITY OUTSIDE BUDAPEST]

*“My high school teacher called me to solve a problem by the blackboard and started teasing me, asking if I already had my wedding dress and what the class thinks of same-sex marriage. He humiliated me in front of the whole class.”* [21-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

**Trans students were routinely harassed because of their gender expression or their documents not matching up with their physical presentation.**

*“They questioned my name and my gender in my ID. They almost didn’t let me take the exam.”* [23-YEAR-OLD TRANS MAN, LIVING IN BUDAPEST]

*“Sometimes it happened that they were making fun of me and asking if I was a boy or a girl. Back then it was just annoying, because I suppressed my identity when I was young and made myself believe by a very early age that it is impossible I could ever be a boy. Or if I could, I could never afford it.”* [25-YEAR-OLD TRANS MAN, LIVING IN A CITY OUTSIDE BUDAPEST]

## Violence in schools

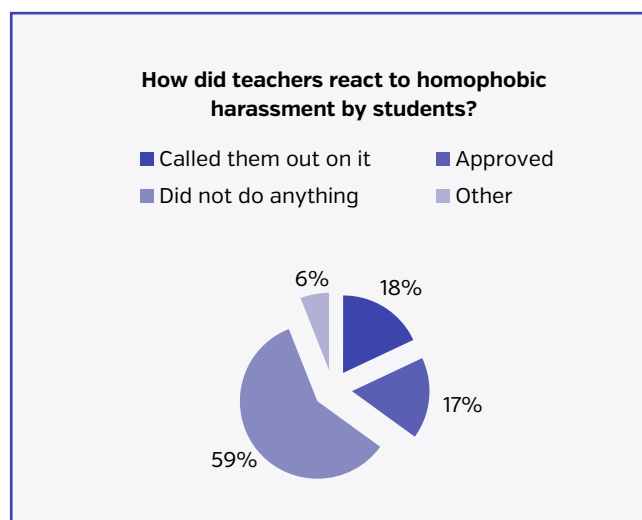
Twenty-three percent of those discriminated at school reported **physical abuse** – mostly by peers, but in **17 instances even by teachers**. One student was sexually abused by a teacher. Peer abuse included **beating, being spat at, thrown rocks or snowballs at**. These

attacks often continued in the street.

*“In primary school one of my classmates started spreading gossip about my gender identity, which resulted in me being verbally harassed several times, and once I was physically abused.”* [20-YEAR-OLD LESBIAN, LIVING IN BUDAPEST]

*“The class was throwing rocks and snowballs at me, laughing loudly and shouting, ‘Look at the little faggot running.’ I felt like I was being stoned publicly. There was a lot of laughing in the changing rooms, because they were yelling, ‘We won’t use the same changing room as the fag.’”* [25-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

**School violence is a growing problem.** Those under 20 are twice as likely to be physically abused than those in their thirties. This may be because the younger generation is more likely to come out as LGBT.



## The role of teachers

The role of teachers is particularly important in creating a safe environment for LGBT youth. It is disturbing that **59% of teachers did nothing to combat homophobic or transphobic incidents and 17% in fact supported the bullies**. While some teachers were themselves bullies, others tried to address harassment but lacked skills to do so effectively.

*“I had a teacher in high school who brought up the topic as something we should discuss during class [...]. But when one kid said that this is a disease, because the*

*partners cannot have children and biologically healthy people can, the teacher could not really say anything and the discussion kind of died off.”* (26-YEAR-OLD QUEER WOMAN, LIVING IN BUDAPEST)

Most students said they **felt they could not turn to their teacher for help**. In some cases teachers turned against them after they came out or asked for their advice in confidence.

*“I had the chance to talk confidentially with my class master, and I told him my feelings for my male friend [...]. I did not get any help, but he also turned against me, because he had enough of me being ‘difficult’ and that I often don’t go to class. After a while he had me suspended so I couldn’t finish that year.”* (27-YEAR-OLD BISEXUAL MAN, LIVING IN BUDAPEST)

A few students **did receive support from the school** or saw their perpetrators facing consequences.

## Reporting discrimination and violence in schools

Reporting abuse however still remains extremely low. **Only 6% of the victims actually reported the incident**. Others often shared it with friends or family, but refrained from reporting in fear of being outed or suffering from further humiliation.

Seventeen of respondents who said they experienced discrimination at school reported talking to their teachers, 10 to the principal, and two people turned to an outside body, such as the Ombudsman’s Office. Out of a total of 364 discriminatory incidents, **only 11 ended with the perpetrator(s) being held accountable**.

## The impact of homophobic and transphobic bullying

Homophobic and transphobic bullying has a huge impact on the school performance and **well-being of LGBT students**. It may lead to **mental health problems, increase suicidal thoughts, and generally discourage students from enjoying or even attending school**. For 39% of the victims, bullying reached such an extent that they were **not able to attend school anymore** and

stayed home to avoid further harassment.

*“I almost starved to death in college, because I was too scared to go to the cafeteria where they always made fun of me.”* (27-YEAR-OLD TRANS MAN, LIVING IN A CITY OUTSIDE BUDAPEST)

*“My emotional crisis grew into a constant state and it was partly because of this story, but also other things. I was already prone to anxiety before, but during this time it became worse than ever and was coupled with depression.”* (27-YEAR-OLD BISEXUAL MAN, LIVING IN BUDAPEST)

## LGBT topics in school curricula

School curriculum and the broader school environment can also have a negative impact on students. 65% said that the **topic of homosexuality was completely lacking from their curriculum**. There may be slight improvement as this was the case for 70% of those ages 30–39, but only 56% of those under 20. **Trans issues were even more lacking in school curricula: only 2% of schools discussed these at length**. Even when the issue was raised, the curriculum or class content were at times openly homophobic or transphobic.

*“My sociology professor was openly homophobic, and he would bring up the example of ‘fags’ in class, as a joke or lifestyle to condemn. He believed [...] that gay people were just vain narcissists looking for people like themselves, and he expected us to say this in his exams.”* (35-YEAR-OLD LESBIAN, LIVING IN BUDAPEST)

Overall, **95% thought that there was not enough information on LGBT issues in their curriculum**. Seventy-eight percent said they would have needed more information about sexual orientation and gender identity when they were young.

The inclusion of **LGBT topics in school curricula** in a way that fostered inclusion and acceptance had a very positive impact on LGBT students. It **boosted their self-esteem, encouraged them to come out, and decreased their suicidal tendencies**. Sixty-five percent also said they felt school gave them confidence to make decisions.

## 5 | Employment

Due to our sample being relatively young, only 69% of respondents were employed at the time of the survey [22% were students, 5% pensioners while 6% inactive or unemployed]. The majority of respondents [58%] had a steady job, while others had temporary work or worked in a family business.

### LGBT persons in the workforce

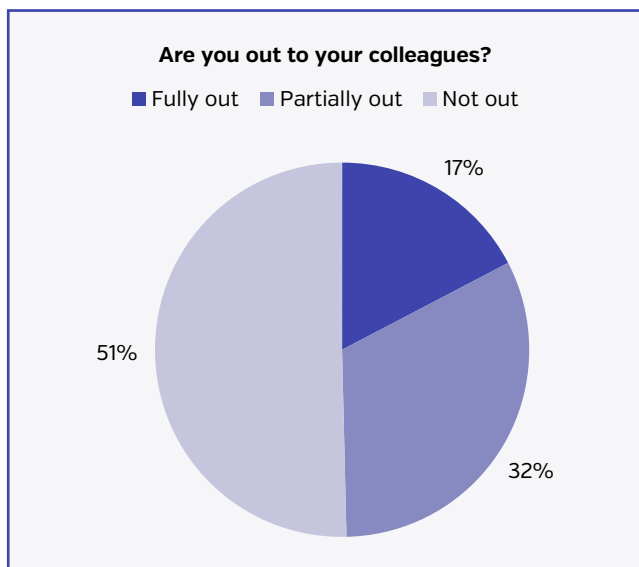
The unemployment rate among respondents [6%] was significantly lower than in the overall Hungarian population [10% in 2010]. This may be explained by the high participation rate of those living in Budapest and having a college or university degree.

Trans respondents however were twice as likely to report they were currently unemployed [12%] than respondents overall. They were also more likely than the rest of respondents to report having faced long-term unemployment, at 62% vs. 39%.

Employed respondents did not cluster in any sectors, they listed jobs including engineering, teaching, accounting, working as waiters, security guards, or physical laborers.

### Coming out at work

Although the vast majority of respondents [85%] agreed that one can only live life to the fullest if they are open about their sexual orientation, **only 17% said they were fully out to the coworkers**, while another 32% were selectively out to a few of their colleagues. Even fewer [35%] were fully or partially out to their bosses, so respondents were more likely to come out to their coworkers than to their superiors.



The likelihood of being out was the highest among those who

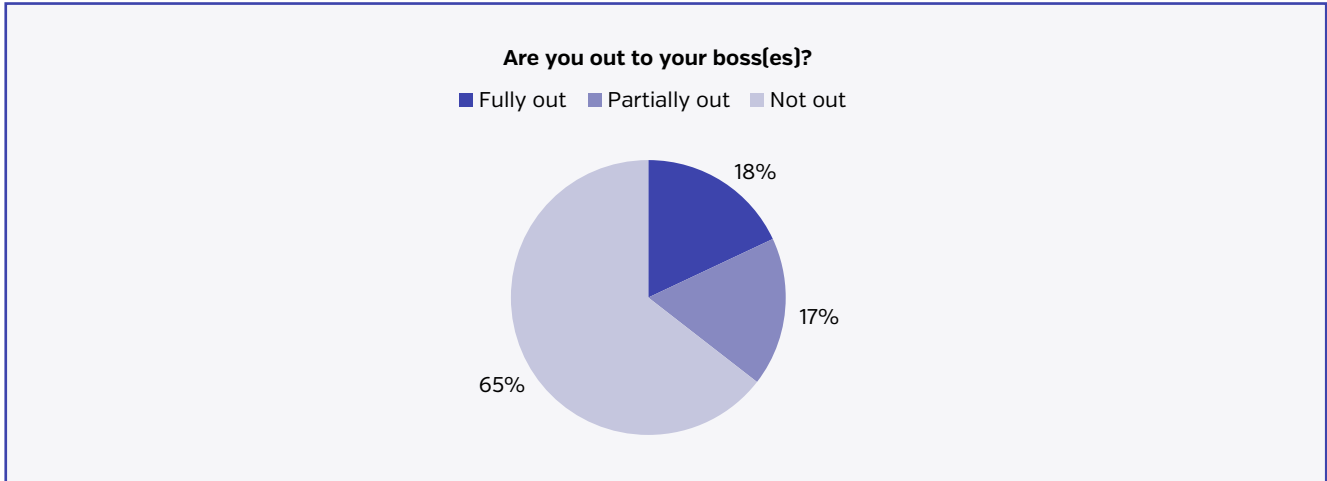
- had other LGBT coworkers at the workplace worked at multinational companies
- lived in Budapest or in rural areas as opposed to other cities
- identified as queer or pansexual
- were women

Of the respondents who came out at work, **the vast majority reported receiving a positive response from their coworkers [92%] or boss [87%]**. This may be because respondents were less likely to come out in an environment in which they anticipated a negative response. Alternatively, it may indicate that LGBT respondents' fears about coming out at work are generally unfounded. **Trans people were also overwhelmingly met with acceptance and positive reactions, but to a lesser extent than non-trans persons [85% among co-workers, 81% among bosses].<sup>4</sup>** Their co-workers and bosses were almost twice as likely to refuse to talk about the topic any further.

<sup>4</sup> There is some difficulty with assessing the results to this question. Trans people were asked if they were open about their gender identity at work. Some may have interpreted the question as referring to their gender identity, others as to their trans status.

Most of those who hid their identity from coworkers and bosses said they did so because they **thought this was a private matter (46%)**. However, when asked about discussion **topics at work, it turned out that for more than three-quarters of the respondents, topics like having children (89%), relationships (81%), and even sex (81%) came up at work at least a few times a month**. This means that the idea that issues of private

**life have no place at the workplace is a misconception**. Since discussing such issues one's private life is difficult to avoid at work, so LGBT people who are in the closet are virtually forced to lie or keep quiet about their identities. **Fifty-nine percent of LGBT respondents said that they had lied about their partner's gender at work**.



*“Every day they would ask me about my relationship and demand pictures. So two years ago, to make them stop, I told them I got married. A friend of mine had just married this girl, and it was a great opportunity. I had some pictures taken of me and the girl, so I would have something to show to my coworkers.”*

[35-YEAR-OLD GAY MAN]

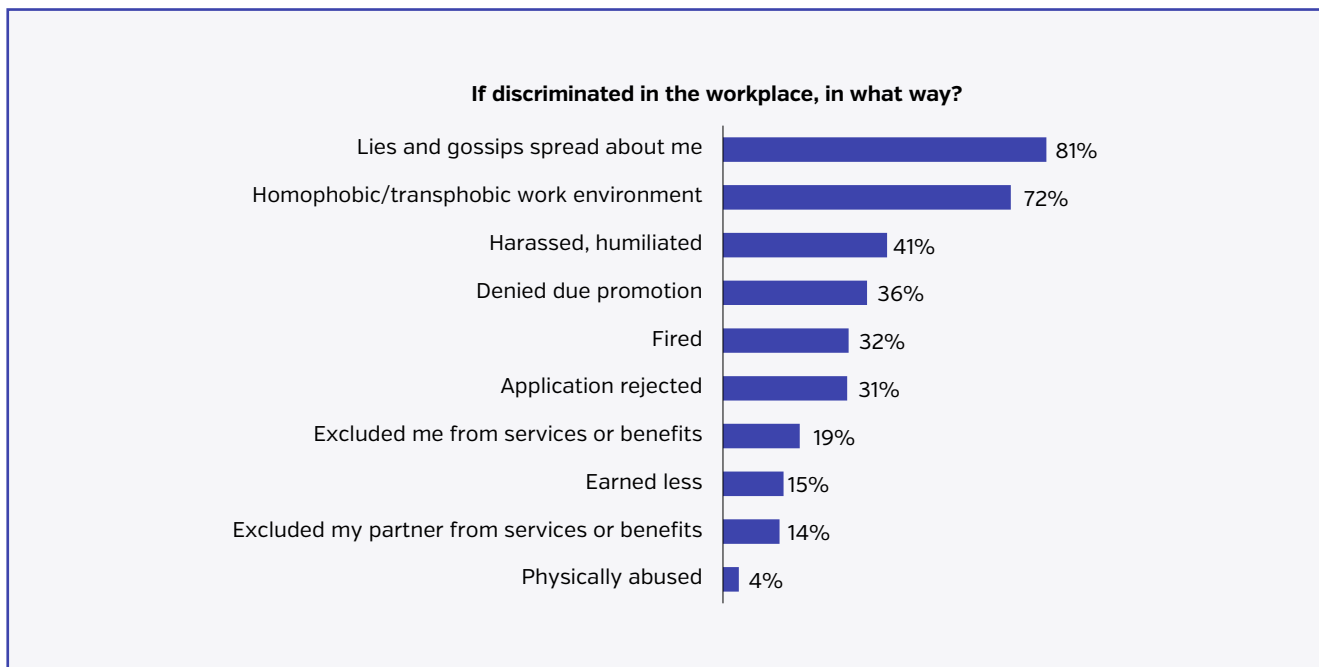
Every third respondent reported **being afraid of suffering some discrimination or disadvantage by coming out at work**. Twenty-nine percent were afraid that they would lose relationships with their coworkers. Nineteen percent were reluctant to come out because there were **no policies in place to protect LGBT employees**.



Hiding one's identity at the workplace can make it **difficult to fit in and it can also hinder work performance**. To conceal their sexual orientation or trans status, **38% avoided private conversations with colleagues and 29% chose not to attend social events at their workplace**. Nineteen percent said they could not concentrate on their work and **10% took sick leave, looked for a new job, or quit**.

## The extent and forms of workplace discrimination

**Thirteen percent of respondents reported experiencing discrimination at work before**. Eighty-one percent said they were the subject of **gossip**, and 41% said they experienced **harassment or humiliation**.



*“They broke into my personal email account. They sent awful messages and read all my private messages.”*  
 [43-YEAR-OLD GENDER NON-CONFORMING RESPONDENT, LIVING IN A CITY OUTSIDE BUDAPEST]

Many reported **being excluded and feeling isolated**.

*“They had a coworker tell me that I shouldn't attend the birthday party at the office, because then they would cancel it. With three out of seven coworkers we didn't even say hi to each other, and there was only one I could actually have a proper conversation with.”*  
 [29-YEAR-OLD GAY MAN, BUDAPEST]

Seventy-two percent of those having experienced discrimination reported a **homophobic or transphobic work environment**. Although this may not specifically target a person, it also affects their chances of fitting in or succeeding at work and therefore, makes them a victim of discrimination.

*“My coworkers would often tell each other homophobic jokes and talk about being gay like, ‘I would kill myself if my child was like that.’ Once they asked me, ‘You're not gay, right?’”*  
 [21-YEAR-OLD GAY MAN, LIVING IN BUDAPEST, CURRENTLY UNEMPLOYED]

Thirty-one percent of those discriminated against said they had been **rejected when applying for work** because of their sexual orientation or gender identity; 32% said they were **fired** on these grounds.

*“I was going to a job interview and after I rang the buzzer, they forgot to hang up, so I heard that they figured I was a ‘faggot’ based on my voice. When I got inside, the cleaning lady told me there was no job available right now.”*  
 [29-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

*"I told one of my colleagues I had a good relationship with that I was gay, and they told my boss. They called me to the human resources office and told me I was fired because I was a homosexual."* [69-YEAR-OLD GAY MAN, LIVING IN BUDAPEST]

**Trans people were twice as likely to be discriminated at work than non-trans LGB people [29% vs. 15%].**

*"My boss told everyone even before I started working there and it was everyone's entertainment for weeks."* [30-YEAR-OLD TRANS RESPONDENT, LIVING IN BUDAPEST]

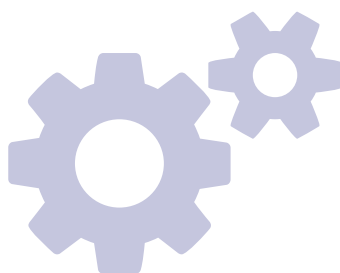
*"When I was going through therapy and started to become more feminine, they humiliated me, gossiped about me. I brought this up with the director, who transferred me to another unit where I hardly had to interact with my coworkers. I soon quit."* [33-YEAR-OLD TRANS RESPONDENT, LIVING IN BUDAPEST]

## Reporting workplace discrimination

Despite the high occurrence of discrimination at work, reporting remains quite rare. **Only 15% said they had filed a formal complaint.** Out of these, only one in five was properly investigated or led to the perpetrator being held accountable.

*"At this other workplace, my immediate superior intentionally called me by my old name in front of everyone. I complained to him right on the spot, but he just pretended he had no other choice."* [33-YEAR-OLD TRANS RESPONDENT, LIVING IN BUDAPEST]

**Only 21% said that their employers had a non-discrimination policy.** Multinational companies were nearly twice as likely [38%] to have such a policy than employers overall. Only 32% of those working for public institutions knew about the existence of such a policy at their workplace, despite this being obligatory for such employers. Once there was such a policy present, two-thirds covered discrimination on the basis of sexual orientation and gender identity.

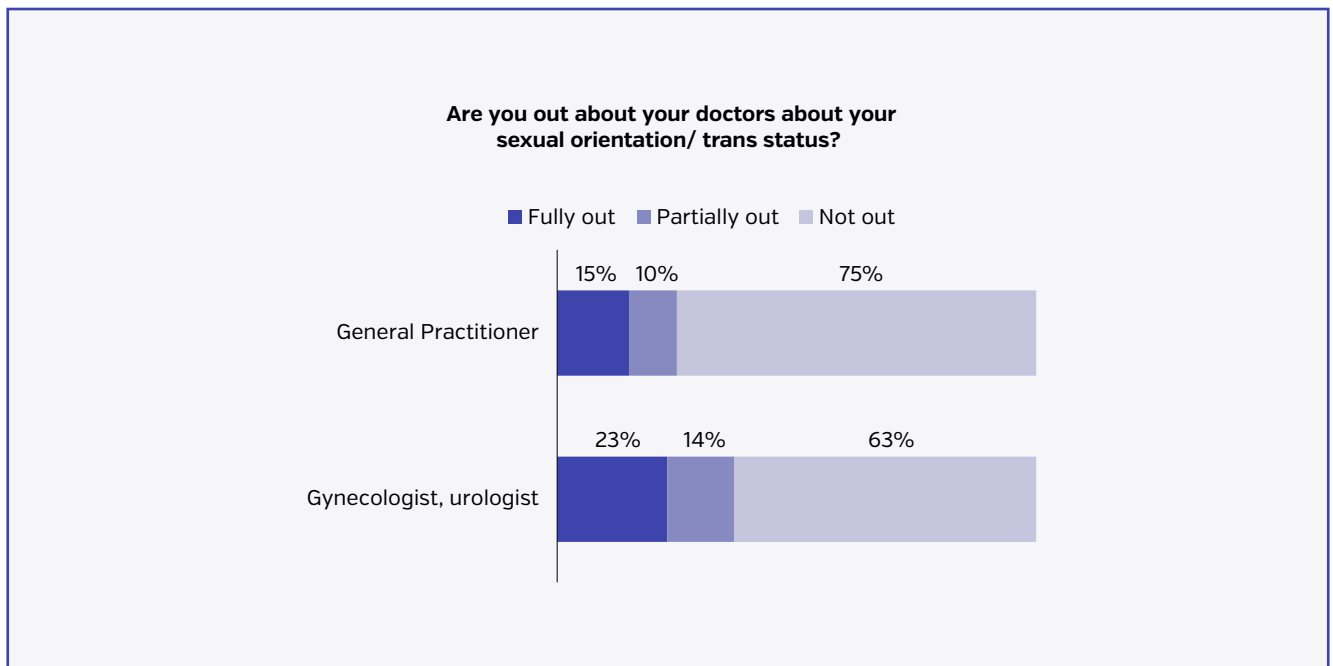


## 6 | Health

### Discrimination in healthcare settings

There is relatively **low occurrence of discrimination in health care settings (7%)**. This may be because the **vast majority of LGBT people are not out** to their doctors (GPs or specialized healthcare provider).

Although the majority of respondents said they thought it was important for doctors to know their patient's sexual orientation or gender identity (71%), **57% reported being afraid to share any related information** with them.



Accordingly, **the majority of respondents said they were not out to their doctors.**

**Transsexual respondents** who are undergoing or have undergone transition have **less of a choice** about disclosing their trans status to their doctor than do LGB people about their sexual orientation. As a result, **4 out of 5 have disclosed their status** to their doctors compared to two-thirds of all other trans people.

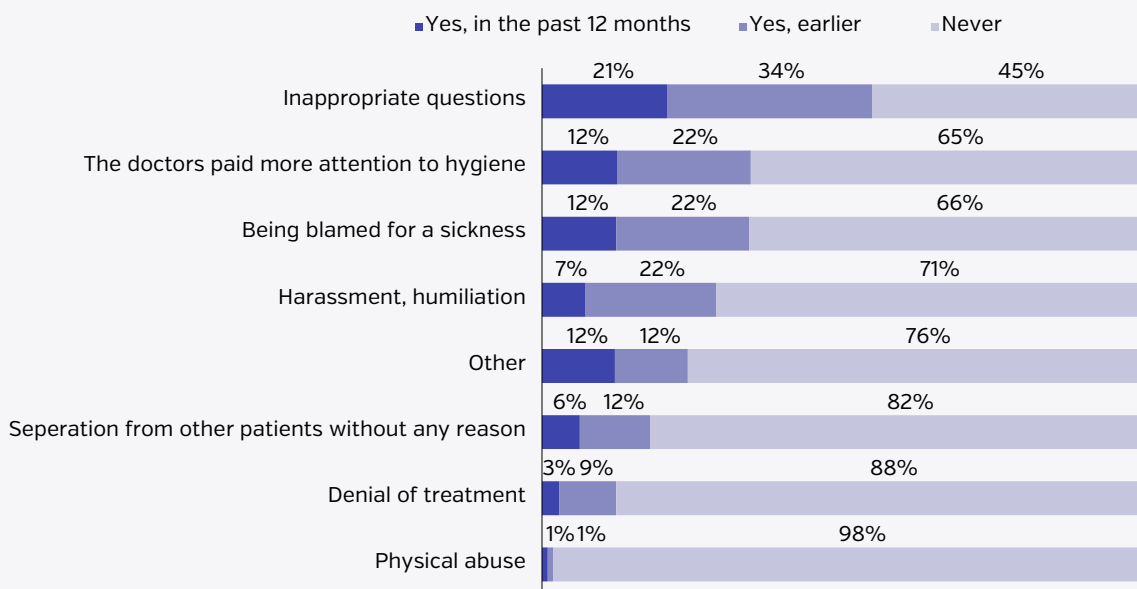
Fears about coming out to one's doctor may be founded as the correlation of being out and suffering

discrimination is clear. Only 3% of those not out faced some mistreatment, while this was 12% among those who were open about their sexual orientation or trans status.

Discrimination most commonly meant that medical staff asked **inappropriate questions**. One-third reported that their **doctors held them responsible for an illness** they had or said healthcare staff started to **pay more attention to hygiene** (e.g. using gloves) when they learned they were LGBT.



### In what form were you discriminated?



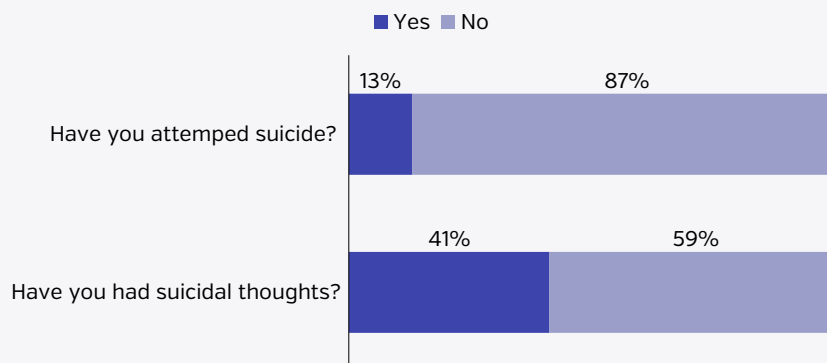
### Reporting discrimination

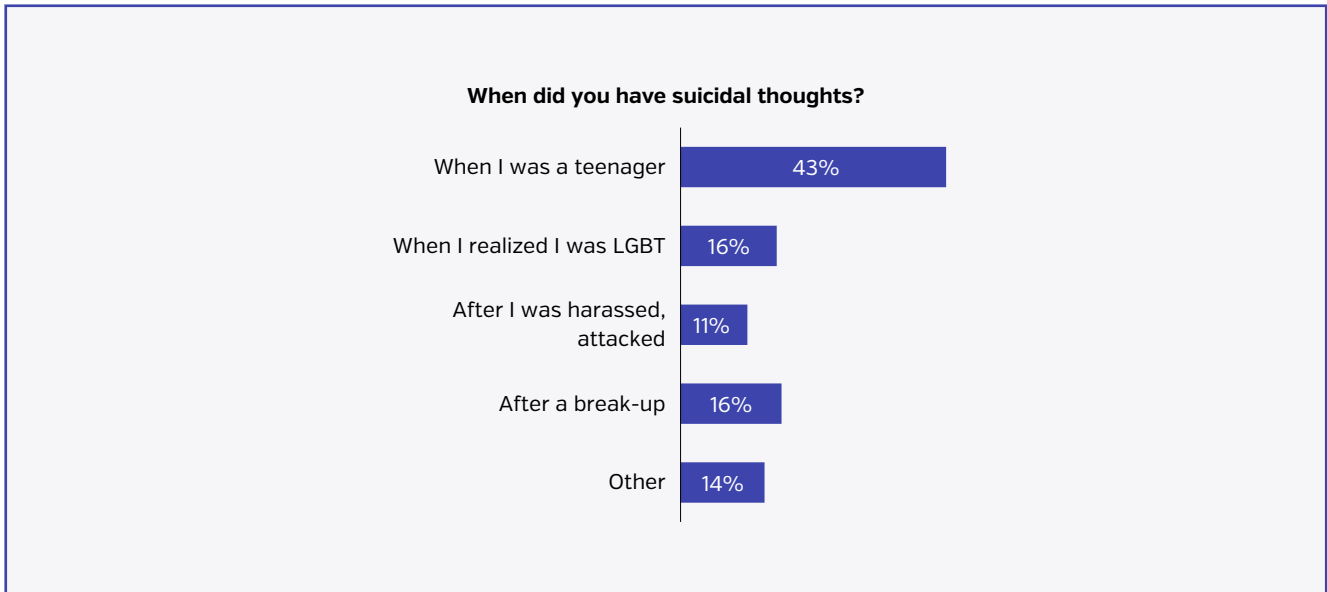
Only 6% of those that have faced discrimination reported the case. In 50% of the cases the authorities did not respond and in 25% an investigation was launched, but led nowhere. In 13% the perpetrator(s) were held responsible.

### Physical and mental health

Seventy-eight percent of respondents were satisfied with their current physical health. Only 2% said they had poor or extremely poor health. This is far more positive than among the overall population in Hungary, presumably because respondents were quite young.

### Have you ever considered suicide to deal with you unbearably difficult problems?





When it comes to **mental health**, we get a much less positive picture. **Forty-two percent of respondents report having considered suicide and of them 30% say they have attempted suicide.**

One in four persons has considered suicide because of their sexual orientation and 16% **because of homophobic or transphobic harassment they suffered.** Suicidal thoughts were most common during adolescence [64%], when most respondents realized they were LGBT or when they first faced the difficulties of coming out or finding romantic partners. Adolescence is also a time when respondents presumably lived at home, which entails more restricted opportunities and potentially unsupportive family members.

Suicidal tendencies were more of an issue among **those who thought their sexual orientation was a problem and tried to hide it** [54% vs 32%]. The lack of supportive families may also be a contributing factor. **Those who reported having unsupportive parents were twice as likely to have suicidal thoughts.** Suppression of one's identity and the lack of parental support also increased the likelihood of attempting suicide. **Having suffered discrimination doubles and being a victim of homophobic or transphobic violence triples the likelihood of suicide attempts.**

## Smoking and drinking

At 35% the rate of smoking among LGBT respondents was comparable to the national average [31% in 2009]. **Drinking, however, appears to be more prevalent among LGBT people than the general population – 15% of the respondents reported they are heavy drinkers, compared to 5% in Hungary overall.** There is no difference between men and women in this regard, although in the general population men are 10 times more likely to drink heavily than women, meaning that **lesbian and bisexual women are significantly more likely to be heavy drinkers** than their heterosexual counterparts.

## Sexually transmitted infections (STIs)

**One in five respondents reported having had a sexually transmitted infection (STI):** 20% of men and 12% of women. Forty-three percent of men said they had **never been tested for HIV** and only 14% reported **getting tested regularly.** There is significant difference in access to testing: in Budapest only 33% had never been tested before, while this was 44% in bigger towns and 65% in villages.

The low number of people getting tested is also related to the heterosexist focus of schools' sex education programs. More **than two-thirds of respondents received sex education at school, but only 12% said this included LGBT topics.**

## Trans health

The vast majority of trans respondents agreed with the statement that **being trans should not be considered a disorder**, with transsexual respondents slightly less likely to agree [83% vs. 93% among other trans people]. Transsexual respondents were much more likely [91%] to want **surgeries and hormones to be fully covered by the state** than other trans respondents [63%]. The overwhelming majority of both transsexual [91%] and other trans respondents [82%] agreed **legal gender recognition procedures should not require trans people to undergo any medical procedures.**

Half of transsexual respondents reported **having consulted a psychologist** about transitioning; and 28% said they were **undergoing hormone treatment**, and 17% said they had **changed their legal gender**. Only 2 people in the survey reported having undertaken more complex surgical procedures such as vaginoplasty [1] or trachea shave [1].

Altogether, 20 trans respondents have undergone one or more surgeries. Thirteen said they were satisfied with the quality and results of the surgeries, while the remaining 7 said they were dissatisfied. The way they financed these varies:

Nineteen respondents of 59 said they have faced some form of **mistreatment, such as harassment or verbal abuse, during their transition.**

*"The anesthesiologist [...] said TS people are insane and they are only getting surgeries because they do not have anything better to do. He said that the procedure is impossible, not even worth starting, because they won't be able to do it and in the end I will just be a "woman without breasts".* [28-YEAR-OLD TRANS MAN LIVING IN A CITY OUTSIDE BUDAPEST]

*"Most doctors do not understand and I need to explain everything. My therapist wanted to cure me"* [26-YEAR-OLD TRANS MAN LIVING IN BUDAPEST]

Four out of five transsexual respondents said they were **planning to change their legal gender in the future**. Much fewer people [roughly 40%] were considering surgery. Among other transgender respondents the willingness to undergo surgery [20%], receive hormones [34%], or change their legal gender [21%] was much lower.

The motives for not wanting surgeries were quite different among transsexual respondents as compared to other trans respondents. Among the former, the **lack of financial resources** [41%] was the most commonly cited reason. For most of the latter, many said that **surgeries were not important** [71%].

Of the three intersex respondents two reported that they had been subjected to **forced medical interventions to change their sex characteristics.**



# 7 | Partnership and parenting

## Relationships

Even though the sample was relatively young, **53% of respondents were in a stable relationship at the time of the survey, 83% of them with a same-sex partner.**

55% of bisexual respondents were in a relationship with an opposite-sex partner, and 45% with a same-sex partner.

**Most respondents in a relationship reported it to be long-term.** Every third person in a stable relationship had been together with their partner for at least a year and every fourth for 3–5 years. One of four reported being together for over 5 years and 11% for over 10 years.

Among those youngest, most were in a relationship that had been shorter than a year at the time, but 47% had been together for 1- 3 years. For those aged 20-39, the most common relationship was 1-3 years long, but 23% of those over 30 had been in their relationship for more than 5 years. Among those ages 40 and older, the most common relationship was over 10 years old.

**Half of those currently in a relationship lived with their partners.** Using common measures of relationship quality, these relationship proved to be quite

strong: the overwhelming majority (83%) said that their partner is the person closest to them, with whom they spend their free time (91%) and who they solve their problems with (93%).

**Seventy percent reported engaging sexual relations only with their partner.** Having sex with someone other than their partner was mostly common among those living with an opposite-sex partner – only 31% of them were monogamous.

## Registered partnership and marriage

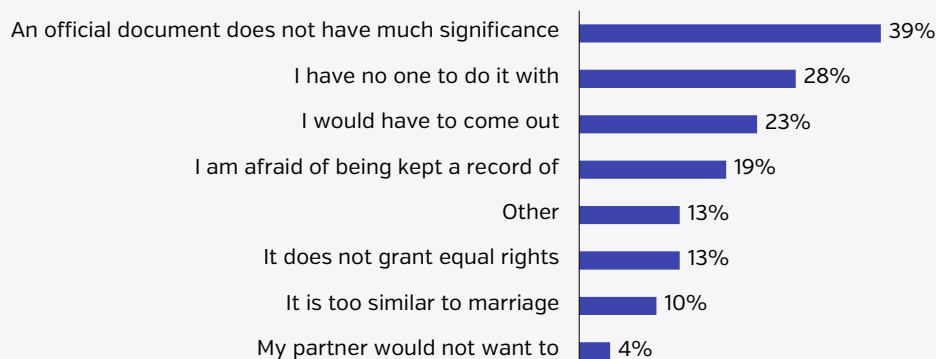
**Only 1.5% of respondents lived in a registered partnership<sup>5</sup>, but 51% were planning to do so.** 6% had such plans for the near future.

**Only 13% said they were familiar with the relevant legislation in detail, 35% were somewhat familiar.**

Almost half (47%) heard about this option, but did not know the details. 5% said they had not heard that registered partnership is legally available in Hungary.

<sup>5</sup> Same-sex couples have been able to enter registered partnerships since 1 July 2009.

### If you are currently not planning to enter a registered partnership in the future, why is that?



Of those who said they did not plan to register their partnership, the majority said that an official document does not have much significance to them.

28% did not currently have a partner to consider this option with. 23% said they would not want to be open about their sexual orientation, 13% thought that this institution does not grant sufficient rights, and 10% thought it is too similar to marriage.

The vast majority of respondents (87%) said they thought that same-sex marriage should be legalized in Hungary, including 95% of women and 83% of men. 92% of those under 20 and 83% of those over 50 agreed. There was no significant difference between those who were religious and those who were not. There was quite some difference however with regards to political views. On the basis of who they would vote for if the elections were next Sunday, 91% of left-wing and 77% of right-wing respondents agreed (94% - LMP, 87% - MSZP, 79% - FIDESZ, 66% - Jobbik).

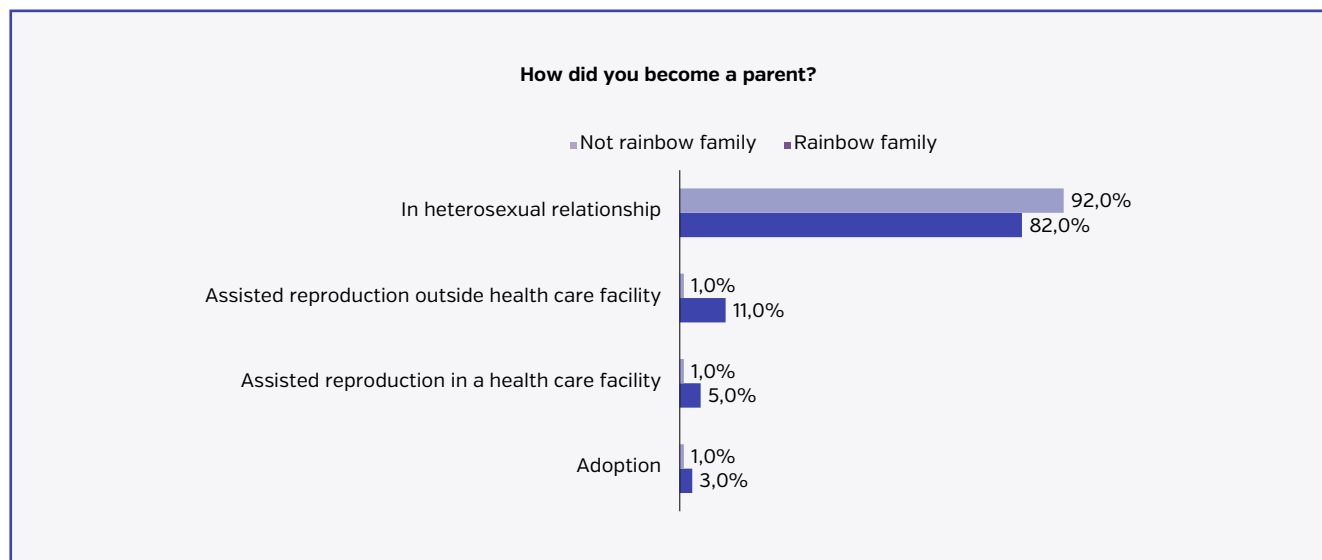
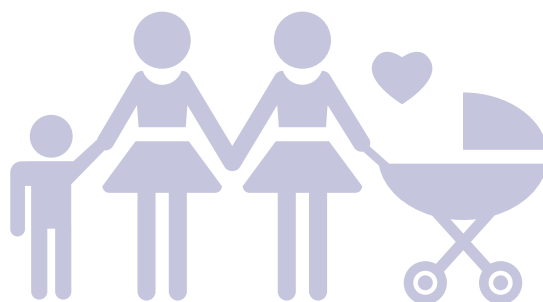
## LGBT people raising children

Every tenth respondent reported having children of their own, and another 5% being involved in raising the children of their partner. Most of those with a child shared parenting tasks with an opposite-sex partner.

3% of respondents live in a rainbow family, where two same-sex partners are rearing children. Those who were most likely to be living in a rainbow family were

- with a higher education degree
- living in Budapest or in villages
- between 30-50 years old
- in a lesbian relationship

In the majority of the cases (82%) children were from a previous, heterosexual relationship. Two respondents, who live in rainbow families, used assisted reproduction by a health care provider and 4 did so outside the health care system (at home). Only one child was adopted.



## Plans to have children

**More than half of respondents (54%) said they wanted to have children.**

**Women were more likely (65%) to want to have children than men (49%).**

This may partly be explained by the fact that lesbians can get pregnant without governmental involvement, whereas gay male couples' means of having children are limited to adoption and surrogacy. Accordingly, 80% of those who thought it would be too complicated to have children were men. In part, attitudes about childrearing also differ when it comes to defining gender roles. 54% of women agreed that one needs to have a child to have a complete life, while this ratio was only 45% among men.

Most of those who did not want to have children said that it would be too complicated to do so (33%). Many feared that their children would suffer disadvantage

(26%), or were discouraged by the absence of legal routes to parenthood (11%).

*"I do not want my child to be the target of bullying or be ostracized."* [21-YEAR-OLD GAY MAN, LIVING IN A CITY]

*"The prospects for having [or raising, depending on the context] are bleak, especially if you are a lesbian."* [29-YEAR-OLD LESBIAN, LIVING IN A CITY OUTSIDE BUDAPEST]

**Only 7% said their reason for not wanting to have children is that they either do not attribute much value to it or do not like children.**

When it comes to pathways to parenthood, **most respondents interested in being parents (38%) would choose assisted reproduction or surrogacy.** 25% would choose to adopt and 22% would be willing to co-parent with another same-sex couple.

### Why do you not want children?



**Men were divided between surrogacy and adoption as their first choice, while women expressed a clear preference for assisted reproduction over adoption.**

This can be explained by the fact that when compared to adoption, surrogacy is a more complicated process than assisted reproduction. On the other hand, assigning importance to blood relation was very common: 60% of respondents said it was important for them that they have biological children.

Confirming research results in other countries, most of those planning to become parents expressed interest in adopting children who face difficulty being placed. Almost three-quarters of respondents (73%) said they would adopt a child aged 3 or older and 47% said they

would adopt a Roma child. On the other hand, only 17% would not adopt a child with a disability.

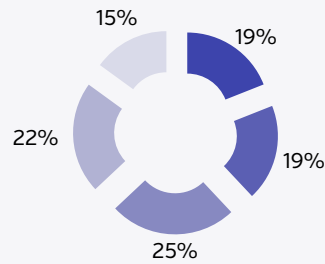
## Opinions about LGBT parents and their rights

**The overwhelming majority (88%) thought that gay and lesbian parents are just as suitable to have children as their straight counterparts.** Accordingly, **90% said they would support legislation that establishes legal recognition of same-sex parented families.**

Respondents were most supportive of legalizing assisted reproduction (93%), but least supportive of surrogacy (86%).

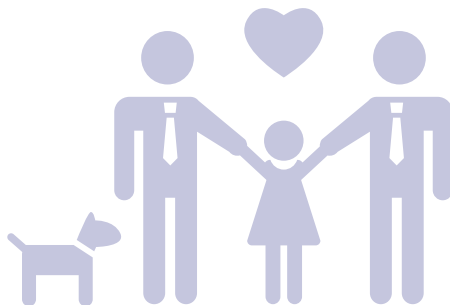
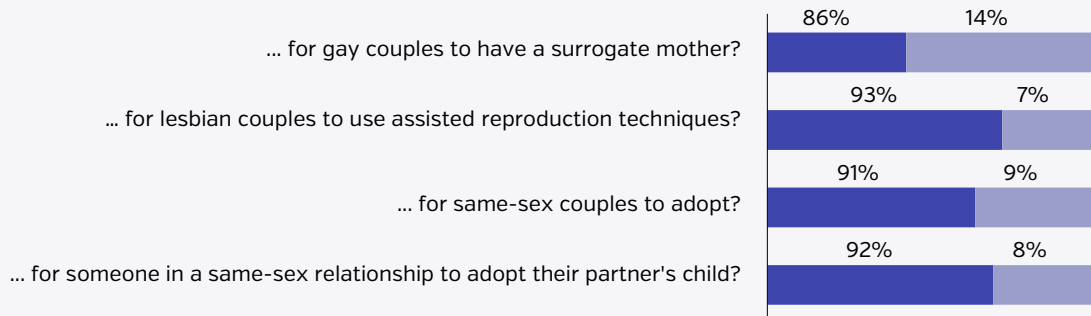
### How would you consider becoming a parent?

- Assisted reproduction
- Surrogacy
- Adoption
- Co-parenting with another lesbian/gay couple
- Other



### Do you think it should be legal in Hungary...

- Yes
- No



# 8 | Recommendations

## 1. General recommendations

- a. Adopt a national action plan on equality based on sexual orientation and gender identity regarding all areas covered by the Recommendation and its Appendix.
- b. Extend the mandate of the Department of Equal Opportunities at the Ministry of Human Resources to specifically include sexual orientation and gender identity.
- c. Conduct regular national and sector-specific surveys to monitor attitudes towards LGBT people.
- d. Introduce regular consultation with LGBT stakeholders in the legislative process; and conduct impact assessment of new legislation and policy measures that specifically cover their impact on LGBT people.

## 2. Discrimination and violence

- 2.1 Amend the Criminal Code to allow for taking into consideration hate motivation in cases of stalking and crimes against property.
- 2.2 Introduce a comprehensive definition for hate crimes, including homicide, crimes against property, blackmail, stalking, and violence against a member of a community.
- 2.3 Publish the comprehensive definition of hate crime on the websites of police, courts, prosecution and victim support services.
- 2.4 Disseminate comprehensive and accessible guides to potential victims of hate crimes on available legal remedies and support services.
- 2.5 Adopt a police protocol on responding to and investigating hate crimes, explicitly including homophobic and transphobic hate crimes.

2.6 Introduce training modules on hate crimes including specifically homophobic and transphobic hate crimes into the curricula of basic and in-service police trainings and law school curriculum.

2.7 Introduce sensitizing training for police, courts, prosecution, victim support services and prison staff on discrimination against and the specific needs and concerns of LGBT persons.

2.8 Establish a network of specifically trained hate crime specialists at law enforcement authorities.

2.9 Establish reference groups with the participation of civil society representatives to monitor procedures in individual cases of hate crime.

2.10 Extend the mandate of police minority liaison officers to cover sexual orientation and gender identity, or introduce specific LGBT liaison officers.

2.11 Reform data collection on hate crimes to cover all cases falling under the comprehensive definition, so that it allows for following cases from reporting to sentencing, disaggregated by hate motivation grounds.

## 3. Education

3.1 Amend the legislation on the National Basic Curriculum and the Framework Curricula to specifically include information on sexual orientation and gender identity.

3.2 Ensure that all textbooks and other educational materials authorized for use in public education cover sexual orientation and gender identity in an objective manner, and promote tolerance and respect for LGBT persons.

3.3 Issue a model policy of non-discrimination and anti-bullying for educational institutions with specific reference to sexual orientation and gender identity.



3.4 Integrate issues of homophobic and transphobic bullying into anti-violence and safe school programs.

3.5 Include information on the social situation of LGBT persons and the specific needs and concerns of LGBT youth in teachers' training curricula.

3.6 Introduce sensitizing and accredited in-service training for teachers, school counsellors, school nurses and school psychologists covering sexual orientation and gender identity.

3.7 Include information on sexual health concerns of LGBT persons into compulsory sexual education in schools.

3.8 Provide moral and financial support for awareness raising school programs provided by LGBT civil society actors, and create incentives for school administrators to invite such programs to their schools.

## 4. Employment

4.1 Extend the requirement to adopt equal opportunity plans to all public employers regardless of the number of employees and lower the threshold concerning the number of employees for private employers.

4.2 Issue guidelines on the content of equal opportunity plans with specific reference to the needs of LGBT employees.

4.3 Issue guidelines to employers on the implementation of data protection legislation with regards to gender recognition in the context of employment.

4.4 Issue a model code of conduct and non-discrimination policy with specific reference to sexual orientation and gender identity.

4.5 Develop specific programs improving the employability of trans persons to prevent long-term unemployment including trainings and financial incentives to employ them.

4.6 Introduce financial incentives for employers to provide diversity trainings for their employees specifically

including issues concerning sexual orientation and gender identity.

4.7 Include information on equal treatment procedures and discrimination based on sexual orientation and gender identity into publicly funded materials on employees' rights distributed amongst the general public.

4.8 Integrate equal treatment issues covering sexual orientation and gender identity into the work of publicly funded employment legal aid services

## 5. Health

5.1 Introduce sensitizing training for doctors and other medical staff on discrimination against and the specific health needs and concerns of LGBT persons as part of basic and in-service training.

5.2 Increase public funding on the prevention of HIV/AIDS and other sexually transmitted diseases and include men who sex with men (MSM) and trans women as specific target groups for prevention campaigns.

5.3 Include LGBT persons, and LGBT youth in particular, as a specific target group in suicide prevention programs.

5.4 Codify the currently existing practice regarding gender recognition.

5.5 Provide full funding for gender reassignment treatments by public health insurance.

5.6 Introduce a medical protocol on diagnosis and treatment for trans persons in line with the WPATH's Standard of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People.

5.7 Publish a client-oriented guide on medical treatment and social services available for trans persons and their families.

5.8 Establish medical centers specializing in trans health with full medical teams, including psychological, psychiatric, endocrinological, surgical experts, and social workers.

## 6. Families and parenting

e. Abolish the discriminatory provisions in the Registered Partnership Act concerning taking the partner's name and parenting.

f. Abolish the discriminatory provision in the new Criminal Code regarding sanctioning double marriage (bigamy) but not double registered partnership.

g. Abolish discrimination of lesbian couples in access to assisted reproductive technology.

h. Provide an inclusive definition of family covering same-sex registered and de facto partners in the Family Protection Act.

i. Introduce publicly available guidelines on adoption suitability criteria including the principle of non-discrimination based on sexual orientation and gender identity.

j. Give due attention to same-sex families in university curricula for legal studies, psychology, medicine, humanities and social sciences, and social work.

k. Introduce sensitizing and accredited in-service training covering same-sex families for social professionals working in the field of child protection.

