

ADULT FAMILY CARE HOMES OF MAINE
POLICY ON ADMISSION, PLACEMENT AND TREATMENT OF
TRANSGENDER RESIDENTS

Adult Family Care Homes of Maine (AFCH) is the name publicly used for the ownership and operation of nine affiliated assisted living facilities, including Sunrise Assisted Living, LLC. AFCH strives to provide a welcoming environment and the best possible services to all communities, including older adults who are lesbian, gay, bisexual and/or transgender. This document sets forth the general policy applicable to facilities owned and operated under the AFCH umbrella with respect to the admission, placement, and treatment of transgender older adults.

Definitions

1. The term “gender identity” is a well-established medical concept, referring to one’s internalized, inherent sense of their own gender. For most people, gender identity is consistent with their assigned birth sex. For transgender people, that is not the case. Transgender women are individuals assigned the sex of male at birth who have a persistent female gender identity. Transgender men are individuals assigned the sex of female at birth who have a persistent male identity.

2. The term “transgender” is used to describe someone whose gender identity is different from their assigned sex at birth.

Policies

1. AFCH will treat applicants who are transgender and provide its living and support services to people who are transgender in accordance with their gender identity.

2. Federal and state law prohibit discrimination against individuals based on gender identity and sex and require that AFCH provide access to its homes and facilities for people who are transgender on equal term with others.

3. Discriminating against or turning away an applicant because they are transgender violates the law. Gender identity, gender expression or transgender status will not be used to deny admission, programs, or services to any individual.

4. Placement of an applicant/resident in a shared room setting that is separated by sex shall be made based upon the applicant/resident's gender identity, not their assigned sex at birth. The law does not require people who are transgender to have any particular anatomical or physiological makeup in order to identify as a particular sex or gender. Transgender women will be respected fully as women and treated the same as other women in the facility, without any inquiry into particular surgeries or medical treatment.

5. All services shall be provided in accordance with a client's gender identity.

6. Staff should always know and use the pronoun that their clients use for themselves, even the client is not within earshot.

7. The objection or discomfort of any resident is not a basis to deny access or alter equal treatment of a transgender resident as required by this policy, including placement of a transgender person in a shared same-sex room. If any resident expresses a concern, fear, or objection to the presence of a resident who is transgender, staff must immediately intervene to explain AFCH's nondiscrimination policy. Residents must be provided education sufficient to understand that any home operated by AFCH is a community where everyone is to be welcomed and respected, including transgender people.

8. As with sexual orientation and other protected classifications, harassment based on gender identity or transgender status is prohibited. Discriminatory and prejudice-motivated comments or other behavior that creates a hostile environment will not be tolerated whether from staff or other residents. Staff must intervene to ensure that any harassment of a transgender resident stops. If a resident who is transgender experiences harassment, the incident must be reported to the owners or their designated manager as soon as possible. Designated supervisory personnel at any home operated by AFCH shall take immediate action to ensure the comfort and safety of any resident who is transgender. If harassment is committed by a staff member, the harassment must be reported to the owners or other designated person as soon as possible. All incidents of harassment must be documented in writing.