An introduction to Charlie

- Charlie is a transgender man. This means that Charlie's sex assigned at birth was female, and he identifies his gender as male.

- Charlie uses the pronouns he, him and his.

- He chooses to express himself through clothing and hairstyles that are considered more masculine.

- Charlie is a heterosexual trans man which means he is physically attracted to women.

- He is also emotionally more attracted to women.

Charlie joined his place of work when he identified as female. It has been a couple of years since he started his job and has now transitioned to identify as male. Not all of his co-workers are aware that he has transitioned and Charlie likes to get to know his colleagues and feel comfortable around them before sharing this information. His colleagues who know have been very supportive of him and Charlie is generally happy at work.

Another part of the organisation is developing an internal marketing campaign which is celebrating their staff by featuring old photographs in a blog post. They have selected one from when Charlie first started but are unaware that he has since transitioned. The campaign is released and promoted across the organisation.

When Charlie becomes aware of the campaign and use of his photo with his name attached, he feels upset. He reaches out to his manager to let them know he feels outed and not considered by his work.

Charlie's manager gets in touch with HR and the marketing team to resolve this. The image is quickly taken down and an apology is issued to Charlie. This has alerted them to an issue they had not considered before and they have now put procedures in place to gain consent from all subjects in any photo used for marketing. They have also been thinking of how they can be a better employer to trans people.

It is always better to be proactive with considering how to be inclusive and promote a safe environment to all workers. In this case, a lack of thought or procedures around thinking about transgender employees resulted in a negative experience for Charlie.