

TRAVEL

WHILE

QUEER

ZINE

IMPACT! IMPACT! IMPACT!



EVAN LEMPKE

# EXPLORE EVERY CORNER



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Traveling can bring up anxiety for anyone –  
“Do I have my ticket?” “Where’s the terminal?”  
“Did I pack my charger?”  
– Adding identities (specifically sexuality/gender identity & expression/etc.) that are made marginalized by some in society, adds another layer of complexity to your experience traveling for your fieldwork.

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The goal of this Zine is to give you some insight into the legal protections, or of lack there of, of the queer community in the country you will be traveling to for your Impact Fellowship fieldwork.



# YOU'RE GOING PLACES

A collage of travel-related images including a map, an airplane, a train, and a building, all in a red-tinted style. The text 'YOU'RE GOING PLACES' is overlaid in large blue letters.

*\*\*Please note that this Zine is a constantly evolving piece of work. Laws and public attitudes toward marginalized groups change as education and equity grow. If you are concerned or have any questions please reach out to any of the Creative Inquiry staff. We want you to feel safe and supported so you can do your best work!*

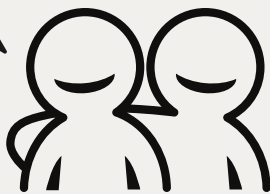
## THINGS TO THINK ABOUT BEFORE YOU HEAD TO THE AIRPORT

### MEDICATIONS

If you are traveling with meds or hormones:

- Put in separate clear bag/baggie all if you have medically necessary liquids (injectable testosterone/estrogen, or testosterone gel), medications (pills, etc.) and/or equipment (needles & syringes).
- Pack proof of prescription (i.e. pharmacy receipt or letter from prescribing doctor).
- If taking syringes – you must declare them at security checkpoint.

Try to find & have a travel buddy that will be on the same flight as you. That way if something causes you anxiety, there is someone else to help.



WHEN IN DOUBT CONTACT TSA IN  
ADVANCE

TSA Cares helpline at (855) 787-2227

### FIRST THINGS FIRST

Make sure you tell Creative Inquiry staff if your Passport is under your legal name or different gender marker than what you ID as or if your documents have an "X" marker.

Making sure your documents are as consistent as possible will ease your movement through TSA and Customs.



Complete & bring a discreet notification card.  
If you would like for a quiet way to communicate to TSA.



This is where you might feel the most nervous, and that's okay. Take a calming breath and reach out to your travel buddy to help support you.

### TRAVEL DOCUMENT CHECKER

- At the checkpoint, present your government-issued identification and boarding pass to the TSA officer who will ensure the identification and boarding pass are authentic with the exact name shown on each document.
- According to TSA – agents should only be looking for your name on the boarding pass to match the name on the photo ID given. Current gender presentation matching a gender marker on your ID does not matter and the agent should not be commenting on it.

### MEDICATIONS IN CARRY-ON LUGGAGE

- TIP for carry-on: Put in separate clear bag/baggie all If you have medically necessary liquids (injectable testosterone/estrogen, or testosterone gel), medications (pills, etc.) and/or equipment (needles & syringes)
- You have the right to ask for a private screening if your carry-on needs to be opened for any reason.

### BODY SCANNERS

Per the TSA website; the body scanner have a gender-neutral algorithm, which decreased false alarm's by half, but errors do happen and you will need to have a pat-down if an alarm goes off.

– Body scanners are a voluntary process and you have the right to refuse or opt-out – BUT you will have to go through a pat-down.

### PAT-DOWNS

If the body scanner triggers an alarm or if you request a pat-down, you may ask for it to be conducted in a private area and you have the legal right to have a companion present.

TSA officers cannot require you to remove any gender-affirming prosthetics or garments. – *If they request this, you should ask to speak with a supervisor.*



# INDIA

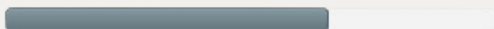


Equality Index ?

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Legal Rights 66 / 100



Public Opinion 54 / 100



## Assistance for U.S. Citizens

### U.S. Embassy New Delhi

Shantipath, Chanakyapuri  
New Delhi - 110021  
India

📞 Telephone + (91) (11) 2419-8000

📞 Emergency + (91) (11) 2419-8000

📠 Fax + (91) (11) 2419-0017

✉ Email [acsnd@state.gov](mailto:acsnd@state.gov)

🌐 Website <https://in.usembassy.gov/embassy-consulates/new-delhi/>

# LEGAL PROTECTIONS AGAINST DISCRIMINATION - INDIA



## 4. Constitutional Protection

SO	GI	GE	SC
No	No	No	No

## 5. Goods and Services

SO	GI	GE	SC
No	Yes 2020	No	Yes 2020

## 6. Health

SO	GI	GE	SC
No	Yes 2020	No	Yes 2020

## 7. Education

SO	GI	GE	SC
No	Yes 2020	No	Yes 2020

## 9. Employment

SO	GI	GE	SC
No	Yes 2020	No	Yes 2020

## 10. Housing

SO	GI	GE	SC
No	Yes 2020	No	Yes 2020

## 11. Hate crime law

SO	GI	GE	SC
No	No	No	No

## 12. Prohibition of Incitement

SO	GI	GE	SC
No	No	No	No

## 17. Legal gender recognition

Procedure	Self-ID	Surgery	Diagnosis	Non-binary markers
POSSIBLE 2019	YES (FOR NB MARKER ONLY)	REQUIRED	NOT REQUIRED	AVAILABLE

### KEY

SO: Sexual Orientation / GI: Gender Identity  
GE: Gender Expression / SC: Sex Characteristics

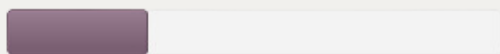
No = No legal protections in effect  
Yes = Legal protections in effect  
Varies = Legal protections varies by region

# KAZAKHSTAN

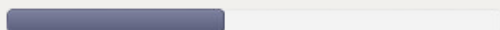


## Equality Index ?

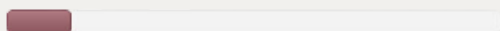
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Public Opinion 12 / 100





## Assistance for U.S. Citizens

### U.S. Embassy Astana

Rakhymzhan Koshkarbayev Ave  
No. 3  
Astana 010010  
Kazakhstan

 Telephone + (7) (7172) 70-21-00

 Emergency + (7) (7172) 70-21-00 (or 011-7-717-270-21-00 from the U.S.)

 Fax + (7) (7172) 70-22-80

 Email [USAKZ@state.gov](mailto:USAKZ@state.gov)

 Website <https://kz.usembassy.gov/>

# LEGAL PROTECTIONS AGAINST DISCRIMINATION - KAZAKHSTAN

## 4. Constitutional Protection

SO	GI	GE	SC
No	No	No	No

## 5. Goods and Services

SO	GI	GE	SC
No	No	No	No

## 6. Health

SO	GI	GE	SC
No	No	No	No

## 7. Education

SO	GI	GE	SC
No	No	No	No

## 9. Employment

SO	GI	GE	SC
No	No	No	No

## 10. Housing

SO	GI	GE	SC
No	No	No	No

## 11. Hate crime law

SO	GI	GE	SC
No	No	No	No

## 12. Prohibition of Incitement

SO	GI	GE	SC
No	No	No	No

## 17. Legal gender recognition

Procedure	Self-ID	Surgery	Diagnosis	Non-binary markers
POSSIBLE 2003	NO	REQUIRED	REQUIRED	NOT AVAILABLE

### KEY

SO: Sexual Orientation / GI: Gender Identity  
GE: Gender Expression / SC: Sex Characteristics

No = No legal protections in effect

Yes = Legal protections in effect

Varies = Legal protections varies by region

# PHILIPPINES



## Equality Index ?

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## Assistance for U.S. Citizens


### U.S. Embassy Manila

1201 Roxas Boulevard  
Manila, Philippines 1000

 Telephone + (63) 2 5301-2000

 Emergency + (63) 2 5301-2000

 Fax + (63) 2 5301-2017

 Email [ACSInfoManila@state.gov](mailto:ACSInfoManila@state.gov)

 Website <https://ph.usembassy.gov/>

# LEGAL PROTECTIONS AGAINST DISCRIMINATION - PHILIPPINES

## 4. Constitutional Protection

SO	GI	GE	SC
No	No	No	No

## 5. Goods and Services

SO	GI	GE	SC
Varies	Varies	Varies	No

## 6. Health

SO	GI	GE	SC
Varies	Varies	Varies	No

## 7. Education

SO	GI	GE	SC
Yes 2012	Yes 2012	Varies	No

## 9. Employment

SO	GI	GE	SC
Varies	Varies	Varies	No

## 10. Housing

SO	GI	GE	SC
Varies	Varies	Varies	No

## 11. Hate crime law

SO	GI	GE	SC
Varies 2021	Varies 2021	Varies 2021	No

## 12. Prohibition of Incitement

SO	GI	GE	SC
Varies 2014	Varies 2014	Varies 2014	No

## 17. Legal gender recognition

Procedure	Self-ID	Surgery	Diagnosis	Non-binary markers
NOT POSSIBLE	NO	N/A	N/A	NOT AVAILABLE

### KEY

SO: Sexual Orientation / GI: Gender Identity  
GE: Gender Expression / SC: Sex Characteristics

No = No legal protections in effect  
Yes = Legal protections in effect  
Varies = Legal protections varies by region

# SIERRA LEONE



## Equality Index

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Legal Rights

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Public Opinion


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## Assistance for U.S. Citizens

### U.S. Embassy Freetown

Southridge, Hill Station  
Freetown, Sierra Leone

 Telephone


+ (232) (99) 105-000

 Emergency

+(232) (99) 905-029

 Fax

No Fax

 Email

[consularfreetown@state.gov](mailto:consularfreetown@state.gov)

 Website

<https://sl.usembassy.gov/embassy/>

# LEGAL PROTECTIONS AGAINST DISCRIMINATION SIERRA LEONE

## 4. Constitutional Protection

SO	GI	GE	SC
No	No	No	No

## 5. Goods and Services

SO	GI	GE	SC
No	No	No	No

## 6. Health

SO	GI	GE	SC
No	No	No	No

## 7. Education

SO	GI	GE	SC
No	No	No	No

## 9. Employment

SO	GI	GE	SC
No	No	No	No

## 10. Housing

SO	GI	GE	SC
No	No	No	No

## 11. Hate crime law

SO	GI	GE	SC
No	No	No	No

## 12. Prohibition of Incitement

SO	GI	GE	SC
No	No	No	No

## 17. Legal gender recognition

Procedure	Self-ID	Surgery	Diagnosis	Non-binary markers
NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

KEY

SO: Sexual Orientation / GI: Gender Identity  
GE: Gender Expression / SC: Sex Characteristics

No = No legal protections in effect  
Yes = Legal protections in effect  
Varies = Legal protections varies by region

# ALLYSHIP IN TRAVEL

It's up to people who hold positions of privilege to be active allies to those with less access, and to take responsibility for making changes that will help others be successful. Active allies utilize their credibility to create a more inclusive workplace where everyone can thrive, and find ways to make their privilege work for others.

Here are a few roles that allies can choose to play to support colleagues from underrepresented groups in beneficial ways.

**THE SPONSOR** – Someone who vocally supports the work of colleagues from marginalized groups in all contexts, but specifically in contexts that will help boost those colleagues' standing and reputation.

How to Act as a Sponsor

- Talk about the expertise you see in others, especially during performance calibrations and promotion discussions.
- Recommend people for stretch assignments and learning opportunities.
- Share colleagues' career goals with influencers.

**THE CHAMPION** – Someone who willingly defer to colleagues from underrepresented groups in meetings and in visible, industry-wide events and conferences, sending meaningful messages to large audiences.

How to Act as a Champion

- Direct questions about specific or technical topics to employees with subject-matter expertise instead of answering them yourself.
- Advocate for more women, people of color, and members of other underrepresented groups as keynote speakers and panelists.
- If you're asked to keynote or serve in a similar public role and know someone from an underrepresented group who'd be an equally good fit (or better), recommend that person (after asking them first if they'd like to be put forward).

Adapted from *7 Examples of What Being an Ally at Work Really Looks Like*

# ALLYSHIP IN TRAVEL

**THE UPSTANDER** – Someone who sees wrongdoing and acts to combat it. This person pushes back on offensive comments or jokes, even if no one within earshot might be offended or hurt.

How to Act as an Upstander

- Always speak up if you witness behavior or speech that is degrading or offensive. Explain your stance so everyone is clear about why you're raising the issue.
- In meetings, shut down off-topic questions that are asked only to test the presenter.
- Take action if you see anyone in your company being bullied or harassed. Simply insert yourself into a conversation with a comment such as, "Hi! What are you folks discussing?" and then check in with the victim privately. Ask if they're okay and if they want you to say something.

**THE AMPLIFIER** – Someone who works to ensure that marginalized voices are both heard and respected. This type of allyship can take many forms, but is focused on representation within communication.

How to Act as an Amplifier

- When someone proposes a good idea, repeat it and give them credit. For example: "I agree with Helen's recommendation for improving our net promoter score."
- Create a code of conduct for meetings and any shared communication medium including email, chat, Slack, and so forth.
- Invite members of underrepresented groups within your company to speak at staff meetings, write for company-wide newsletters, or take on other highly visible roles.

*At the end of the day, no one is perfect and you don't need to be. Allyship takes time, making mistakes, and trying again. It's making direct actionable steps to make a difference – and everyone can do it!*

# SOURCES & RESOURCES

## U.S. TSA

1. TSA Gender Diversity  
a. <https://www.tsa.gov/travel/tsa-cares/gender-diversity>
2. TSA Disability Notification Card - [PDF Print out](#)
3. STEP: Smart Traveler Enrollment Program  
a. <https://step.state.gov>
4. Bleistern, M. (2023, March 22). *Flying while transgender or non-binary? Here are 9 Travel Tips for How to Go Through the TSA Security Checkpoint Hassle-Free. (Updated for 2023)*. Unclockable. <https://unlockable.com/blogs/unlockable-blog/traveling-while-trans-here-are-9-ways-to-make-air-travel-less-stressful#9>

## DATA AND CROWDSOURCING

1. [Equaldex.com](https://Equaldex.com)
2. [IGLA.org](https://IGLA.org) – International Lesbian, Gay, Bisexual, Trans and Intersex Association

## ALLYSHIP

1. Allies, B. (2020, June 19). *7 Examples of What Being an Ally at Work Really Looks Like*. The Muse.  
<https://www.themuse.com/advice/what-is-an-ally-7-examples>  
This excerpt was adapted from *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*. Copyright Karen Catlin 2019. It has been republished here with permission.

