

PART B: SUGGESTIONS FOR GENDER NEUTRAL ENVIRONMENTS

Group Discussion

Trainer may read the question, Instead of... and have participants think of their own responses. Distribute afterwards.

Avoid assuming gender or sexual orientation with new patients⁶

Instead of:	Say:
How may I help you, sir?	How may I help you?
He is here for his appointment.	The patient is in the waiting room.
Do you have a wife?	Are you in a relationship?
What are your mother and fathers' names?	What are your parents' names?

Offensive Language

Offensive:	Preferred:
"Transgender," "A transgender" Transgender should be used as an adjective, not as a noun. Do not say, "Tony is a transgender," or "The parade included many transgenders."	Transgender people, a transgender person Instead say, "Tony is a transgender man," or "The parade included many transgender people."
"Sex change," "Pre-operative," "Post-operative" Referring to a "sex-change operation," or using terms such as "pre-operative" or "post-operative" inaccurately suggests that one must have surgery to transition. Avoid overemphasizing surgery when discussing transgender people or the process of transition.	Transition
"Biologically male," "Biologically female," "Genetically male," "Genetically female," "Born a man," "Born a woman" Problematic phrases like those above overly-simplify a complex subject. As mentioned above, a person's sex is determined by many factors — not simply genetics — and one's biology does not "trump" one's gender identity. Finally, people are born babies — they are not "born a man" or "born a woman."	Assigned male at birth, assigned female at birth or designated male at birth, designated female at birth



Offensive Language

Derogatory Terms and Offensive Language:

This language dehumanizes transgender people and should not be used in mainstream media. The criteria for using these derogatory terms should be the same as those applied to vulgar labels used to target other groups: *they should not be used except in a direct quote that reveals the bias of the person quoted.*

She-male	When did you decide to be a man/woman?
He-she	"You look so real. I never would have known."
It	Have you had/do you want THE surgery?
Trannie or tranny	What is your real name?
"Real" woman or "real" man	You're so attractive, why would you want to...?
Queer	"That's so gay."
Fairy	When did you decide to be gay?
Queen	Is this a phase you are going through?
Homo	Why can't you choose one gender to be attracted to?
Gay/homosexual agenda	Who do you see yourself ending up with?