

# SaferCommunity

## INCLUSIVE LANGUAGE GUIDE – LGBTIQ+

Inclusive language is language that is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups. It is also language that doesn't deliberately or inadvertently exclude people from being seen as part of a group. This is a guide to Inclusive Language in the LGBTIQ+ community.

---

### What is inclusive language and why should we use it?

Using inclusive language creates a more open and respectful environment, and helps break down prejudice, stigma and stereotypes.

Language is inclusive when we use words in ways that demonstrate our respect for how people describe their own genders, bodies and relationships. It is important to show this respect even when we are describing people who are not present.

#### Inclusive language is about...

- Welcoming all people to participate in and contribute to our families, schools, workplaces, communities and services.
- Giving all people the opportunity to make responsible health choices.
- Giving everyone a fair go.



### SAFER COMMUNITY

Safer Community provides advice, support and referrals if you witness or experience unacceptable or concerning behaviour.

P: 03 9479 8988

E: [safercommunity@latrobe.edu.au](mailto:safercommunity@latrobe.edu.au)

W: [latrobe.edu.au/safercommunity](http://latrobe.edu.au/safercommunity)

Offices: Bundoora PE level 2, Bendigo SSC

---

## Pronouns

### What is a pronoun and what do pronouns have to do with gender?

A noun is a word we use to describe a person, place, thing or idea. A pronoun is a word that we use instead of a noun, such as when we say 'you' instead of using someone's name. Some pronouns imply someone's gender, such as when we describe someone as 'she' or 'he'.

### How do we know which pronouns to use for intersex people, trans people and gender diverse people?

Most but not all intersex people and trans people who identify as women prefer being described as 'she'. Most but not all intersex people and trans people who identify as men prefer to be described as 'he'. Some people who identify as women or men may prefer to be described using only their first name instead of a gendered pronoun. We can ask people directly how they wish to be described. We can respect the dignity of each individual by respecting that person's wishes regarding pronouns. Ask privately whenever possible to reduce discomfort.

### Why can't we just avoid using pronouns for intersex people and trans people?

Intersex and trans people who identify as women or men usually notice and feel excluded when people avoid pronouns or use gender neutral language that does not recognise their gender. Using inclusive language means calling an intersex or trans woman 'she' and 'woman' instead of calling her 'person', 'he', 'it' or avoiding pronouns.

### Which pronouns should we use for people with non-binary genders?

People with non-binary genders often prefer non-binary pronouns such as 'they'. Some people with non-binary genders prefer 'she' and 'he' used interchangeably to signal that they do not fit as either women or men. Other people prefer to be described using only their first name.

## MORE INFORMATION

### What is trans?

Some trans people identify trans as their gender e.g. trans woman or trans man. We use 'trans' as a collective term to describe these diverse life experiences. The term trans (often referred to as trans\*) is also sometimes used as an umbrella term for anyone whose gender characteristics differ from their society's expectations. It is generally considered rude to assume that someone identifies as 'trans' based on their history or to call someone 'a trans', 'a transgender' or 'tranny'.

### What is intersex?

Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

### When we hear disrespectful language or we unintentionally misgender someone.

Disrespectful language and misgendering can make it difficult for people to participate fully in our communities. We often misgender people without even noticing that we have done so, and we often do not realise how our words can exclude people. People who are misgendered by others often stay silent, even when the misgendering may upset them a great deal. Some people take longer than others to learn inclusive language.

If you misgender someone, apologise briefly and start using respectful gender language. In that moment, prolonged discussion about the misgendering is likely to make the person who was misgendered feel worse. After you leave the situation, you can reflect on how to be more inclusive in the future.

## WHAT IS DEADNAMING?

- Deadnaming is when someone, intentionally or not, refers to a person who's transgender by the name they used before they transitioned. Also referred to as their "birth name" or their "given name".
- For many people who are transgender, undergoing a name change can be an affirming step in the transition process. It can help a person who's transgender and the people in their lives begin to see them as the gender they know themselves to be. It can also alleviate discomfort that may be associated with one's old name.
- When you refer to a person who is transgender by their non-affirmed name, it can feel invalidating. It can cause them to feel like you don't respect their identity or that you don't wish to put forth the effort to make this necessary change.

## WHAT CAN YOU DO?

- Always use a student's preferred name in all forms of communication, including phone and emails.

## Being an Active Bystander

An active bystander may choose to intervene if they witness a person being misgendered or disrespected. This may be as simple as bringing their behaviour to their attention and letting them know how hurtful this could be to the other person.

Or:

If you know the person behaving inappropriately, it may be useful to take a more educative approach and forward them some relevant info.

If you misgender someone, apologise briefly and start using respectful gender language. In that moment, prolonged discussion about the misgendering is likely to make the person who was misgendered feel worse. After you leave the situation, you can reflect on how to be more inclusive in the future.



## IMPORTANT: SUPPORT AND REFERRALS

### Internal services

- **Security** 24/7 assistance on campus 9479 2222 at all campuses
- **Safer Community** for advice, support and referrals call 9479 8988 or visit [www.latrobe.edu.au/safercommunity](http://www.latrobe.edu.au/safercommunity)
- **Student Counselling** offer free personal support, visit [www.latrobe.edu.au/counselling](http://www.latrobe.edu.au/counselling)
- **La Trobe University Crisis Line** out of hours crisis support, call 1300 146 307 or text 0488 884 100
- **LGBTQIA+ support** available at [www.latrobe.edu.au/students/support/wellbeing/lgbtqiqa-services](http://www.latrobe.edu.au/students/support/wellbeing/lgbtqiqa-services)

### External services

- **Police LGBTIQ Liaison Officers** visit [www.police.vic.gov.au/LGBTIQ-liaison-officers](http://www.police.vic.gov.au/LGBTIQ-liaison-officers)
- **National LGBTI Health Alliance** visit [www.lgbtihealth.org.au](http://www.lgbtihealth.org.au)

## LGBTQIA+ GLOSSARY

<b>LGBTQIA+</b>	An evolving acronym that stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and many other terms (such as non-binary and pansexual) that people use to describe their experiences of their gender, sexuality, and physiological sex characteristics.
<b>Nonbinary</b>	A spectrum of gender identities that are not exclusively masculine or feminine identities that are outside the gender binary. Non-binary identities can fall under the transgender umbrella, since many non-binary people identify with a gender that is different from their assigned sex
<b>Biological sex</b>	An individual's biological sex characteristics, which can be described as female, male or intersex.
<b>Legal sex</b>	An individual's legal sex according to documents such as their birth certificate, passport, Medicare record and other Territory or Commonwealth Government documents. In a growing number of jurisdictions an individual's legal sex may be recorded as M, F or X. An individual's legal sex may or may not reflect their biological sex or gender identity.
<b>Transgender</b>	An umbrella term to refer to individuals whose gender identity and/or gender expression differs to their sex assigned at birth. Transgender individuals may identify as female, male, both or neither.
<b>Intersex</b>	A term for a broad range of congenital physical traits or variations that lie between stereotypical ideals of male and female. Intersex people are born with physical, hormonal or genetic features that are neither wholly female nor wholly male, or a combination of female and male. Being intersex does not pre-determine any particular gender identity. Some intersex individuals identify their gender and legal sex as X, the majority of intersex people identify their gender as M or F.
<b>Queer</b>	An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQIA+ community.
<b>Questioning</b>	The process of exploring and discovering one's own sexual orientation, gender, identity and/or gender expression.
<b>Gender expression</b>	The way in which a person externally expresses their gender, which may, or may not, align with their biological and/or legal sex.
<b>Gender identity</b>	An individual's sense of identity, appearance, mannerisms or other gender-related characteristics. Individuals may identify themselves as male, female, both, or neither.
<b>Gender transition</b>	A process undertaken by some transgender people to live in accordance with their gender identity. This may, or may not, include social aspects (e.g. Changing the way they dress, their hairstyle, the pronouns they use to refer to themselves or prefer people to use when referring to them), legal aspects (e.g. changing their name or legal sex on documents), or medical aspects (hormonal or surgical procedures).
<b>Sexual Orientation</b>	An individual's sexual orientation towards persons of the same sex, persons of a different sex, persons of any sex, or persons of neither sex.
<b>Asexual</b>	An individual who does not experience sexual attraction
<b>Bisexual</b>	An individual who is romantically, emotionally, physically and sexually attracted to more than one sex/gender.
<b>Homosexual</b>	An individual who is romantically, emotionally, physically and sexually to individuals the same sex/gender. Gay and/or lesbian are common terms used to described homosexual people.
<b>Lesbian</b>	A woman who is romantically, emotionally, physically and sexually attracted to other women.
<b>Gay</b>	A man who is romantically, emotionally, physically and sexually attracted to other men.
<b>Pansexual</b>	A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.