



Transgender/Gender Nonconforming Etiquette and Inclusion

To ensure that the transgender and gender nonconforming (transgender, transsexual, genderqueer and more) members of our community and movement feel included by all in our residential communities, please read and act upon the following.



Pay attention to a person's purposeful gender expression but remember that a person's external appearance may not match their internal gender identity. You cannot know the gender or sex of someone by their physical body, voice, or mannerisms. We consider it polite to ask: "What pronoun do you prefer?" or "How do you identify?" before using pronouns or gendered words for anyone. When you are unsure of a person's gender identity and you don't have an opportunity to ask someone what words they prefer, try using that person's name or gender-neutral phrases like "the person in the red shirt," instead of "that woman or man." If you have met a person before, and their gender expression is now different, be open to the fact that they may now be identifying as a different gender and feel good about asking politely about their identity.

One way of acknowledging transgender people's needs is to designate restrooms gender inclusive, which we have done here in many of our residential facilities with educational signs. In bathrooms, many transgender people face harassment that can lead to anything from deep discomfort to arrest or death. Regardless of what bathroom you are in, please let everyone pee in peace. Each of us can decide for ourselves in which bathroom we belong.

Please listen to transgender people's needs and stories when they are volunteered; yet please respect people's privacy and boundaries and do not ask questions that you wouldn't ask of anyone else. Do not make assumptions about other people's gender identity or expression. Do respect and call people what they ask you to call them. If you make a mistake about someone's pronoun, simply make a correction and move on. Do not justify the misstep, over-apologize or berate yourself. Educate yourself through books, web sites, and through the many trans/gender nonconforming workshops offered at UC Berkeley or online. Then, please join the many hardworking allies who are working to respond appropriately to transphobic situations both on and off campus. Respectful allies, who learn from and with transgender people and then educate others, are important for successful transgender liberation.



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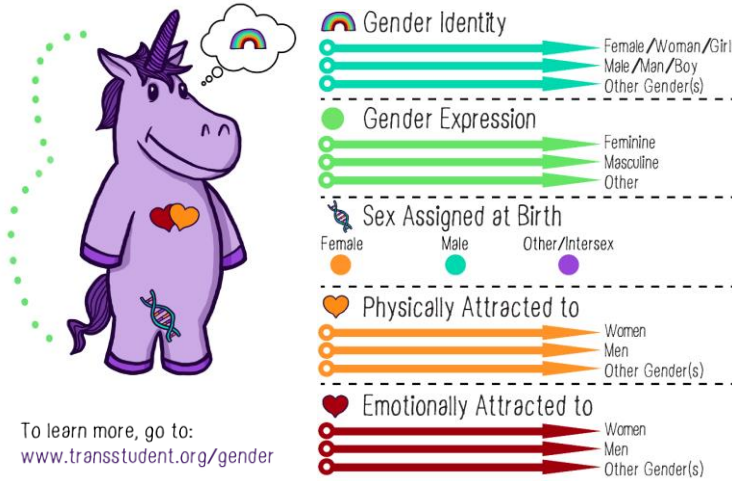


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Some Basic Information



Some Important Definitions

Gender Identity: One’s internal sense of being male, female, neither of these, both, or another gender(s). Everyone has a gender identity, including you. For trans and GNC people, their sex assigned at birth and their own internal sense of gender identity are not the same.

Gender Expression: The physical manifestation of one’s gender identity through clothing, hairstyle, voice, body shape, etc. Most trans and GNC people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.

Sex Assigned at Birth: The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes. Chromosomes are frequently used to determine sex from prenatal karyotyping (although not as often as genitalia). Chromosomes do not determine genitalia.

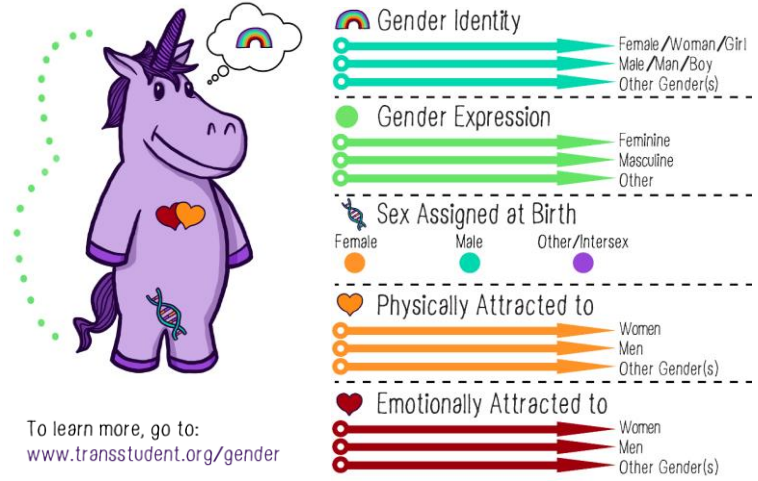
Sexual & Romantic/Emotional Attraction: It is important to note that sexual and romantic/emotional attraction can be from a variety of factors (ie. gender identity, gender expression/presentation, and sex assigned at birth)

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

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