

# Policies

<b>Subject</b>	Gender Inclusion Policy
<b>Section</b>	Human Resources
<b>Approved by</b>	Marissa Madrigal, Chief Operating Officer
<b>Approved on</b>	March 1, 2021
<b>Replaces</b>	This is a new policy

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## PURPOSE

To define how existing nondiscrimination employment law protects all employee's on the basis of gender identity and expression, and how these protections apply to fully welcoming, including and respecting transgender and nonbinary employees.

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## APPLICABLE TO

This policy is applicable to all employees, elected officials, interns (paid and unpaid), volunteers, and applicants for employment. Where provisions of an applicable collective bargaining agreement directly conflict with this policy, the provisions of that agreement will prevail.

## DEFINITIONS

**Sex assignment (n.)** A label – male or female – assigned by a doctor to infants at birth based on a combination of biological characteristics including chromosomes, hormones, and reproductive organs. Also referred to as birth sex or designated sex.

**Gender identity (n.)** Relates to a person's internal experience of their gender; one's innermost sense of being male, female, or another gender, which may or may not align with the person's body or sex assignment.

**Gender expression (n.)** Includes the ways in which a person presents their gender to society – this can include clothing, body language, hairstyles, interests, behaviors, and/or mannerisms. You cannot assume someone's gender identity simply by observing their gender expression.

**Pronoun (n.) or gender pronouns** The ways that people refer to themselves and how they want to be referred to in terms of gender. Also referred to as Positive Gender Pronouns or PGPs. New usage of alternative pronouns includes *They/Them/Their* and *Zie or Ze/Hir/Hirs*. (*Preferred Gender Pronoun* is now outdated).

**Sexual orientation (n.)** Refers to a person's emotional, psychological, physical, and sexual attraction toward other people of the same, different or no gender at all.

**Transgender (adj.)** A broad term that can be used to describe people whose gender identity and/or expression is different from their sex assigned at birth. For example

- A person whose sex assigned at birth was female but who identifies as male is a transgender man (also known as a trans man or a female-to-male transgender person, or FTM).
- A person whose sex assigned at birth was male but who identifies as female is a transgender woman (also known as a trans woman or a male-to-female transgender person, or MTF).
- Some people described by this definition do not consider themselves transgender and may use other words or may identify simply as a man or woman. A person does not need to identify as transgender in order for an employer's gender identity and expression nondiscrimination policies to apply to them.

**Nonbinary (adj.)** A term referring to aspects of a person's gender expression, gender identity, and interests that go beyond cultural binary prescriptions of behaviors and interests associated primarily with boys/men or girls/women. Other terms include genderqueer, agender, bigender and more. While each of these terms carry a different meaning, they all speak to an experience that is not simply male or female.

**Cisgender (adj.)** A person whose gender identity is congruent with their sex assignment; the opposite of being a transgender person.

**Transition (v.)** The nuanced process of transitioning from one gender identity to another. Not ALL transgender and nonbinary (TNB) people follow the same path when it comes to "transitioning." While nearly all TNB people undergo some form of social transition, not everyone will pursue legal transition and even fewer will pursue medical transition, for a variety of reasons.

- Social transition: The social process of disclosing to one's self and others that one is transgender and/or nonbinary. This often includes changing a name, pronouns, or gender that is more congruent with one's gender identity and/or gender expression, and different from one's sex assignment, name, and assumed pronouns. This process also may include changing one's gender expression, which may or may not correspond to traditional gender roles.
- Legal transition: The administrative process of legally changing one's name and gender on identity documents such as a passport, driver's license, birth certificate, and social security card to help secure gainful employment, housing, and obtain credit. Accurate documentation reduces likelihood of questions regarding pre-transition history.
- Medical transition: The process of undergoing treatments including pubertal suppression, hormone therapy, and surgical procedures, or receiving services like voice therapy and hair removal to align the body and secondary sex characteristics with one's gender identity.

**Note: Sexual Orientation vs. Gender Identity**

Sexual orientation and gender identity are separate and different concepts. The sexual orientation of a transgender person may be straight, gay, lesbian, bisexual, asexual, etc., just as the sexual orientation of a cisgender person may be straight, gay, lesbian, bisexual, asexual, etc..

Each and every person has a...

- Sex assignment
- Gender identity
- Gender expression
- Sexual orientation

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## **GUIDELINES**

### **1. Non-Discrimination**

Metro is committed to promoting and maintaining a work environment that is free from all forms of unlawful discrimination, harassment or retaliatory conduct. It is committed to creating and maintaining an environment in which each person is respected and valued without regard to protected class/status.

The definition of protected class has been expanded and now includes the following: race, color, religion, sex, national origin, age, marital status, familial status, sexual orientation, gender identity and expression, veteran status, disability or perceived disability, genetic information, juvenile record that has been expunged, or any other status protected by law.

Metro also provides protections to transgender and nonbinary employees in the following employee policies:

- Anti-bullying
- Employee conduct at Metro and MERC visitor venues
- Discrimination and harassment-free workplace
- Non-retaliation

### **2. Coercion and imposition of beliefs**

Under no circumstance should any individuals under this policy attempt to convince a transgender or nonbinary employee to reject or modify their gender identity or expression. It is unacceptable for any individual to attempt to change a person's gender identity or expression through coercion, debate, or admonition.

Individuals are prohibited from attempting to convince or coerce other individuals to disclose or reveal their gender history or gender identity out of curiosity, or for any other non-job reason. A person's gender history and gender identity are private and should be treated with the same care as with other aspects of confidential personal information.

Individuals are prohibited from imposing their personal, organizational and/or religious beliefs on other individuals, including transgender and nonbinary persons. Personal beliefs of an individual shall not under any circumstance impact the way individual needs of other individuals are met.

Metro will not employ, contract with, or make referrals to service providers who engage in harmful so-called "conversion therapy" which is an attempt to change a person's sexual orientation, gender identity or gender expression.

### **3. Privacy**

Transgender and nonbinary individuals have the right to discuss their gender identity or expression openly, or to keep that information private. The transgender or nonbinary individual decides when, with whom, and how much to share their private information. Information about an individual's gender history (such as their sex assignment) will be considered confidential, medical information.

Management, human resources staff, or other employees or officials should not disclose information that may reveal an individual's gender history or gender expression to others in the absence of the business need. This personal or confidential information, or related information, may only be shared with the individual's consent and with others for job-related purposes. For example, when assigned

personnel prepare tax information such as W2 form, employment certification such as I9 forms and other similar documents that requiring legal name and sex assignment in certain circumstances.

#### **4. Employee records**

All individuals, including transgender or nonbinary persons, have the right to be recognized by the name they use and their gender identity. Upon request from the individual, Metro will change records to reflect a change in name and/or gender. Where possible, records will be changed to reflect a person's chosen name without proof of a legal name change. However, certain types of records, may require a legal name. These records include, but may not be limited to employment eligibility (I9) forms, W4, PERS, and background check applications. In addition, reporting requirements for things like PERS, Affirmative Action, and EEOC may require individuals to provide both their assigned sex as well as their gender identity. Where possible, records will reflect an person's gender identity.

As quickly as possible, Metro will make every effort to update any photographs at the transitioning individual's workplace, so the transitioning person's gender identity and expression are represented accurately.

If a new or transitioning employee has questions about Metro records or identification documents, the employee should contact Metro's HR Benefits Team at [benefits.help@oregonmetro.gov](mailto:benefits.help@oregonmetro.gov) or 503-797-1570.

#### **5. Names and pronouns**

All individuals, including transgender and nonbinary persons, have the right to be addressed by the name and pronoun they use, upon request and a court-ordered name or gender change will not required. The intentional or persistent refusal to respect an employee's gender identity can constitute harassment and is a violation of this policy as well as Metro's Discrimination and Harassment-Free Workplace and Anti-bullying policies. For example, intentionally referring to the person by an inaccurate name or pronoun that does not affirm who they are. Individuals who are unsure of what pronoun a colleague uses, can ask the person how they would like to be addressed in a respectful and professional manner.

#### **6. Workplace transitioning**

Employees who transition can expect the support of Human Resources staff and management. Human Resources and management will work with each transitioning employee individually to ensure a successful workplace transition.

Human Resources is responsible for ensuring an employee-led transition plan is created and will oversee that plan, scheduling periodic updates with the transitioning employee and their supervisor once the plan is implemented. The following guidance outlines the initial steps to initiate developing a transition plan:

- a. The transitioning employees may provide notification of a pending transition to their selected first point of contact. This point of contact may include HR, their supervisor, and/or their union representative.
- b. If the point of contact is not HR, then the transitioning employee will first be referred to HR. HR shall make sure the employee knows about this policy, the availability of transition-related health care benefits, and other employee resources for transgender and nonbinary people.

- c. If the transitioning employee's supervisor was not the first point of contact, a meeting between the transitioning employee and the employee's supervisor – and others, if desired by the transitioning employee – should be scheduled and facilitated by HR to ensure the supervisor is aware of the pending transition and has the resources to support their employee.
- d. HR shall take the lead in designing and overseeing the implementation of the workplace transition in close consultation with the employee.
- e. The transitioning employee will then work with HR staff to complete a transition plan that outlines steps for the employee, HR staff, the transitioning employee's supervisor, and, if applicable, their union representative. When approached by an employee preparing to transition, HR shall take the lead in developing and managing the transition plan, in close consultation with the employee.
- f. Management, and specifically the transitioning employee's supervisor, will support and be respectful of employee privacy leading up to the transition and beyond. They will implement transition-related changes such as updating personnel and administrative records, and at the request of the transitioning employee, they will also set expectations for coworkers in facilitating a successful workplace transition.

*See Appendix A for procedures for designing and implementing a sample workplace transition plan.*

## **7. Gender-designated job or task assignments**

Generally, Metro does not make gender-based job assignments. In the event that Metro does make a gender-based accommodation or designation, transgender and nonbinary individuals will be assigned in a manner consistent with their gender identity, not their sex assignment.

## **8. Requests for gender accommodations**

Employees performing security pat-downs must prioritize the safety and well-being of any person undergoing a security check, including transgender and nonbinary people. These employees must accommodate a gender designated accommodation request.

For example, a nonbinary person undergoing a security pat-down may request someone on the basis of a gender that best supports their safety and well-being. Screening can be conducted in a private screening area with a witness or companion of the individual's choosing. During a security pat-down, no person will be asked to remove or lift any article of clothing to reveal sensitive body areas.

## **9. Dress codes**

Metro does not have gender-based dress codes. All employees who are subject to a dress code policy must comply with the requirements of that policy. However, absent specific restrictions in the relevant dress code policy, all staff, including transgender and nonbinary employees, have a right to express their gender identity.

## **10. Restroom accessibility**

All employees – transgender, nonbinary, or cisgender - shall have access to the restroom corresponding to their gender identity, regardless of their sex assignment. This means, transgender women shall have access to the women's restroom, transgender men shall have access to use the men's restroom, and nonbinary employees shall determine which restroom is safest.

Any employee who has a need or desire for increased privacy will be provided access to an all-user, single-occupancy restroom when available, regardless of the underlying reason. No employee, however, shall be required to use such a restroom.

### **11. Locker room accessibility**

All employees have the right to use the locker room that corresponds to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, can be provided with a reasonable alternative changing area such as the use of a private area, or using the locker room that corresponds to their gender identity before or after other employees). Any alternative arrangement for a transgender or nonbinary employee will be provided in a way that allows them to keep their gender history confidential.

### **12. Health insurance benefits**

Metro will only enter into health insurance contracts, including mental health and employee-assistance contracts, that provide coverage for gender-affirming treatment and transition-related care.

As of February, 2021, Kaiser Permanente, Metro's current medical insurance provider, offers a multidisciplinary clinic, Gender Pathways, that is committed to providing equitable, compassionate, and high-quality care for transgender and nonbinary members. The Gender Pathways clinic is a welcoming, safe environment for members of all ages and is available no matter which healthcare plan an employee chooses.

Metro benefits guides, employee information or other materials distributed to inform individuals of health benefits and programs shall include information on gender-affirming treatment and transition-related care for both medical healthcare and EAP benefits.

### **13. Sick, medical and protected leave for transition and transition needs**

Employees receiving medical treatment as part of a gender transition may use otherwise qualifying sick leave under the applicable collective bargaining agreement or the Personnel Rules. Eligible employees who qualify under the Family Medical Leave Act (FMLA) and/or the Oregon Family Leave Act (OFLA) may be entitled to take medical leave for their own transition-related needs or those of their families.

### **14. Prohibited conduct**

Metro is committed to creating a safe, welcoming and respectful work environment for all employees, including those who are transgender and nonbinary. Metro will not tolerate bullying behavior in any instance.

Bullying, harassment, discrimination, or violence may include but is not limited to: persistent singling out of one person; shouting or raising one's voice at an individual in public or in private; using intimidating gestures; not allowing the person to speak or express themselves (ignoring or interrupting); using personal insults or offensive nicknames; intentional or repeated misgendering; public humiliation in any form; comments on a person's place of origin; constant criticism on matters unrelated to the person's job performance; spreading rumors or gossip regarding a person; encouraging others to disregard the person's instructions or opinions; deliberately excluding an individual or isolating them from work-related activities such as meetings or work-related gatherings. Bullying may take place in person, over the phone, video or other electronic means, and in written communication.

Any incident of bullying, harassment, discrimination, or violence based on gender identity or expression will be addressed immediately and effectively, including, but not limited to, investigating the incident, taking suitable corrective action, and providing employees and staff with appropriate resources.

It is unlawful and violates Metro's policy to discriminate in any way (including, but not limited to, failure to hire, failure to promote, or unlawful termination) against an employee because of the employee's actual or perceived gender identity or expression.

## **15. Reporting**

Individuals are expected to promptly report perceived violations of this policy. Managers and supervisors, directors and leaders must treat all incidents of discrimination as serious and take actions promptly to address or escalate concerns and reports of misconduct.

- Complaints may be submitted in person, by phone or in writing. A complainant may also include a suggested method of resolution.
- A violation of these rules can be reported in different ways and persons. A listing of options and a confidential, online complaint form are available at [oregonmetro.gov/reportconcerns](http://oregonmetro.gov/reportconcerns).
- Metro encourages the immediate reporting of incidents in order to ensure they are appropriately addressed in a timely manner.
- Department directors may also establish additional procedures that are consistent with this policy, other related Metro policies, and collective bargaining agreements for the handling of such complaints.
- With Human Resources support, the individual who receives the complaint may, but is not required to, discuss options for informally resolving the complaint with the complainant.
- All complaints will be thoroughly and promptly reviewed. Confidentiality will be maintained in the absence of an identified business need.
- If an investigation is conducted, the complainant and all participants in the process should be given a copy of this policy as well as Metro's Discrimination and Harassment-free Workplace Policy.
- The individual making the complaint and the accused will be notified of the results of the investigation, and whether action will be taken. Immediate action will be taken in situations where prohibited harassment or discrimination occurred.
- If it is determined that a Metro policy has been violated, the enforcement of a corrective and/or progressive disciplinary action will result. Complaints under this policy follow the same reporting/resolution process in alignment with related Metro policies.

## **16. Retaliation**

It is unlawful and contrary to this policy to retaliate against any person objecting to or supporting enforcement of legal protections against discrimination in employment based on gender identity or expression. Metro will not tolerate retaliation against any individual who reports discrimination or harassment, or testifies, assists, or participates in any manner in such an investigation, proceeding, or hearing relating to discrimination or harassment, regardless of the outcome of the harassment complaint. Examples of retaliation include, but are not limited to, demotion, suspension, failing to hire or consider hiring, failing to treat impartially when making employment-related decisions and assigning the individual the least desirable jobs.

## Appendix A: Guidelines for employee interactions for a gender inclusive workplace

Safety, respect and inclusion, as well as affirming communication, remain paramount for all Metro employees. Employees shall establish and maintain a culture where the dignity of every employee is respected and all employees feel safe, welcomed and respected.

All employees, regardless of their gender identity or expression, need to feel safe in their surroundings in order for building trusting relationships with one another. In this spirit, the following guidelines apply for all Metro employees as defined in the application of this policy.

- Policies must be established and enforced to promote dignity and respect for all employees served regardless of their gender identity or expression.
- All employees must promote respect for differences among the workforces, reinforce the organization's commitment to including transgender and nonbinary employees, safely intervene and deescalate incidents of discrimination targeting an employee because of their actual or perceived gender identity or expression, and manage stigma often associated with difference.
- All employees must not over-emphasize or focus specifically on gender identity or expression when interacting with another employee.
- All employees must set a good example and address any anti-transgender threats of bullying, harassment, discrimination, violence or microaggressions, including suggestive comments or gestures towards any employee due to their gender identity or expression. This behavior will not be tolerated.
- All employees will have the opportunity to participate in periodic trainings to raise awareness about the psychosocial stress and trauma associated with explicit and implicit transphobia that may contribute to a transgender or nonbinary employee not feeling a sense of psychological safety or trust on the job.
- Periodic trainings are also encouraged to educate staff about the resiliency and resourcefulness of transgender and nonbinary employees that add value and important community representation to Metro's workforce.

## Appendix B: Glossary of Relevant Terms & Definitions

### Related to Biological Sex:

**Biological Sex (n.)** *pertains to an individual's sex, male or female, based on the appearance of their external genitalia, assumed sex chromosomes and hormones.*

**Intersex (adj.)** — A person born with any of several variations in sex characteristics including chromosomes, gonads, sex hormones, or genitals that, according to the UN Office of the High Commissioner for Human Rights, "do not fit the typical definitions for male or female bodies;" this term is preferred over hermaphrodite, which can be stigmatizing, outdated and offensive.

**Sex (n.)** — often used interchangeably with "gender"; a label – male or female – assigned by a doctor to infants at birth based on a combination of biological characteristics including chromosomes, hormones, and reproductive organs. Also referred to as assigned sex, birth sex, or designated sex.



## Related to Gender Identity:

**Gender Identity (n.)** *relates to a person's internal view of their gender; one's innermost sense of being male, female, or another gender, which may or may not align with the person's body or assigned sex at birth.*

**Cisgender (adj.)** — A person whose gender identity is congruent with their biological sex; the opposite of being a transgender person.

**Cisnormativity (n.)** — Social structures and practices which serve to elevate and enforce cisgender (non-transgender) people (also referred to as cissexism).

**Gender (n.)** — Often used interchangeably with “sex”; can refer specifically to the behavioral, cultural, psychological, or social expectations typically associated with one sex, not just biological characteristics. Each culture has standards about the way that people should behave based on their gender.

**Gender Binary (n.)** — The cultural belief that human gender exists in only two distinct, opposite, and disconnected forms of masculine and feminine. Also describes a society that divides people into male and female gender roles, gender identities, attributes and expectations.

**Gender Spectrum (n.)** — An alternative to the gender binary that sees gender as a spectrum, rather than as an either/or, masculine/feminine dichotomy. It denotes gender as a continuum that includes male and female, but without establishing them as absolutes or polar opposites. Also referred to as *gender fluidity*.

**Gender Expansive (adj.)** — Primarily used to describe children who do not identify with the sex they were assigned at birth. May also impact those who do, who are questioned or berated based on their dress, appearance, or interests. Other terms with similar meanings include gender nonbinary, gender diverse, gender creative, gender independent, gender non-conforming and gender wonderful.

**Gender Neutral (adj.)** — A term that describes something (usually an occupation such as a Congressperson, firefighter, office manager, etc., a physical space, such as a bathroom, or an item such as clothing such as a unisex t-shirt or hat) that is not segregated by sex/gender.

**Genderqueer (adj.)** — A term used to describe people who do not identify with the gender binary terms that have traditionally described gender identity (e.g., male/female, man/woman). *Also see gender nonconforming and nonbinary.*

**Nonbinary (adj.)** — Aspects of a person's gender expression, gender identity, and interests that go beyond cultural binary prescriptions of behaviors and interests associated primarily with boys/men or girls/women. Other terms include genderqueer, agender, bigender and more. None of these terms means the same thing, but all speak to an experience that is not simply male or female.

**Pronouns (n.)** — The ways that people refer to themselves and how they want to be referred to in terms of gender. Also referred to as Positive Gender Pronouns or PGPs. New usage of alternative pronouns includes *They/Them/Their* and *Zie or Ze/Hir/Hirs*. (*Preferred Gender Pronoun* is now outdated).

**Transgender (adj.)** — A term used to describe a person whose gender identity (internal sense of self) is incongruent with that person's biological sex (physical body) or assigned sex.

**Transgender Communities (n.)** — Umbrella term to refer to the communities of people that includes all whose gender identity or gender expression do not match society's expectations (e.g. transsexual, transgender, genderqueer, gender non-conforming, gender nonbinary, gender diverse, nonbinary, gender creative, gender independent).

**Transition (n.)** — The nuanced process of transitioning from one gender identity to another. Not ALL transgender and nonbinary (TNB) people follow the same path when it comes to “transitioning.” While nearly all TNB people undergo some form of social transition, not everyone will pursue legal transition and even fewer will pursue medical transition, for a variety of reasons.

- **Social Transition** — The social process of disclosing to one’s self and others that one is transgender and/or nonbinary. This often includes changing a name, pronoun, or gender that is more congruent with one’s gender identity and/or gender expression, and different from one’s birth sex, name, and assumed pronouns. This process also may include changing one’s gender expression, which may or may not correspond to traditional gender roles.
- **Legal Transition** — The administrative process of legally changing one’s name and gender on identity documents such as a passport, driver’s license, birth certificate, and social security card to help secure gainful employment, housing, and obtain credit. Accurate documentation reduces likelihood of questions regarding pre-transition history.
- **Medical Transition** — The process of undergoing treatments including pubertal suppression, hormone therapy, and surgical procedures, or receiving services like voice therapy and hair removal to align the body and secondary sex characteristics with one’s gender identity.

**Transsexual (adj.)** — A term that is sometimes used to refer to a transgender person who has engaged in a medical transition from one sex/gender to another, so that the person’s body and gender identity are more physically aligned.

**Two-Spirit (adj.)** — An identity label used by indigenous North Americans to indicate that they embody both a masculine and feminine spirit. May also be used to include native peoples of diverse sexual orientations and has different nuanced meanings in different native sub-cultures.

### **Related to Gender Expression:**

**Gender Expression (adj.)** *includes the ways in which a person presents one’s gender to society---this can include clothing, body language, hairstyles, interests, behavior, and/or mannerisms.*

**Cross-Dressing (v.)** — The act of wearing clothing commonly associated with another gender within a particular society; cross-dressers do not typically seek to change their physical characteristics or manner of expression permanently or desire to live full-time as a gender different than their birth sex.

**Gender Norms (n.)** — Culturally-based expectations of how people should act based on their sex or gender (e.g. men are masculine, women are feminine)

**Gender Roles (n.)** — Social and cultural beliefs about what is considered gender appropriate behavior and the ways that men and women are expected to act.

**Nonbinary (v.)** — A term referring to aspects of a person’s gender expression, gender identity, and interests that go beyond cultural binary prescriptions of behaviors and interests associated primarily with boys/men or girls/women. Other terms include genderqueer, agender, bigender and more. None of these terms means the same thing, but all speak to an experience that is not simply male or female.

## Related to Sexual Orientation:

**Sexual Orientation (n.)** *refers to a person's emotional, psychological, physical, and sexual attraction toward other people of the same or different gender.*

**Ally (n.)** — A person who takes a form of action against oppression of members of targeted groups (e.g. LGBT). Allies acknowledge and oppose disadvantages of groups outside their own, seek to reduce their own complicity in oppression of these groups, and invest in strengthening their own knowledge and awareness of oppression.

**Asexual (adj.)** – Lacking sexual desire, attraction or interest; applied to individuals with seemingly no sexual drive. Individuals may or may not engage in purely emotional-based relationships; distinct from celibacy

**Bisexual (adj.)** — A person's physical, emotional, sexual, or romantic attraction to persons of both genders

**Coming Out (v.)** – An ongoing, lifelong process toward self-acceptance that includes the potential for informing others of the individual's sexual orientation

**Demisexual (adj.)** – A person who does not experience sexual attraction unless they form a strong emotional connection with someone. The term demisexual comes from the orientation being “halfway between” sexual and asexual; similar to the term graysexual

**Gay (adj.)** – The affirming way to refer to a person who is emotionally, romantically, and physically attracted to people of the same gender. It is most commonly used to describe men who are attracted to other men and it is a term preferred by many to “homosexual”.

**Heterosexism (n.)** — Institutional policies and interpersonal actions that assume heterosexuality is normative and ignores other orientations; the belief that heterosexuality is superior to other orientations

**Heterosexual (adj.)** — A person's physical, emotional, sexual, or romantic attraction to persons of the other gender (often referred to as straight)

**Homosexual (adj.)** — Clinically accurate term describing a person whose physical, emotional, sexual, and romantic attraction is to persons of the same gender; the term is viewed by many as outdated and less positive

**LGBT (adj.)** — A term used to categorize individuals who are lesbian, gay, bisexual or transgender; may also be stated with the first two terms switched in order (GLBT); other iterations also may include Questioning or Queer (LGBTQIA+) or Intersex (LGBTI) abbreviations.

**LGBTQIA+IA+ (adj.)** — An attempt at being more inclusive to identify the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Allies, and Asexual people. The acronym continues to grow and will likely to further evolve over time.

**Lesbian (adj.)** — Applies only to a woman who is emotionally, romantically, and sexually attracted to other women; term is preferred by many for homosexual “female”.

**Microaggressions (n.)** — Seemingly small offenses that marginalized people encounter in their everyday lives.

**Omnisexual/Pansexual (adj.)** — A person's physical, emotional, sexual, or romantic attraction to persons of many genders (beyond the traditional binary gender system of male and female).

**Polysexual (adj.)** — Polysexuality encompasses many, but not necessarily all, sexualities.

**Sapiosexual (adj.)** — A person who finds intelligence sexually attractive or arousing.









**Skoliosexual** (adj.) — A person who is sexually attracted to nonbinary identified individuals or those who do not identify as cisgender.

**Outing (v.)** — Exposing or making public another person's concealed sexual identity or orientation, without that person's consent.

**Queer** (adj.) — Used as an umbrella identity term encompassing lesbian, questioning people, gay men, bisexuals, non-labeling people, transgender folks and anyone else who does not strictly identify as heterosexual. “Queer” originated as a derogatory word. Currently it is being reclaimed by some as a statement of empowerment. Some people identify as “queer” to distance themselves from the rigid categorizations of “straight” and “gay.” Some community members reject the use of this term, due to its connotations of deviance and its tendency to gloss over and sometimes deny the differences between sub-groups.

**Questioning** (adj.) — A term used to describe a person, often an adolescent, who has questions about their sexual orientation or gender identity.

## LGBTQ+ Symbols

							
2018 Rainbow Flag	Pink Triangle	LAMBDA*	Lesbian (L)	Gay (G)	Bisexual (B)	Transgen der & Nonbinar y (T)	Red Ribbon

## Major LGBTQIA+ Celebrations

**International Day Against Homophobia, Transphobia, & Biphobia** (May 17). Coordinates international events that raise awareness of LGBTQIA+ human rights violations and stimulates interest in LGBTQIA+ rights work worldwide. By 2016, commemorations took place in 132 countries across the globe.

**Pride Month** — June is LGBT Pride month, but local Pride events are held all year – based on commemorating the Stonewall Riots in 1969.

**National Coming Out Day** (October 11) – The month of October is also recognized as LGBT History Month and commemorates the anniversary of the National March on Washington for Lesbian and Gay Rights.

**International Pronouns Day** (October 16) – This day is an annual event that seeks to make sharing and respecting personal pronouns commonplace. It takes place each year on the third Wednesday of October.

**LGBTQIA+ History Month** – October is LGBTQIA+ History Month observing the history of the LGBTQIA+ human and civil rights movement. The month provides role models, builds community, and represents a civil rights statement about the contributions of the LGBTQIA+ community.

**Transgender Day of Remembrance/Resilience** (November 20) — memorializes those who were killed due to transphobia, hatred and/or prejudice. The day also celebrates the resiliencies and lives of those transgender people still with us. The event was created in honor of Rita Hester, who was murdered on November 28, 1998.

**Trans Day of Visibility** (March 31) – Celebrates transgender people and raising awareness of discrimination faced by transgender people worldwide, as well as a celebration of their contributions to society.

**World AIDS Day** (December 1) – opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died.