

SOGIE Affirming Practices

TRY THIS...



AVOID THIS...

Calling students by asserted names/pronouns. Asking how they would like to be addressed publicly.

Assuming pronouns or telling students you "have" to use "legal names".

Thanking students for feeling safe to come out to you. Confirming who else they are out to.

Outing them to anyone else.

Addressing anti-LGBTQ+ comments/behaviors immediately.

Leaving it to the LGBTQ+ students to defend themselves.

Allowing students to use the restrooms/locker room of their affirmed gender.

Assuming they want to use a gender neutral restroom/ space.

Using gender neutral language (i.e. they/them, partner/spouse) for all until pronouns are asserted.

Guessing peoples pronouns based on their appearance/gender expression.

Using terms like "grown ups" or "people who take care of you".

Thinking every student has a mom and a dad.

Calling people in.

Calling people out.

Working LGBTQ+ topics/themes into curriculum all school year.

Only talking about LGBTQ+ during PRIDE month.

Displaying your OUT badge, LGBTQ+ flags, books, posters, etc.

Hiding your pride!

Reaching out to HRDE for any LGBTQ+ affirming needs!

Doing it alone!



Student Health and Human Services

HUMAN RELATIONS, DIVERSITY AND EQUITY

