

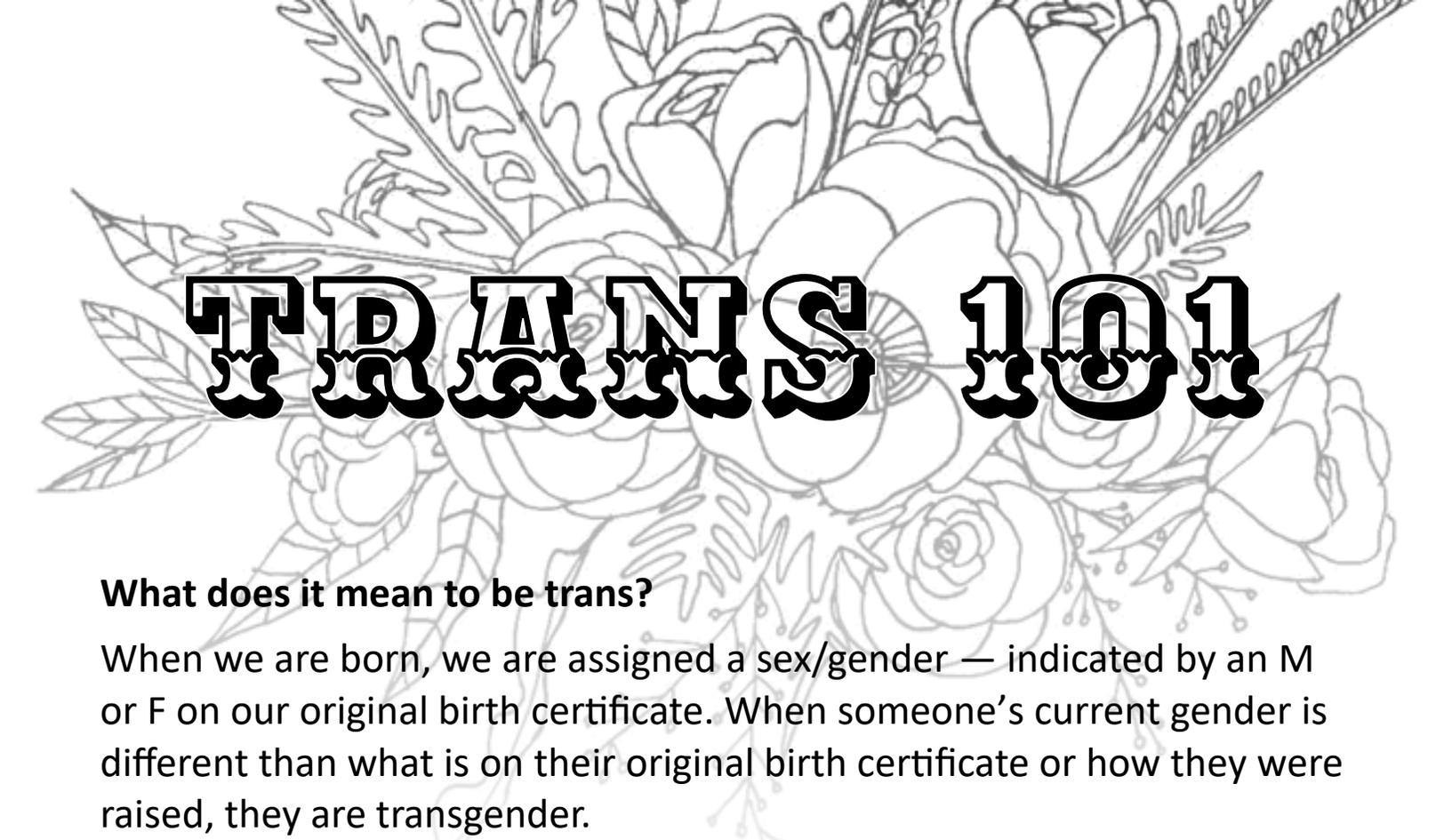
TRANS TIPS

Do

- ◆ Use the pronoun people ask you to use! Practice using it at home with your partner, plants, or pets if it's a pronoun that's new to you.
- ◆ Learn gender-inclusive language, such as “folks”, “y’all”, or “class” to use instead of language like “ladies and gentleman” or “guys”
- ◆ Listen to trans students and colleagues about their experiences, and believe them.
- ◆ Shift your behavior or actions if you are told it is harmful or incorrect.
- ◆ Address transphobic language or language that excludes trans populations.
- ◆ Use correct pronouns, names, and gendered-language even when your trans students and colleagues are not in the room.
- ◆ Keep educating yourself about trans people and issues!

Don't

- ◆ Don't ask students about what surgeries they may or may not have had. It isn't appropriate to ask personal or medical questions of students and colleagues.
- ◆ Don't use someone's legal or former name once they have informed you it is no longer the name they are using.
- ◆ Don't tell trans individuals they “look like” or “are” a gender they do not identify with.
- ◆ Don't expect trans students and colleagues to do the work of educating you—Google is your friend, or ask the Q Center for educational materials.
- ◆ Don't make assumptions about someone's gender just by how they look.
- ◆ Don't give trans people “tips” on how to transition correctly, or on how to be a “real” man or woman.



TRANS 101

What does it mean to be trans?

When we are born, we are assigned a sex/gender — indicated by an M or F on our original birth certificate. When someone's current gender is different than what is on their original birth certificate or how they were raised, they are transgender.

What does it mean to be non-binary?

Many, though not all, non-binary individuals also identify as being part of the trans community. Non-binary individuals don't identify as solely or exclusively male or female. Some non-binary, or (enby) individuals identify as outside of male/female entirely.

Why is this all important?

Asking students or colleagues about whether they are transgender, what surgeries they have had, or about their bodies is not only insensitive, often unwelcome, and offensive, it may also be a FERPA violation. For social workers, both the NASW Code of Ethics and the CSWE Core Competencies speak to needing to be competent around trans issues. Additionally, trans employees are protected by the Washington Law Against Discrimination — misgendering trans people, asking inappropriate questions, disclosing that a colleague is transgender, and more is illegal when done in the workplace.

More resources at: tiny.cc/TransEd

