Supporting LGBT+ teaching staff builds a more welcoming environment for students too.

Inclusive workplaces benefit everyone. Find our toolkit at rsc.li/lgbt-toolkit
We do our best science when we’re supported in bringing our whole selves to work.

Inclusive workplaces benefit everyone. Find our toolkit at rsc.li/lgbt-toolkit
Small actions can have big effects – both negative and positive

Inclusive workplaces benefit everyone. Find our toolkit at rsc.li/lgbt-toolkit

I noticed our boss used the wrong pronouns for you today – would you like me to speak to her?

YOUR DEPARTMENTAL CONTACT IS
Using gender neutral language helps build a welcoming and respectful environment.

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**Instead of**
- “He or she,” “his or her”…
**Use**
- “They,” “theirs”

**Instead of**
- “Husband or wife”…
**Use**
- “Spouse, partner, or significant other”

**Instead of**
- Mother or father”…
**Use**
- “Parent/carer”

**Instead of**
- “Men and women”
**Use**
- “Everyone,” “employees of all genders”

**Instead of**
- “Ladies and gentlemen”…
**Use**
- “Welcome everyone,” “guests and colleagues”

**Instead of**
- “Chairman”…
**Use**
- “chair” “chairperson”

YOUR DEPARTMENTAL CONTACT IS
Help make gendered spaces more welcoming

Avoid assumptions based on appearance

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YOUR DEPARTMENTAL CONTACT IS
Gender assumptions can be harmful

Harassment is never acceptable – respect everyone’s right to use the facilities

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YOUR DEPARTMENTAL CONTACT IS