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

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

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Small actions can have big effects – both negative and positive

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

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Using **gender neutral language** helps build a welcoming and respectful environment.

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**INSTEAD OF**
“Men and women”

**USE**
“Everyone,” “employees of all genders”

**INSTEAD OF**
“Husband or wife”…

**USE**
“Spouse, partner, or significant other”

**INSTEAD OF**
“Mother or father”…

**USE**
“Parent/carer”

**INSTEAD OF**
“He or she,” “his or her”…

**USE**
“They,” “theirs”

**INSTEAD OF**
“Chairman”…

**USE**
“chair” “chairperson”

**INSTEAD OF**
“Welcome everyone,” “guests and colleagues”

“Parent/carer”
Help make gendered spaces more welcoming

Avoid assumptions based on appearance

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Gender assumptions can be harmful

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

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