

GENDER-SPECIFIC & GENDER-NEUTRAL PRONOUNS

GENDER-SPECIFIC PRONOUNS are the ways we refer to each other in the third person. People who are transitioning in some way might choose to change their pronouns.



GENDER-NEUTRAL PRONOUNS

**THEY
THEM
THEIR**



I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!

**ZE [ZEE]
SIE [SEE]
ZIE [ZEE]
HIR [HEAR]**



I saw Lauren come to work today and **ze** seemed really happy. I wonder if it has anything to do with **hir** weekend. I hope I see **hir** soon to hear all about it!

ASK ✓

You cannot tell someone's name or pronoun just by looking at them.

RESPECT ✓

If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE ✓

If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Hi everyone, my name is Lauren. My pronouns are she and her.

Start meetings with everyone introducing themselves and stating their pronoun.

ASK! If you find yourself unsure of someone's pronoun, be attentive to how others refer to this person. If you are still unclear or concerned that people might be using the incorrect pronoun, politely and **privately** ask that person what pronoun they use.

All name tags and name plates can also have a spot to show someone's pronouns.

HELLO
my name is

LAUREN

PRONOUNS: She & Her