Sex vs. Sexual Orientation:

Sex is a medical assignment given to someone based on their physical characteristics at birth (chromosomes, genitalia, hormones.) Sexual orientation is how you want to be viewed, what kind of relationship you want to be in, or who you want to be with romantically or sexually (gay, lesbian, heterosexual, etc.)

Gender: The social construction of masculinity and femininity, typically with reference to social and cultural differences rather than biological ones.

Gender Binary: The idea that there are only two genders, male and female.

Gender Identity: An individual’s concept of self as male, female, a blend of both or neither - how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth.

Gender Expression: How you express your gender identity.

Gender Transition: The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

Gender dysphoria: Clinically significant distress caused when a person’s assigned birth gender is not the same as the one with which they identify.

Transsexual: A transgender person who undergoes hormone treatments or gender reassignment surgery to align anatomy with their identity, but not all desire or can afford to.

FTM or F2M: Abbreviation for female-to-male transgender or transsexual person.

MTF or M2F: Abbreviation for male-to-female transgender or transsexual person.

Heterosexual Privilege: The assumption that all people are or should be straight.

Heterosexual Privilege: Benefits that come from being straight and are not available to people of other sexual orientations.

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Lesbian: someone who identifies as a female, and is attracted to other females.

Gay: someone who identifies as male, and is attracted to other males.

Bisexual: someone who is attracted to both men and women.

Transgender: someone who, through how they self-identify or express themselves, challenges traditional gender norms.

Queer: an umbrella term that embraces a person who feels they don’t fit into traditional gender roles or norms, inclusive of anything from who someone is attracted to, to how they identify, to who they choose to be romantically involved with, and any other factors that might make their gender role seen as non-traditional.

Intersex: someone whose combination of chromosomes, hormones, internal sex organs, or genitalia does not meet the medical criteria for either female or male.

Asexual: someone who is not sexually attracted to anyone, or doesn’t have a sexual orientation.

Ally: A person, regardless of sexual orientation, who has the back of the LGBTQIA community on all fronts. They can be counted on to fight LGBTQIA phobias and stand up to protect the rights of all.

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LGBTQIA Appropriate Terms/Language

**NO**
- Homosexual
- Sexual Preference
- Gay Lifestyle, Alternative Lifestyle
- Transvestite
- A Transgendered, Transgendered
- Hermaphrodite

**YES**
- Gay, Lesbian, Bisexual
- Sexual Orientation
- Gay Culture, Gay Community
- Trans, Transgender, Trans-Identified
- Transgender Women, Transgender Man
- Intersex

You may also hear appropriate language such as:
- Gender Variant, Gender Non-Conforming (GNC), Transwomen, Transman

Gender Neutral Pronoun Usage Table

<table>
<thead>
<tr>
<th>Subject</th>
<th>Object</th>
<th>Possessive Adjective</th>
<th>Possessive Pronoun</th>
<th>Reflexive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
</tr>
<tr>
<td>Male</td>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>Ze</td>
<td>Hir</td>
<td>Hirs</td>
<td>Hirself</td>
</tr>
<tr>
<td>Gender Neutral (singular they)</td>
<td>They</td>
<td>Them</td>
<td>Their</td>
<td>Themself</td>
</tr>
<tr>
<td>Spivak</td>
<td>E</td>
<td>Em</td>
<td>Eirs</td>
<td>Emself</td>
</tr>
</tbody>
</table>

How to pronounce gender neutral pronouns:

Ze /zee/  Hir /here/  Hirs /heres/  Hirself /herself/  E /ee/  Em /em/  Eir /air/  Eirs /airs/  Emself /emself/