



## LGBTQ+ Task Force

Chosen Names and Gender Pronouns Guide  
Monday, December 31, 2018

### CHOSEN NAMES

The NDUS chosen names policy allows for students, faculty, and staff to have their preferred name appear in their email display name, Blackboard, online directory, and class roster. The preferred name does not have to be the individual's legal name, which is important for many people, especially transgender, queer, and other gender minorities who prefer to use a name other than the one assigned to them at birth to reflect their authentic identity. The chosen names policy is applicable to other groups as well. For example, if an international student had a name that had an American version that they wanted to use while studying abroad, they could take advantage of this policy. Students, faculty, and staff also have the option of changing their name in the NDUS system on all documentation if they get a legal name change.

### GENDER PRONOUNS AND WHY THEY'RE IMPORTANT IN THE LGBTQ+ COMMUNITY

In the initialism TQ+, the T stands for transgender, Q for queer, and the + stands for all other gender and sexual minorities in the LGBTQ+ community. Pronouns are especially important to those in the TQ+ community to ensure they are not misgendered.

Misgendering occurs when someone refers to someone

with the wrong pronouns. An example of this is when someone refers to a nonbinary individual (nonbinary is when an individual does not identify with the gender binary, man and woman) that identifies with the pronouns they/them/theirs with the pronouns he/him/his or she/her/hers. If someone tells you their preferred pronouns, you need to use them. Not using them is disrespectful and harmful.

There are a few ways you can help reduce misgendering:

1. Include your pronouns in your email signature.
2. If you are not sure what pronouns to use with someone, include your pronouns when you introduce yourself, so they feel comfortable sharing their pronouns with you.
3. Use gender neutral pronouns (they/them/theirs) if you are unsure of someone's gender identity until you learn what their preferred pronouns are.

GENDER PRONOUNS				
	Subject	Object	Possessive	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	their*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyr	zhee, zhem, zhere

\*used as singular