



**SGA/AGÉ POLICY - PRONOUNS AND GENDER  
INCLUSIVE LANGUAGE POLICY**



## SGA/AGÉ POLICY

<b>Title:</b>		<b>Pronouns and Gender Inclusive Language Policy</b>	
<b>Category:</b>		<b>General</b>	
<b>Ratified:</b>	<b>June 25<sup>th</sup>, 2018</b>	<b>Effective:</b>	<b>June 26<sup>th</sup>, 2018</b>

### REASON

The purpose of this policy is to open up a conversation about pronouns within the SGA/AGÉ and greater Laurentian community. The SGA/AGÉ acknowledges and respects that gender is not binary and that people have the right to be addressed using the pronouns with which they identify. A reference chart is provided below outlining binary gendered pronouns vs. gender neutral and all-gender pronouns.

### DEFINITIONS

<b>Pronouns:</b>	Pronouns are words we use to describe ourselves and refer to others. Most often, a person's pronoun(s) are aligned with their gender identity (whether they identify as male, female, both, or neither).
<b>Binary gendered pronouns:</b>	There are pronouns that state a person's binary gender. These are binary gendered pronouns, like he and she.
<b>Gender neutral pronouns:</b>	There are pronouns that do not state or imply a person's gender, these are gender neutral pronouns, they are gender free.
<b>All-gender pronouns:</b>	There are pronouns that include all genders, these are all-gender pronouns.
<b>Gender inclusive language:</b>	Gender inclusive language is language that avoids bias towards a particular sex or social gender.
<b>SGA/AGÉ team members:</b>	SGA/AGÉ team members refers to the executive, the full-time staff, and student staff, as well as the V-Desk staff, i.e., all those who work in the SGA/AGÉ office on a regular basis.

### DETAILS

1. All SGA/AGÉ team members and representatives of the SGA/AGÉ, i.e., V-Crew, must present their pronouns when introducing and/or presenting themselves to new people and groups of people.
  - 1.1. Presenting pronouns promotes a healthy conversation about pronouns and challenges the social misconception that gender is binary.

- 1.2. It is often uncomfortable to ask a person what their pronouns are. Presenting them when you introduce yourself removes that barrier because hearing someone present their pronouns prompts other people to feel comfortable presenting theirs.
2. The SGA/AGÉ team members will utilize gender neutral and all-gender pronouns rather than binary gendered pronouns wherever applicable when communicating, be it oral or written.
  - 2.1. Using they rather than he/she or him/her and other such situations.
3. SGA/AGÉ executives will, and SGA/AGÉ employees will be encouraged to, use more gender inclusive languages when communicating, be it oral or written.

<b>Binary Gendered Pronouns</b>					
<b>She</b>	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> hair	That is <i>hers</i>	<i>She</i> likes <i>herself</i>
<b>He</b>	<i>He</i> laughed	I called <i>him</i>	<i>His</i> hair	That is <i>his</i>	<i>He</i> likes <i>himself</i>
<b>All Gender / Gender Neutral Pronouns</b>					
<b>They</b>	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> hair	That is <i>theirs</i>	<i>They</i> like <i>themselves</i>
<b>Spivak</b>	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> hair	That is <i>eirs</i>	<i>Ey</i> likes <i>emself</i>
<b>Ze</b>	<i>Ze</i> laughed	I called <i>ze</i>	<i>He's</i> hair	That is <i>zes</i>	<i>Ze</i> likes <i>zeself</i>
<b>Ze &amp; Hir</b>	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> hair	That is <i>hirs</i>	<i>She</i> likes <i>hirsself</i>
<b>Xe</b>	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> hair	That is <i>xyrs</i>	<i>Xe</i> likes <i>xemself</i>
<b>Yo</b>	<i>Yo</i> laughed	I called <i>yon</i>	<i>Yos</i> hair	That is <i>yos</i>	<i>Yo</i> likes <i>yoself</i>