Try not to assume the gender identities of others based on their name or physical appearance. You can always use gender neutral pronouns like ‘they’ when referring to people you do not know. Other common gender pronouns include:

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive adjective</th>
<th>Possessive pronoun</th>
<th>Reflexive</th>
<th>Pronunciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>pronounced as it looks</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>His</td>
<td>Himself</td>
<td>pronounced as it looks</td>
</tr>
<tr>
<td>Ze/Zee</td>
<td>Zir</td>
<td>Zir</td>
<td>Zirs</td>
<td>Zirself</td>
<td>pronounced as it looks</td>
</tr>
<tr>
<td>Se/Zer</td>
<td>Her</td>
<td>Her</td>
<td>Hirs</td>
<td>Hirsself</td>
<td>pronounced as it looks (ze, here, here, here, here, here, here)</td>
</tr>
<tr>
<td>Zee</td>
<td>Zer</td>
<td>Zir</td>
<td>Zirs</td>
<td>Zirself</td>
<td>pronounced as zee, zere, zere, zere, zere, zere, zere, zere</td>
</tr>
<tr>
<td>Ey/Eir</td>
<td>Ein</td>
<td>Eir</td>
<td>Eirs</td>
<td>Eirself</td>
<td>pronounced as A, M, ear, ears, ears</td>
</tr>
<tr>
<td>Per/Per</td>
<td>Pers</td>
<td>Pers</td>
<td>Pers</td>
<td>Perself</td>
<td>pronounced as it looks</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Their</td>
<td>Theirs</td>
<td>Themself</td>
<td>pronounced as it looks</td>
</tr>
</tbody>
</table>

Gender identity/expression is a critical component of any individual’s sense of self. Asking a new acquaintance what pronouns they use shows that you respect their identity and want them to feel welcome.

Using an inappropriate gender pronoun or misgendering another Husky can make that student or colleague feel unwelcome, invisible, or unsafe in the community.

Practice using gender neutral language in official titles!
Fireman -> Firefighter
Policeman -> Police Officer

Genderqueer Flag
Agender Flag

For many people, gender identity is fluid. Their pronouns may change based on how they are feeling, or what environment they are in, especially if they have not disclosed their gender identity/expression to everyone. If you are unsure which pronouns to use in any scenario, you can always use someone’s first name in place of any pronoun.

“Max was feeling hungry, so Max decided to go to the dairy bar to grab a snack.”

There are lots of respectful ways to ask someone about their gender pronouns. Avoid invasive questions about their biology, all you need to know is which pronouns make them feel most comfortable!

“Sorry, I forgot to ask. I use they/them/their pronouns, what about you?”
“Can everyone tell me their preferred name so I can list it on the class roster?”

Get involved with the UConn SOGIE resources near you!
(Sexual Orientation, Gender Identity and Expression)

The Rainbow Center hosts a variety of events, including confidential discussion groups for SOGIE or questioning students. Visit our website for more information, or come visit us in Student Union 403.
Phone: 860-486-5821
www.rainbowcenter.uconn.edu

Regional Campus SOGIE Resources
UConn School of Social Work - PRIDE
UConn School of Law - Lambda Legal
Avery Point Campus - Alliance
Stamford Campus - Spectrum/WGSS Center

Image created by Jordan Holmes, Rainbow Center Student Staff

Gender identities exist on a variety of spectrums. A person’s identity is related to one spectrum, but on how they interact with other spectrums. Defining orientations as only sexual orientations is harmful stereotypes relating to the LGBTQ+ SOGIE communities.