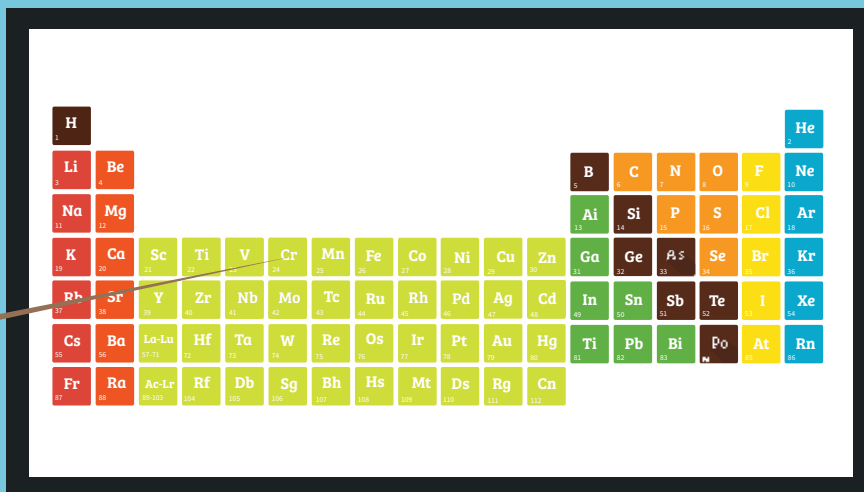


**Supporting LGBT+ teaching staff
builds a more welcoming
environment for students too**



Inclusive workplaces benefit everyone.
Find our toolkit at rsc.li/lgbt-toolkit



We do our **best science** when
we're supported in bringing
our **whole selves** to work



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Small actions can have big effects – both negative and positive



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Using **gender neutral language** helps build a welcoming and respectful environment



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INSTEAD OF
"He or she,"
"his or her"...

USE
**"They,"
"theirs"**

INSTEAD OF
"Men and women"

USE
**"Everyone,"
"employees of
all genders"**

INSTEAD OF
"Husband or wife"...

USE
**"Spouse,
partner, or
significant
other"**

INSTEAD OF
Mother or
father"...

USE
**"Parent/
carer"**

INSTEAD OF
"Chairman"...

USE
**"chair"
"chairperson"**

INSTEAD OF
"Ladies and gentlemen"...

USE
**"Welcome
everyone,"
"guests and
colleagues"**



Help make gendered spaces more **welcoming**

Avoid **assumptions** based on appearance



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Gender assumptions can be harmful

Harassment is never acceptable –
respect **everyone's** right to use the facilities



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