

**Faculty:**

We ask that you insert the following note in your course syllabi. Students whose gender identities and expressions differ from binary categories may experience distress\* (please see below) in classrooms that do not recognize this diversity. Using this note will help affected students communicate with you and help the college foster a welcoming learning environment. Please see below for the most common gender neutral pronouns.

—LGBT Presidential Advisory Committee, 10/11/15

**Syllabus Note:**

If you wish me to use a gender pronoun other than he/him/his, she/her/hers, please speak with me directly, so that I may refer to you in the way you prefer.

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**\*Why would people feel uncomfortable about a gendered (male or female) pronoun?**

For many people, gender is simple and clear-cut: either gender identity aligns with biological sex or gender presentation falls closely enough within traditional norms that most people assume the appropriate “he” or “she.” Many other individuals, however, present their gender identity and expression ambiguously, causing traditional assumptions about gender to be irrelevant or incorrect. Some individuals may also feel more comfortable using a pronoun different from the one associated with their biological sex or apparent gender expression. Moreover, gendered pronouns like “he” and “she” are uncomfortable and limiting for some who prefer gender-neutral pronouns (see below). Whatever the case, it quickly becomes uncomfortable for these students when the larger community assumes a pronoun with which they do not identify.

-----**Getting to Know Gender-Neutral Pronouns!**-----

<b>Traditional Masculine</b>	He laughed	I called him	His eyes gleam	That is his	He likes himself
<b>Traditional Feminine</b>	She laughed	I called her	Her eyes gleam	That is hers	She likes herself
<b>Gender Neutral (Singular They)</b>	They laughed	I called them	Their eyes gleam	That is theirs	They like themselves
<b>Gender Neutral (Ze)</b>	Ze laughed (pronounced: “zee” as in the letter ‘z’)	I called hir (pronounced: “here”)	Hir eyes gleam (pronounced: “here”)	That is hirs (pronounced: “here’s”)	Ze likes hirsself (pronounced: “here- self”)