

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING..

SAY INSTEAD..

WHY?

EXAMPLE

"Hermaphrodite"

"Intersex"

Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.

"What are the best practices for the medical care of intersex infants?"

"Homosexual"

"Gay"

"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.

"We want to do a better job of being inclusive of our gay employees."

"Born female" or
"Born male"

