



SafeZone

Rutgers-Camden

Welcome SafeZone Ally

At Rutgers, diversity is an everyday ingredient of university life and one of our greatest strengths. We know we all benefit when we live, learn, work, and just spend time with lots of different people. We also know the value of removing ourselves from the familiar, leaving our borders, and immersing ourselves in the new.

Diversity at Rutgers embraces the notion that we must be global educators, researchers, students, citizens, and partners—transcending boundaries to meet the challenges of a complex interdependent world.

As an Ally, you have accepted an important role in creating and maintaining an inclusive campus.

So I'm a SafeZone Ally now what?

Display your magnet or pin to let others know you are an Ally

Encourage others to attend a SafeZone Workshop

Think about the ways you feel supported and do the same for others

Educate yourself about the LGBT community

- Read what's happening in the news

- Watch movies or read books that tell stories about LGBT history, individuals, or issues

- Attend LGBT events (on or off campus) ...it's fun and you can show your support

- Learn about school and community resources

Create an atmosphere of acceptance

- Learn techniques for dealing with offensive jokes

- Interrupt rumors, jokes and stereotyping

- If you aren't sure if something is offensive, ask!

- Be aware of your own prejudices –biases-stereotyping

Join an LGBT club (GSA,, GSO or Outlaws - see Resource section for more info.)

Refer individuals to additional resources when needed

Most of all....BE A FRIEND—Be willing to talk and listen, learn and grow

*LGBT will be used throughout this manual to refer to Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Asexual, and Intersex

SAFE ZONE is intended to:

- ▽ Provide support to LGBT individuals
- ▽ Respect a person's need for privacy and confidentiality
- ▽ Develop a more genuine relationship with LGBT students, or friends and family of LGBT individuals
- ▽ Gain a fuller picture of students' lives and concerns
- ▽ Make a personal contribution to improving our campus environment and the lives of our students

SAFE ZONE *is not* intended to:

- ▽ Provide counseling or expert advice regarding sexual orientation
- ▽ Create psychological support groups
- ▽ Know the answers to all questions regarding sexual orientation
- ▽ Be the ONLY contact for the LGBT community
- ▽ Hear intimate self-disclosures
- ▽ Participate in political activities involving LGBT issues

The Top 7 Things to Unlearn about LGBT People

1. You can't spot a gay person by the way they dress or act
 2. Being LGBT is not a mental illness, or psychiatric condition
 3. HIV/Aids is not an LGBT disease
 4. Lesbians do not need the "right man" to set them "straight." Gay men do not need the "right woman."
 5. Gay men are not pedophiles, and LGBT people aren't trying to brainwash everyone to be gay. Straight people are the ones making all the gay kids.
 6. LGBT people are not unhealthy/unfit parents.
 7. Things are not equal for LGBT people in the United States. Even though it is getting better, there is still a long way to go before LGBT people have the same rights and protections as straight/Cisgender people.
-
-

WHEN A FRIEND COMES OUT

We live in a society that often discriminates against people who are different. We have all been taught to believe that to be "straight" is to be normal. This can cause a great deal of pain for lesbian, gay, bisexual and transgender (LGBT) people. "Coming out," or disclosing their orientation to others, is an important step in LGBT people's self acceptance. Like everyone, LGBT people accept themselves better if others accept them.

Someone who is coming out feels close enough to you and trusts you sufficiently to be honest and risk losing you as a friend. It is difficult to know what to say and do to be a supportive friend to someone who has "come out" to you. Below are some suggestions you may wish to follow.

- ◆ Thank your friend for having the courage to tell you. Choosing to tell you means that they have a great deal of respect and trust for you.
- ◆ Don't judge your friend. If you have strong religious or other beliefs about homosexuality, keep them to yourself for now. There will be plenty of time in the future for you to think and talk about your beliefs in light of your friend's orientation.
- ◆ Respect your friend's confidentiality. They probably are not ready to tell others right away and want to tell people in their own way.
- ◆ Tell your friend that you still care about them, no matter what. Be the friend you have always been. The main fear for people coming out is that their friends and family will reject them.
- ◆ Don't be too serious. Sensitively worded humor may ease the tension you are both probably feeling.
- ◆ Ask any questions you may have, but understand that your friend may not have all the answers. You can save some questions for later or, better yet, you can find some of the answers together.
- ◆ Include your friend's partner in plans as much as you would with any other friend.

WHEN A FRIEND COMES OUT

- ◆ Be prepared to include your friend in more of your plans. They may have lost the support of other friends and family, and your time and friendship will be even more precious to them. This may include "family" times like holidays or special celebrations.
- ◆ Offer and be available to support your friend as they "come out" to others. Call frequently during the time right after your friend has come out to you. This will let them know you are still friends.
- ◆ Be prepared for your friend to have mood swings. Coming out can be very traumatic. Anger and depression are common, especially if friends or family have trouble accepting your friend's orientation. Don't take mood swings personally. Be flattered you are close enough to risk sharing any feelings of anger or frustration.
- ◆ Do what you have always done together. Your friend probably feels that coming out will change everything in their life, and this is frightening. If you always go to the movies on Friday, then continue.
- ◆ Talk about other LGBT people you know. If your friend knows you have accepted someone else, they will feel more comfortable that you will accept them.
- ◆ Learn about the LGBT community. This will allow you to better support your friend, and knowing about their world will help prevent you from drifting apart.
- ◆ Don't allow your friend to become isolated. Let them know about organizations and places where they can meet other LGBT people or supportive allies.
- ◆ If your friend seems afraid about people knowing, there may be a good reason. People are sometimes attacked violently because they are perceived as LGBT. Sometimes people are discriminated against in such things as housing and employment. If your friend is discriminated against illegally, you can help them in pursuing their rights.
- ◆ Don't worry that your friend may have attractions or feelings for you that you may not share. If they have more or different feelings than you have, these can be worked through. It's the same as if someone of the opposite sex had feelings for you that you don't share. Either way, it's probably not worth losing a friend over.
- ◆ It's never too late. If someone has come out to you before and you feel badly about how you handled it, you can always go back and try again.

HOMOPHOBIA

An umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, or discomfort) that one may have towards members of the LGBT community. The term can also connote a fear, disgust, or dislike of being perceived as LGBT. In a broader sense, any disapproval of homosexuality at all, regardless of motive. Homophobia includes prejudice, discrimination, harassment, and acts of violence brought on by fear and hatred. It occurs on personal, institutional, and societal levels, and is closely linked with transphobia, and biphobia.

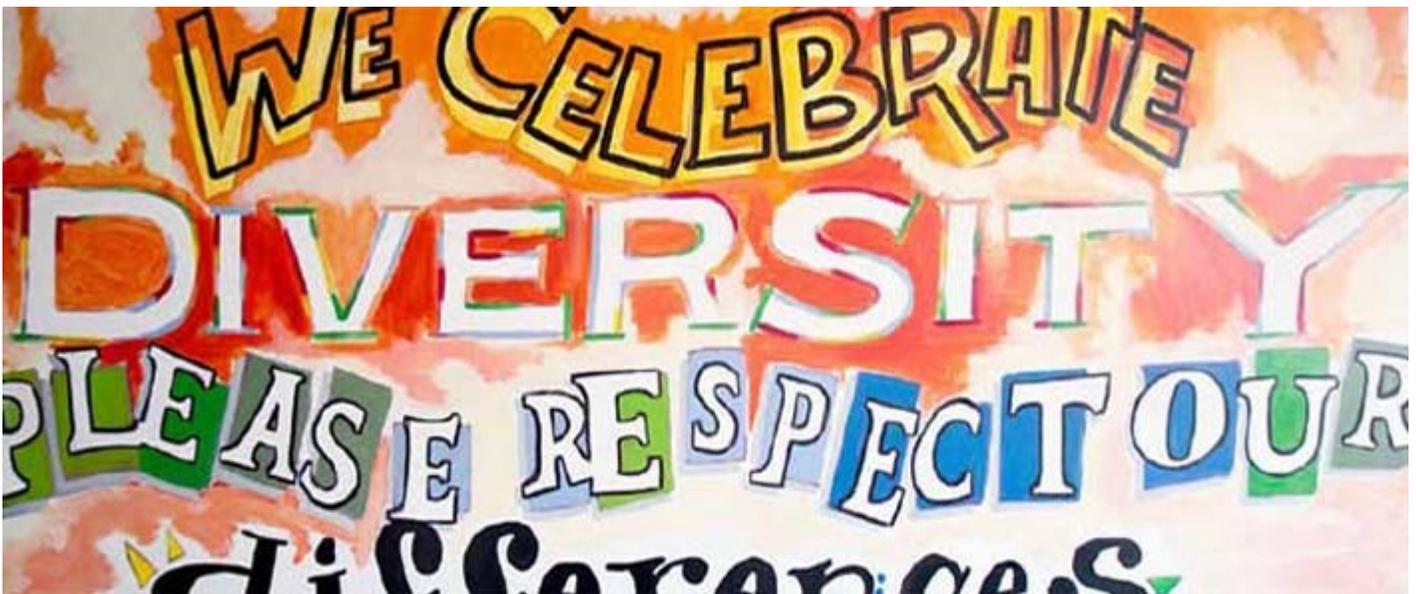
Within the numerous forms of oppression, members of the target group (sometimes called "minority") are oppressed, while on some level, members of the dominant group are also hurt. Although the effects of the oppression differ qualitatively for specific target and dominant groups, in the end everyone loses.

Homophobia locks all people into rigid gender-based roles that inhibit creativity and self-expression.

- ◆ Homophobic conditioning compromises the integrity of heterosexual people by pressuring them to treat others badly, actions which are contrary to their basic humanity.
- ◆ Homophobia inhibits one's ability to form close, intimate relationships with members of one's own sex.
- ◆ Homophobia generally restricts communication with a significant portion of the population and, more specifically, limits family relationships.
- ◆ Societal homophobia prevents some lesbian, gay, bisexual and transgender people from developing an authentic self-identity and adds to the pressure to marry, which in turn places undue stress and oftentimes trauma on themselves as well as their heterosexual spouses and their children.
- ◆ Homophobia is one cause of premature sexual involvement, which increases the chances of teen pregnancy and the spread of sexually transmitted diseases (STDs).
- ◆ Young people, of all sexual identities, are often pressured to become heterosexually active to prove to themselves and others that they are "normal."
- ◆ Homophobia combined with genophobia (physical or psychological fear of sexual relations) results in the elimination of any discussion of the lifestyles and sexuality of sexual minorities as part of school-based sex education, keeping vital information from all students. Such a lack of information can put students at risk.

HOMOPHOBIA

- ◆ Homophobia can be used to stigmatize, silence and, on occasion, target people who are perceived or defined by others as gay, lesbian or bisexual, but who are in actuality heterosexual.
- ◆ Homophobia prevents heterosexuals from accepting the benefits and gifts offered by sexual minorities: theoretical insights, social and spiritual visions and options, contributions to the arts and culture, to religion, to family life, indeed to all facets of society.
- ◆ Homophobia (along with racism, sexism, classism, xenophobia, etc.) inhibits a unified and effective governmental and societal response to AIDS.
- ◆ Homophobia diverts energy from more constructive endeavors.
- ◆ Homophobia inhibits appreciation of other types of diversity, making it unsafe for everyone because each person has unique traits not considered mainstream or dominant. Therefore, we are all diminished when any one of us is demeaned.



Ecidujrep is prejudice spelled backwards
Either way, it makes no sense.

HETEROSEXISM

Heterosexism is the assumption that all people are heterosexual and that heterosexuality is superior and more desirable than homosexuality or bisexuality. Heterosexism is also the stigmatization, denial and/or denigration of anything non-heterosexual. We live in a predominantly heterosexist society and that attitude is used to justify the mistreatment, discrimination and harassment of gay, lesbian, bisexual, transgender and questioning individuals. Many who are LGBT also internalize this attitude leading to denial of their true selves/identities, low self-esteem, self-hatred and other issues. There would seem to be a direct link between heterosexism and homophobia, the irrational fear or hatred of homosexuals (including bisexuals and transgender individuals). Some manifestations of heterosexism are:

Over-sexualization:

- ◆ LGBT people are looked upon as mere sexual beings rather than complex people with lives apart from their sexuality or gender identity.
- ◆ Assuming that every same sex interaction is sexual, or potentially sexual.
- ◆ Assuming that LGBT people are interested in someone of the same sex regardless of sexual orientation.
- ◆ Interpreting everything that LGBT people do in terms of their sexuality.
- ◆ Avoiding touching or becoming close to LGBT people in fear they will take it the 'wrong' way.

Denying Significance- Personally:

- ◆ The opposite of over-sexualization—assuming that sexual orientation is not significant.
- ◆ Remarking, "It doesn't matter to me that you're gay." Sexual identity is significant and should matter.
- ◆ Expecting LGBT people not to talk about their relationships as many heterosexual people do, assuming that sexual orientation should not be talked about.

Denying Significance- Politically:

- ◆ Criticizing LGBT people for making an issue of their sexuality. Remarking things such as, "I don't care what they do in bed, but don't tell me about it."
- ◆ Not understanding that in our culture, which is alternately oblivious to LGBT people, or dangerous for them, sexuality and gender identity is already a political issue.

HETEROSEXISM

- ◆ Not understanding that heterosexuality is politically enforced by giving legal rights for marriage, finance and other such things, while legally denying homosexuals the right to marriage, housing, jobs, child custody, etc.

Labeling Homosexuality, Bisexuality or Transgender a Problem:

- ◆ Being of the mind that LGBT people want or need special treatment. Or believing they all need special treatment because of their sexual orientation. Believing that homosexuality, bisexuality or transgender can and should be cured.

Making Invisible:

- ◆ Assuming that everyone is heterosexual until told otherwise.
- ◆ Always asking women about boyfriends and men about girlfriends.
- ◆ Telling LGBT people they are overreacting when they get upset about the oppression that they feel.

Expecting to be Taught:

- ◆ Putting the burden of responsibility for education and working for change on the LGBT person.
- ◆ Not helping to change issues of concern in the community.
- ◆ Forcing LGBT people to take all of the initiative in coming out.
- ◆ Not making openings to “come out” by acknowledging in conversations the possibility of non-heterosexual relations.
- ◆ Becoming upset that LGBT people are not patient about educating you.

Incorrectly Defining Homosexuality, Bisexuality:

- ◆ Confusing bisexuality with non-monogamy; assuming that bisexuality means being involved simultaneously with both men and women.
- ◆ Assuming that bisexuality is fickle or promiscuous, that they cannot commit to a stable monogamous relationship.
- ◆ Musing that lesbians hate men.
- ◆ Assuming that LGBT people want to convert to heterosexuality.
- ◆ Trying to help someone go “straight.”
- ◆ Thinking non-heterosexual orientation is a phase.

HETEROSEXISM

- ◆ Assuming lesbians and gay men's sexual orientation is in reaction to a bad heterosexual experience.
- ◆ Thinking that you have more right than an LGBT person to judge the morality or normalcy of any person's sexual orientation, including heterosexuality.

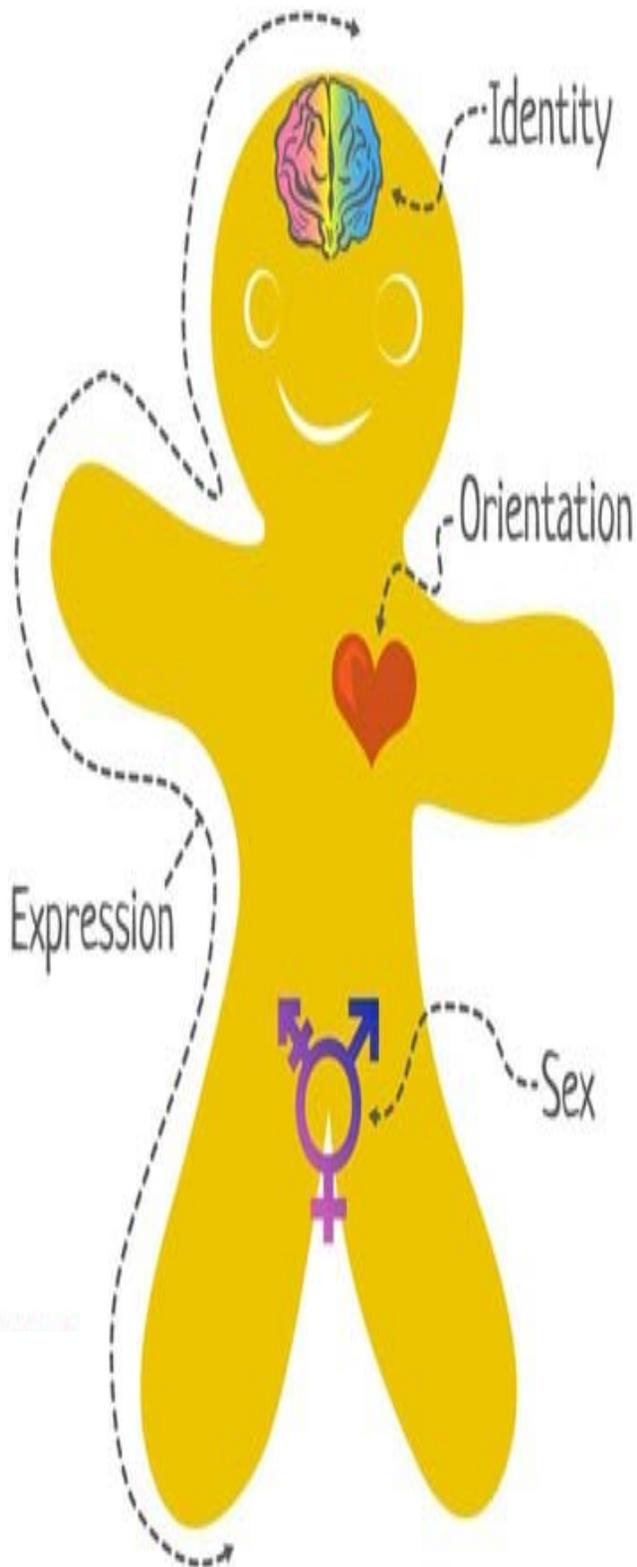
Heterosexual Privileges

- ◆ As a heterosexual, I am privileged to be able to be free of fear and walk across campus holding my girlfriend's or boyfriend's hand.
- ◆ As a heterosexual, I am privileged that I can be a member of the military without being subjected to public controversy or fear of potential retribution or alienation by other military personnel.
- ◆ As a heterosexual, I am privileged to join a fraternity or sorority without fear of being rejected based on my sexual identity.
- ◆ As a heterosexual, I am privileged to be able to talk freely about my relationships with roommates, friends, and family.
- ◆ As a heterosexual, I am privileged to play varsity sports without the fear of being removed from the team because of my sexual identity.
- ◆ As a heterosexual, I am privileged to walk into any bar or dance with my partner and dance without fear of being verbally or physically abused.
- ◆ As a heterosexual, I am privileged to interview for jobs and be able to discuss my plans for marriage without fear of being discriminated against.
- ◆ As a heterosexual, I am privileged to run for a student leadership position without students focusing only on my sexual identity.
- ◆ As a heterosexual, I am privileged to walk this campus without fear of physical or verbal harm based solely on my sexual identity.

**As a heterosexual, I am privileged that I am a member of the dominant culture
I MAY CHOOSE TO BE AN ALLY
for gay, lesbian, bisexual and transgender students**

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g. hormonal levels) and how you interpret what that means



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two



Sexual orientation is who you are physically, spiritually, and emotionally attracted to based on their sex/ gender in relation to you own.

SCENARIOS

You are becoming friends with this guy named Alex. One day you are hanging out and Alex gets oddly quiet. Finally, after you ask him repeatedly if anything is bothering him, he comes out and tells you he is bi. Alex says he is totally comfortable with it, has known for a long time, but does not really feel like he knows how to tell other people at school even though he really wants to. What do you do?

Some suggestions to help:

- ▽ Reassure Alex that you are glad that he felt he could tell you, that you can be trusted with the information, and that you are really happy to be helpful in anyway that you can
- ▽ Ask some questions. Why doesn't he feel like he can tell other people at school? What indicators have his friends given that they would not be cool (or would be cool) with having queer/gay/bisexual friends? Does he feel like it is specifically to his bisexuality or is it because he is not straight? Careful to ask and not to grill...you are only looking to get information that will help you help him.
- ▽ Offer a few different scenarios to Alex
- ▽ Plan out what a conversation between he and one of his close friends may look like. Throw out the idea that he could just tell one of his friends and ask them to tell others. Or he could tell someone he trusts the most and ask them what they thought their mutual friends reactions could be.
- ▽ Test the waters by bringing up gay/bi/queer subjects, celebrities or issues around Alex's friends and see what their reactions are.
- ▽ Let Alex know that you believe even if his friends are initially surprised this doesn't mean they won't come around. If he is comfortable with himself and his sexuality, he can likely explain and help his friends become comfortable with it too.

SCENARIOS

You leave your dorm room one morning and you notice something on your friend Joe's whiteboard on his door just across the hall. Joe is one of your friends, is gay, and has been out to you since you've known him. The whiteboard says, "Hey fag—give me a call later today, we have to pregame that party. Jess." You know Jess is one of Joe's best friends, but you don't know her that well. What do you do?

It is important to make clear that in this scenario, while Joe may be totally cool with Jess calling him that word, that other people seeing it on his white board may feel uncomfortable, unsafe, or otherwise negatively because they don't understand the relationship between him and Jess. The word can be quite triggering and therefore because it is in a public space it is an issue.

- ▽ Erase the word "fag" from the whiteboard message and consider one of the following:
- ▽ Go to Joe and explain to him that you saw what Jess wrote on his white board, explain why you erased the word, and let him know how it made you feel. You could explain that you understand he might be ok with her using that word but that it makes you uncomfortable (and/or you feel it may make others uncomfortable) and so you erased it to ensure that others wouldn't see it. Ask Joe to talk to Jess and to let her know not to write that word or similar language on his whiteboard in a public space.
- ▽ Go to Jess and let her know that you saw her message and that you wanted to let her know that the word that she used made you uncomfortable. It is important to assume that Jess had no negative intentions, and to speak to her with that in mind. Let her know that you totally understand that her and Joe likely are cool with that word, but that other people may find it uncomfortable and that you'd appreciate if she just not use it in writing because some people may get the wrong idea.
- ▽ Go to your RA. Ask them to speak to Jess or Joe about it. Let them know it isn't an incident of hate speech (as far as you know) that you simply think it is not an appropriate thing to have written on a whiteboard in the hallway even between friends and that you'd appreciate the RA talking to one of them just to sort out the situation.

SCENARIOS

You and a group of friends are waiting in line for food at a dining hall. Some people behind you in line are chatting about the new Xbox that just came out and you overhear one of them say, "Dude you're still playing on a PS2, that's so gay, seriously." What do you do?

- ▽ Addressing the individual or group say, "Hey, I don't know if you know this but some people feel really uncomfortable and unsafe when they hear that kind of language being used. I do, and it'd be really cool if you could not say that phrase again," or something to that effect.
- ▽ It's important to realize that most people aren't confronted on their use of homophobic language and that they may not have homophobic intentions behind it. It is helpful to remind people that the words they use matter and still have the effect of being perceived/received as homophobic even if they didn't mean/intend to. It is also very possible that the individual will avoid using such language again simply because they do not enjoy being confronted by random people in a lunch line. So either way it's a win-win.

One of your teachers (who you know quite well) is talking about sexuality or gender in class. When the discussion goes quiet they turn to you and ask if you have anything additional to add. What do you do?

- ▽ Speak with the teacher after class or during office hours (or send them an email) to explain to them that you did not enjoy being singled out in front of the class in that way. And while you are really involved with GSA stuff on campus, that you'd still appreciate not being looked to as the representative or "expert" in the room.
- ▽ Explain that to be singled out publicly can be very uncomfortable, particularly when you may not be out to all of your classmates, and also point out that often, stigmatized, marginalized students are put into the role of "educator" or "expert" by others and that it needs to be a choice whether to fill that role or not.

GLOSSARY

ALLY: A person who confronts heterosexism, sexism, homophobia, transphobia, heterosexual privilege, and so on, in themselves and others out of self-interest and a concern for the well-being of lesbian, gay, bisexual, transgender, and other queer-related people, and who believes that heterosexism is a social injustice.

ACQUIRED GENDER: This is a term used in the Gender Recognition Act (2004) to mean the gender role that a person has transitioned to live their life in and which matches their self-perceived gender identity. Therefore, the acquired gender of a Male-to-Female trans woman is female. The acquired gender of a Female-to-Male trans man is male.

ANDROGYNY: A person with traits ascribed to males and females. Androgyny may be physical, presentation-al, or some combination.

ANDROPHILIC/ANDROSEXUAL: Attraction to men, males, and/or masculinity.

AROMANTIC: A person who experiences little or no romantic attraction to others and/or a lack of interest in forming romantic relationships.

ASEXUAL: Someone who does not experience sexual and/or romantic attraction. There is considerable diversity among the asexual community; each asexual person experiences things like relationships, attraction, and arousal somewhat differently. It is distinct from celibacy or sexual abstinence, which are behaviors, while asexuality is generally considered to be a sexual orientation. Some asexuals do participate in sex for a variety of reasons.

BEAR COMMUNITY: A part of the queer community composed of queer men similar in looks and interests, most of them big, hairy, friendly and affectionate. The community aims to provide spaces where one feels, wanted, desired, and liked. It nourishes and values an individual's process of making friends, of learning self-care and self-love through the unity and support of the community. Bears, Cubs, Otters, Wolves, Chasers, Admirers and other wildlife comprise what has come to be known as the Brotherhood of Bears and/or the Bear community.

BICURIIOUS: A curiosity about having attraction to people of the same gender/sex (similar to questioning).

BIGENDERED: Having two genders; exhibiting cultural characteristics of male and female roles.

BIOLOGICAL SEX: A medical term used to refer to the chromosomes, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often abbreviated to simply "sex."

BIPHOBIA: A range of negative attitudes (e.g., fear, anger, intolerance, resentment, or discomfort) that one may have/express towards bisexual, pansexual, omniseual, or nonmonosexual. Biphobia is closely linked with transphobia and homophobia.

BISEXUAL: A person who has a range of emotional, physical, and/or sexual attraction to members of either male or female genders.

BUTCH: A person who identifies themselves as masculine, whether it be physical, mentally or emotionally. "Butch" is sometimes used as a derogatory term for lesbians, but also can be claimed as an affirmative identity label.

CISGENDER: A person who by nature or by choice conforms to gender based expectations of society. The gender identity that society considers to "match" the biological sex assigned at birth. The prefix cis- means "on this side of" or "not across from." This term is important in that it does not "other" trans identities.

GLOSSARY

CIVIL UNION: State-based relationship recognition for gay and lesbian couples that offers some or all of the state (though none of the federal) rights, protections and responsibilities of marriage.

CLOSETED: An individual who is not open to themselves or others about their (queer) sexuality or gender identity. This may be by choice and/or for other reasons such as fear for one's safety, peer or family rejection or disapproval and/or loss of housing, job, etc. Also known as being "in the closet." When someone chooses to break this silence they "come out" of the closet.

COMING OUT: Describes voluntarily making public one's sexual orientation, or gender identity. Related terms include: "being out," which means not concealing one's sexual orientation or gender identity, and "outing," a term used for making public the sexual orientation or gender identity of another who would prefer to keep this information private.

CROSSDRESSER: The most neutral word to describe a person who dresses, at least partially or part of the time, and for any number of reasons, in clothing associated with another gender within a particular society. Carries no implications of "usual" gender appearance, or sexual orientation. Has replaced "transvestite," which is outdated, problematic, and generally offensive, since it was historically used to diagnose medical/mental health disorders.

DEMISEXUAL: An individual who does not experience sexual attraction unless they have formed a strong emotional connection with another individual. Often within a romantic relationship.

DOMESTIC PARTNERSHIP: Civil/legal recognition of a committed relationship between two people whose partnership sometimes extends limited protections to them.

DRAG KING: A woman who appears as a man on a temporary basis; she may or may not have any masculine expression in her usual life. Generally in reference to an act or performance.

DRAG QUEEN: A man who appears as a woman on a temporary basis; he may or may not have any feminine expression in his usual life. Generally in reference to an act or performance.

DYKE: A term referring to a masculine presenting lesbian. While often used derogatorily, it can be adopted as appositive self-identity label.

EQUAL SIGN: Logo of the Human Rights Campaign. As America's largest gay and lesbian organization, The Human Rights Campaign provides a national voice on gay and lesbian issues.

FAG(GOT): A derogatory slur for gay men. Reclaimed by some as a term of pride. Derived from the word faggot (literally "small bundle of sticks"), an allusion to the Inquisition-era practice of burning people at the stake for suspected "homosexual" practices.

FEMME: Someone who identifies themselves as feminine, whether it be physically, mentally or emotionally. Often used to refer to a feminine-presenting lesbian.

FLUIDITY: Generally attached to another term—like gender-fluid or fluid-sexuality. It describes an identity that is on a continuum of sexual orientation or gender identity.

FTM (F2M): Female-to-male transsexual or transgender person. Someone assigned female at birth who identifies on the male spectrum.

GAY: A person (or adjective to describe a person) whose primary sexual and affectional orientation is toward people of the same gender; more commonly used when referring to males.

GLOSSARY

GENDER: The social construction of masculinity and femininity in a specific culture in time. It involves gender assignment (the gender designation of someone at birth), gender roles (the expectations imposed on someone based on their gender), gender attribution (how others perceive someone's gender), and gender identity (how someone defines their own gender).

GENDER ATTRIBUTION: Refers to the indicators of a person's gender - the way a person walks, talks, interacts, dresses, and appears, enable us to determine a person's gender - Male gender attributes tend to carry more weight than female ones. A person may appear to present female gender but acts in a way that makes us attribute male gender.

GENDER BINARY: The idea that there are only two genders—male/female or man/woman and that a person must be strictly gendered as either/or.

GENDER DYSPHORIA: Distress, unhappiness and discomfort experienced by someone about their physical body not fully matching their gender identity.

GENDER EXPRESSION/PRESENTATION: How one expresses oneself, in terms of dress and/or behaviors that society characterizes as "masculine" or "feminine." May also be androgynous or something else altogether.

GENDERFLUID: Being fluid in motion between two or more genders; shifting naturally in gender identity and/or gender expression/presentation. May be a gender identity itself. Refers to the fluidity of identity.

GENDERFUCK: A form of gender identity or expression, genderfuck is an intentional attempt to present a confusing gender identity that contributes to dismantling the perception of a gender binary.

GENDER IDENTITY: The gender that a person sees themselves as. This can include refusing to label oneself with a gender. Gender identity is also often conflated with sexual orientation, but this is inaccurate. Gender identity does not cause sexual orientation. For example, a masculine woman is not necessarily a lesbian. Cisgender, transgender, man, woman, genderqueer, etc. are all gender identities.

GIC – GENDER IDENTITY CLINIC: These are the primary NHS source in the UK for professional support about gender issues.

GENDER IDENTITY DISORDER (GID): A controversial DSM-IV diagnosis given to transgender and other gender-variant people. Because it labels people as "disordered," Gender Identity Disorder is often considered offensive. The diagnosis is frequently given to children who don't conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. Replaces the outdated term "gender dysphoria."

GENDER NORMATIVE: Someone whose gender presentation, whether by nature or by choice, aligns with society's gender-based expectations.

GENDERISM: The belief that there are, and should be, only two genders and that one's gender or most aspects of it are inevitably tied to the assigned sex.

GENDER NON-CONFORMING (GNC): A person who does not subscribe to gender expressions or roles expected of them by society.

GENDER OUTLAW: A person who refuses to be defined by conventional definitions of men and women. A term popularized by Kate Bornstein in her book of the same name.

GLOSSARY

GENDERQUEER: An umbrella term for gender identities other than man and woman, thus outside of the gender binary and cisnormativity (sometimes referred to as non-binary). People who identify as genderqueer may think of themselves as one or more of the following:

- Both man and woman (bigender, pangender);
- Neither man nor woman (genderless, agender);
- Moving between genders (genderfluid);
- Third gender or other-gendered, includes those who do not place a name to their gender
- Having an overlap of, or blurred lines between, gender identity and sexual and romantic orientation

GENDER RECOGNITION ACT 2004 (GRA): Important legislation which allows a trans person to legally change gender subject to strict conditions.

GENDER ROLE: Signifies all those things that a person says or does to disclose himself or herself as having the status of boy or man, girl or woman, respectively. It includes, but is not restricted to, sexuality in the sense of eroticism. Certain occupations and behaviors are or were socially considered to be appropriate or reserved for specific genders, (ex. women in the home, men as head of household). These gender roles are increasingly challenged and attitudes are slowly changing.

GENDER VARIANT: A person whose gender identity and/or gender expression varies from the culturally-expected characteristics of their assigned sex.

GRS/SRS: Genital Reconstruction Surgery or Gender Reassignment Surgery. Occasionally people refer to SRS - Sex Reassignment Surgery although this is falling out of use.

GYNESEXUAL/GYNEPHILIC: Attracted to woman, females, and/or femininity

HERMAPHRODITE: An outdated medical term previously used to refer to someone who was born with both male and female biological characteristics. Term is considered to be medically stigmatizing, and also misleading as it means a person who is 100% male and female, a biological impossibility for humans. Preferred term is intersex.

HETERONORMATIVITY: The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities.

HETEROSEXISM: The belief in the superiority of heterosexuality that is supported by the cultural and institutional practices of society. Also, the assumption that all people are heterosexual and that heterosexuality is right, correct and normal.

HETEROSEXUALITY: A sexual orientation in which a person feels physically and emotionally attracted to people of the "opposite" gender.

HETEROSEXUAL PRIVILEGE: The benefits granted automatically to heterosexual people that are denied to gay men and lesbians.

HOMOPHOBIA: An umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, or discomfort) that one may have towards members of LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ.

GLOSSARY

HOMOSEXUALITY: A sexual orientation in which a person feels physically and emotionally attracted to people of the same gender. This term originated within the psychiatric community to label people with a mental illness, and still appears within the current discourse, but is generally thought to be outdated.

HORIZONTAL PREJUDICE: The result of people of targeted racial groups believing, acting on, or enforcing the dominant system of discrimination and oppression. Horizontal racism can occur between members of the same social group or between members of different targeted social groups.

INTERNALIZED HOMOPHOBIA: The fear and self-hate of one's own homosexuality or bisexuality that occurs for many individuals who have learned negative ideas about homosexuality throughout childhood. One form of internalized oppression is the acceptance of the myths and stereotypes applied to the oppressed group

IN THE CLOSET: To be "in the closet" means to hide one's identity in order to keep a job, housing, friends, or in some other way to survive. Many LGBTQ individuals are "out" in some situations and "closeted" in others.

INTERSEX: People who naturally (that is, without any medical interventions) develop primary and/or secondary sex characteristics that do not fit neatly into society's definitions of male or female. Many visibly intersex babies/children are surgically altered by doctors to make their sex characteristics conform to societal binary norm expectations. Intersex people are relatively common, although society's denial of their existence has allowed very little room for intersex issues to be discussed publicly. Has replaced "hermaphrodite," which is inaccurate, outdated, problematic, and generally offensive. There are at least 16 different ways to be intersex.

INSTITUTIONAL OPPRESSION: Institutional arrangements of a society used to benefit one group at the expense of another, illustrated through the use of language, media, education, economics, religion, etc.

INTERLOCKING SYMBOLS:

A double male symbol represents gay men.

A double female symbol represents lesbians.

A single female symbol and a single male symbol represent heterosexuals

A male and female symbol on the same ring, symbolizes the male and female parts inherent in one person, representing transgender

A double male symbol with a single female symbol (or double female symbol with a single male symbol) represents bisexuals

LAMBDA: The Greek letter L, chosen by the Gay Activist Alliance in 1970 as the symbol of the gay movement. The Greeks considered balance to be the constant adjustment necessary to keep opposing forces from overcoming each other. The hook at the bottom of the right leg of the lambda represents the action required to reach and maintain a balance. To the Spartans, the lambda meant unity. They felt that society should never infringe on anyone's individuality and freedom. The Romans adopted the letter to represent "the light of knowledge shed into the darkness of ignorance." Finally, in physics the symbol designates an energy change.

LESBIAN: A woman who has emotional, social, psychological and physical commitment and responses to other women. "Lesbian" is one of the oldest and most positive terms for gay women. Derived from the Greek Isle of Lesbos where the lesbian poet, Sappho, had a school in 400 B.C.

LGBT: Acronym for Lesbian, Gay, Bisexual, and Transgender. An umbrella term that is used to refer to the community as a whole.

GLOSSARY

LIFESTYLE: The way individuals live their lives, such as an urban or a rural lifestyle, an artistic lifestyle, an entrepreneurial lifestyle, a hedonistic lifestyle; not appropriately used to denote sexual orientation (just as there is no heterosexual lifestyle, there is no homosexual or gay lifestyle either); the phrase 'homosexual lifestyle' is often used by anti-gay groups to imply that sexual orientation is a matter of choice rather than of identity.

LIPSTICK LESBIAN: Refers to a lesbian with a feminine gender expression. Can be used in a positive or derogatory way. Is sometimes also used to refer to a lesbian who is assumed to be or passes for straight.

METROSEXUAL: A straight man with a strong aesthetic sense who spends more time, energy, or money on his appearance and grooming than is considered gender normative.

MTF (M2F): Male-to-female transsexual or transgender person. Someone assigned male at birth who identifies on the female spectrum.

NON-MONOSEXUAL: People who have romantic, sexual, or affectional desire for more than one gender. Bisexuality is the most well-known form of non-monosexuality.

OMNIGENDERED: Possessing all genders; exhibiting cultural characteristics of male and female. The term is specifically used to refute the concept of only two genders.

OPPRESSION: Exists when an individual, institution or societal group, consciously or unconsciously, exploits another individual or group for its own benefit.

Individual Level: Beliefs or behaviors of an individual person; conscious or unconscious actions or attitudes that maintain oppression.

Institutional Level: Institutions such as family, government, industry, education, and religion, shape and are shaped by, the other two levels. The application of institutional policies and procedures in an oppressive society run by individuals or groups who advocate or collude with social oppression produces oppressive consequences.

Societal/Cultural Level: Society's cultural norms perpetuate implicit and explicit values that bind institutions and individuals; cultural guidelines, such as philosophies of life, definitions of the good, normal, health, deviance, and sickness, often serve the primary function of providing individuals and institutions with the justification for social oppression.

Features of Oppression

Pervasiveness: Institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society.

Restricting: Structural and material constraints that significantly shape a person's life chances and sense of possibility.

Hierarchical: Dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.

Complex, multiple, cross-cutting relationships: Power and privilege are relative, however, since individuals hold multiple and cross-cutting social group memberships.

Internalized: Oppressive beliefs are internalized by victims as well as benefactors. The oppressor doesn't have to exert any more pressure, because we now do it to ourselves and each other. Divide and conquer works.

"Isms": Shared and Distinctive Characteristics: It is of value to identify both the particular characteristics of specific forms of oppression (such as racism, sexism, heterosexism, ableism, etc.), as well as the patterns that connect and mutually reinforce different oppressions in a system that are pervasive.

GLOSSARY

OUTING: Disclosing someone's sexual orientation or gender identity to others without permission (i.e. "He was outed at work".)

PANSEXUAL, OMNISEXUAL: Terms used to describe people who have romantic, sexual, or affectional desire for people of all genders and sexes. Used by many in place of "bisexual," which implies that only two sexes or genders exist.

PANGENDER: A person whose gender identity is comprised of all or many gender expressions.

PARTNER OR SIGNIFICANT OTHER: Terms most appropriate to use when referring to a gay or lesbian's spousal equivalent. LGBT people may also use "girlfriend/boyfriend," "lover," "roommate," "life partner," "wife/husband," or other terms when referring to their partners.

PASS(ING): Describes a person's ability to be perceived as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual and/or cisgender.

THE PINK TRIANGLE: During World War II, the Nazis interred gay men and lesbians as well as Jewish people, gypsies and others. Hitler revised Paragraph 175, a clause in German law prohibiting homosexual relations, to include same-sex thoughts, kissing, embracing, and gay sexual acts. In the concentration camps, each group was forced to wear an insignia to mark them as a member of a particular group—the pink triangle for gay men. Some have taken this very powerful reminder as an incentive for change and have taken this symbol of discrimination and oppression into use. Since the 1940s, the pink triangle has become one of the most recognizable and powerful symbols for gay people and the oppression they have faced throughout Western history. The pink triangle was a commonly used insignia throughout the early gay liberation movements. It appears in photographs and film footage of early marches and demonstrations. It is a symbol of pride, resistance and solidarity. It reminds us of those who have suffered from homophobic violence and reminds us to continue to work for justice now.

POLYAMORY: Refers to having honest, usually non-possessive, relationships with multiple partners and can include open relationships, polyfidelity (which involves multiple romantic relationships with sexual contact restricted to those), and sub-relationships (which denote distinguishing between a "primary" relationship or relationships and various "secondary" relationships)

POLYGENDERED, PANGENDERED: Exhibiting characteristics of multiple genders; deliberately refuting the concept of only two genders.

PRIVILEGE: Unearned access to resources (social power) only readily available to some people as a result of their social group membership.

PURGE: The act of gathering up all evidence of female clothing and accessories and destroying them or donating them to charity in an attempt to rid oneself of the temptation to cross dress and suppress the feelings. There is no evidence that this ever works.

QPOC: Abbreviation for Queer People of color

QUEER: Used as an umbrella term to describe individuals who identify as non-straight. Also used to describe people who have non-normative gender identity. Due to its historical use as a derogatory term, it is not embraced or used by all members of the LGBT community. The term queer is sometimes used interchangeably with LGBT.

GLOSSARY

QUESTIONING: Being unsure of one's sexual orientation and/or gender identity; feeling uncomfortable with or unwilling or unable to self-categorize within traditional labels such as gay, straight, male, female, etc.

THE RAINBOW FLAG: A recognized symbol of the gay, lesbian, bisexual and transgender community. Use of the rainbow flag began in the 1970s primarily on the West Coast, where it could be seen waving in the wind during Gay Pride marches. Today, it is recognized throughout the U.S. and Europe as a symbol of gay and lesbian pride.

REAL LIFE EXPERIENCE (TEST) (RLE): The requirement under the Harry Benjamin Standards of Care that a candidate for genital reconstruction surgery should demonstrate their ability to live in the gender opposite to their birth gender for at least a year – two years for NHS treatment

SAME GENDER LOVING: A term used by some African-American people who love, date, and/or have attraction to people of the same gender. Often used by those who prefer to distance themselves from the terms they see as associated with the "White-dominated" queer communities.

SEX: A categorization based on the appearance of genitalia at birth. Refers to the biological characteristics chosen to assign humans as male, female, or intersex.

SEXISM: The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and denigrate values and practices associated with women.

SEX REASSIGNMENT SURGERY (SRS): Refers to surgical alteration, and is only one small part of transition. Preferred term to "sex change operation." Not all transgender people choose to or can afford to have SRS. Journalists should avoid overemphasizing the importance of SRS to the transition process.

SEXUAL HARASSMENT: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of this conduct explicitly or implicitly: 1. Affects a person's employment or education; 2. Unreasonably interferes with a person's work or educational performance; 3. Creates an intimidating, hostile or offensive working or learning environment.

SEXUALITY: The components of a person that include their biological sex, sexual orientation, gender identity, sexual practices, etc.

SEXUAL ORIENTATION: an enduring emotional, romantic, sexual, and/or affectional attraction. Terms include gay, lesbian, heterosexual, bisexual, pansexual, non-monosexual, queer, and asexual, and may apply to varying degrees. Sexual orientation is fluid, and people use a variety of labels to describe their own.

SHE-MALE: a derogatory term used (but not exclusively) in sex work to describe trans women with male genitalia and augmented female breasts from breast augmentation and/or use of hormones.

SKOLIOSEXUAL: Attracted to genderqueer and transsexual people and expressions (people who don't identify as cisgender).

SOCIAL JUSTICE: Includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

SODOMY LAWS: Historically used to selectively persecute gay people, the state laws often referred to as "sodomy laws" were ruled unconstitutional by the U.S. Supreme Court in *Lawrence v. Texas* (2003). "Sodomy" should never be used to describe gay, lesbian or bisexual relationships or sexuality.

SUBORDINATED/TARGETED GROUP: Members of social identity groups that are disenfranchised, exploited, and victimized in a variety of ways by the oppressor and the oppressor's system or institutions.

GLOSSARY

STEALTH: Having transitioned, living in an acquired gender without disclosing one's past gender identity. (Living in Stealth)

STONEWALL & PRIDE CELEBRATIONS: On June 28, 1969, a routine raid on the Stonewall Bar on Christopher Street in New York City turned into a riot when patrons resisted. The patrons barricaded themselves in the bar. The riot escalated until reinforcements arrived. The riots continued for several evenings. This rebellion, begun by drag queens and bar patrons, marked the beginning of the modern gay and lesbian movement. Each June, Pride marches, rallies and celebrations are held throughout the nation commemorating Stonewall.

STRAIGHT: A person (or adjective to describe a person) whose primary sexual and affectional orientation is toward people of the "opposite" gender.

TRANS: The preferred umbrella term used to describe anyone whose gender identity does not fit with society's fixed binary view of natal gender.

TRANSGENDER: Used most often as an umbrella term, and frequently abbreviated to "trans" or trans*" (the asterisk indicates the option to fill in the appropriate label, i.e. Trans man). It describes a wide range of identities and experiences of people whose gender identity and/or expression differs from conventional expectations based on their assigned biological birth sex. Some commonly held definitions:

1. Someone whose behavior or expression does not "match" their assigned sex according to society.
2. A gender outside of the man/woman binary.
3. Having no gender or multiple genders.
4. Some definitions also include people who perform gender or play with it.
5. Historically, the term was coined to designate a trans person who was not undergoing medical transition (surgery or hormones).

TRANSITION(ING): Term used to refer to the process a trans* person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

TRANS-MAN: An umbrella term to describe someone who is somewhere on a continuum between male and female and presenting a male gender identity some or all of the time.

TRANS* – PRE-OPERATIVE: Someone who is living or planning to live in the gender opposite to their birth gender and undergo hormone and surgical treatment to change their body to match their gender identity.

TRANS*– POST-OPERATIVE: Someone who has undergone gender reassignment treatment and now lives in their acquired gender – they may still be openly transsexual or may now consider themselves to be a woman/man and no longer transsexual.

GLOSSARY

TRANSPHOBIA: A reaction of fear, loathing, and discriminatory treatment of people whose identity or gender presentation (or perceived gender or gender identity) does not “match,” in the societally accepted way, the sex they were assigned at birth. Transgendered people, intersex people, lesbians, gay men, bisexuals, and other non-monosexuals are typically the target of transphobia.

TRANSVESTITE/TV: Usually someone ascribed male at birth but who comfortably presents both male and female gender identities. They often are out in public as a woman but their male and female social lives may be entirely separate and they may not allow people to know their two identities. Many have personal web sites which can sometimes result in them being outed at work.

TRANS WOMAN: Also referred to as MTF.

TRYKE: A trans female-identified person who is attracted to/loves other female-identified people.

TWO SPIRIT: Two-Spirit people are defined as LGBT and gender-variant members of the Native American community. The term “Two-Spirit” was coined in 1990 by queer Native Americans gathering in Winnipeg. Many contemporary LGBT Native Americans use the term “Two-Spirit” to maintain cultural continuity with their traditions. In many of our cultures, some individuals possessed and manifested a balance of both feminine and masculine energies, making them inherently sacred people.

WOMYN: Some people spell the word with a “y” as a form of empowerment to move away from the word “men” contained in the “traditional” spelling of women.

ZE/HIR: Alternate pronouns that are gender neutral and preferred by some trans* people. Pronounced /zee/ and /here/ they replace “he” and “she” and “hers” respectively. Alternatively some people who are not comfortable using he/she use the plural pronoun “they/their” as a gender neutral singular pronoun.

GLOSSARY

The LGBT community has adopted many symbols for self-identification and to demonstrate unity, pride, shared values, and alliance to one another.



Rainbow Flag: Represents the diversity of gays and lesbians around the world



Bisexual Pride Flag: Denotes bisexuality and bi pride



Transgender Pride Flag: Identifies the transgendered community



Genderqueer Flag: Represents androgyny



Gender Fluid Flag: Represents the fluctuations and the flexibility of gender in gender fluid people



Leather Pride Flag: Denotes practices and styles of dress organized around sexual activities and eroticism



International Bear Brotherhood Flag: Represents the Bear subculture in the LGBT community



Intersex Flag: Identifies those who do not exhibit all the biological characteristics of male or female, or exhibit a combination of characteristics at birth



Polyamory Flag: Identifies those with more than one partner



Pansexual Pride Flag: Identifies those that are attracted to people of all genders and sexes



Asexual Flag: Represents asexuality

GLOSSARY

Gay and Lesbian Symbolism



International symbol for gay and lesbian rights



Identification for homosexual men



Identification for lesbians



Represents lesbian and feminist strength and self-sufficiency



Represents gay activism



Represents male homosexuality



Represents female homosexuality

GLOSSARY

Bisexuality Symbolism



Represents Bisexuality and bi-pride



Represents Bisexuality

Gender Symbols



Identifies a male organism



Identifies a female organism

Transgender Symbols



Identifies transvestites, transsexuals, and other transgender people



Identifies intersex or transgendered people

ACTION

If a student comes to you to report a bias act or a bias crime, express sympathy, and ask the student how he/she feels and what he/she wants to do:

If an “act,” refer the student to:

- ◆ The Dean of Students Office — 326 Penn Street, Camden, NJ, 856-225-6050
- ◆ Online report form - <http://deanofstudents.camden.rutgers.edu/report> (contact will be made within 24 hours of receipt)

If a “crime,” do the following:

- ◆ Advise and encourage the student to contact RUPD (856-225-6009)
- ◆ Refer the student to the office of Dean of Students Office to file a complaint
- ◆ If the student wants to do neither, **you must report the incident to RUPD**, but you can maintain the student’s anonymity

If an emergency:

- ◆ If a suicide attempt is actually in progress, call 911 or RUPD 856-225-6009
Do not leave him/her alone, but send someone for help, if possible
- ◆ If you are concerned that a student is suicidal but has not directly threatened suicide contact health services 856-225-6005

If you witness graffiti or vandalism which contains bias language or symbols:

- ◆ Contact RUPD (856-225-6009)

STEPS TO PREVENT BIAS INSIDE THE CLASSROOM:

- ◆ Use the syllabus to create ground rules with regard to differences and disagreements
- ◆ Frame controversial material (re: race, sexuality, gender, class, religion or any of the other “protected classes”).
- ◆ Ask students how they feel about provocative material, especially that which references issues of race, sexuality, gender class, religion or any of the other “protected classes.”
- ◆ Give students permission to question what you say and what their classmates say with issues of race, sexuality, gender, class, religion or any of the other “protected classes.”

OTHER ACTIONS:

- ◆ Examine your assumptions; Consider your intentions
- ◆ Acknowledge; Ask for clarification; Discuss the impact
- ◆ Ask how others in the class feel; Ask for continuance or closure; Consult with a supervisor or colleague

**PLEASE REFER STUDENTS WHOM YOU FEEL HAVE MENTAL HEALTH CONCERNS TO
RUTGERS CAMDEN HEALTH SERVICES**

RESOURCES

Rutgers-Camden Dean of Students Office - 856-225-6050
<http://deanofstudents.camden.rutgers.edu/>

Rutgers University Policies

<http://deanofstudents.rutgers.edu/the-bias-prevention-and-education-comm>

Rutgers University Camden Campus Health Services - 856-225-6005

326 Penn Street, Campus Center, 2nd Floor - <http://healthservices.camden.rutgers.edu/>

Office of Violence Prevention and Victim Assistance - 848-932-1181

<http://vpva.rutgers.edu/>

Rutgers Camden Gay Straight Alliance (GSA)

Facebook: Rutgers Camden GSA

Rutgers Camden Gender Studies Organization (GSO)

Facebook: Rutgers Camden Gender Studies Organization

Rutgers Camden Law School Outlaws

Facebook: Rutgers-Camden OUTlaws

Transsters—www.transsters.org

A website containing educational information, academic research, and current event updates concerning transsexuality and transgenderism for the well-being of individuals and the community.

The Trevor Project - 866-488-7386 - <http://www.thetrevorproject.org/>

The Trevor Project is the premier organization providing crisis intervention and suicide prevention services to LGBT teens and young adults.

Lambda Legal - 212-809-8585 - <http://www.lambdalegal.org/states-regions/new-jersey>

Advocacy and assistance with a legal matters involving sexual orientation, gender identity or HIV

Mazzoni Center - 215-563-0652 - <http://mazzonicenter.org/>

Provides comprehensive health and wellness services to the LGBT community

William Way LGBT Community Center - 215-732-2220 - <http://www.waygay.org/>

Encourages, supports, and advocates for the well-being and acceptance of sexual and gender minorities through service, recreational, educational, and cultural programming.

The Dean of Students website is continuously being updated to include additional resources

