

USE OF PRONOUNS POLICY

This Union notes:

1. That trans+ and non-binary students are at higher risk for microaggressions by misuse of names and pronouns.
2. Microaggressions can make students feel unsafe and unaccepted in spaces and communities.
3. Pronouns cannot be assumed, and everyone should be asked for their pronouns regardless of appearance.

This Union believes:

1. That it is the Union's responsibility to make sure all students feel accepted and supported by the Union.
2. That including pronouns on all forms normalizes the asking and using individuals' preferred pronouns.
3. Including pronouns on forms and other materials removes pressure from trans+ individuals or those who do not use traditionally gendered pronouns.

This Union resolves:

1. To include a 'pronouns' field on any student facing form (i.e. surveys, applications).
2. To encourage pronouns in email signatures coming from the Union (see attached NUS example).
3. Actively work to normalize clarifying pronoun use by including pronouns in introductions and meetings.
4. To lobby the university for more inclusive options when selecting titles and pronouns.