

LGBTQ+

TERMINOLOGY EXPLAINED

We have put together a glossary of common LGBTQ+ terminology that you may find useful

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d'Fhostaithe na Stáitseirbhíse



Civil Service Employee
Assistance Service



LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER +

Lesbian: A woman who is attracted to other women.

Gay: Someone who is attracted to people of the same gender.

Bisexual: Someone who is attracted to more than one gender e.g. both men and women.

Transgender: A term describing a person's gender identity that does not match their assigned sex at birth.

Queer: An umbrella term used to describe people who are not heterosexual and/or cisgender. Can be used when people feel their sexual orientation and/or gender identity is outside of the mainstream. Queer was used as a slur against the LGBTQ+ community for many years and still can be. However, the word has been reclaimed by the community and many now embrace the term. Check if someone is comfortable with this term before referring to them as queer.

+: Reflects the broad range of other sexual orientations and gender identities e.g. pansexual, intersex, asexual / aromantic etc.



SOME OTHER DEFINITIONS

Assigned sex: A person's assigned sex at birth based on their external anatomy.

Gender identity: Our deeply felt internal experience of our own gender.

Intersex: People born with a variety of differences in their sex traits and reproductive anatomy that do not fit typical binary notions of male and female bodies.

Cisgender: A term used to describe someone whose gender identity aligns with the sex recorded for them at birth.

Non-binary: Someone who doesn't identify exclusively as a man or a woman – they may identify as being both, somewhere in between or completely outside these categories.

Asexual ('Ace' for short): A complete or partial lack of sexual attraction / desire for sexual activity with others.

Pansexual: Someone whose is attracted to a person regardless of their sex or gender identity.

Labels are not mutually exclusive

e.g., a person can be a transgender woman and a lesbian i.e. a woman who was assigned male at birth and is attracted to other women.



BEING AN LGBTQ+ ALLY IN THE WORKPLACE

We all need to play our part in creating an inclusive work environment for our LGBTQ+ colleagues.

Here are some ways that you can act as an ally...

EDUCATE YOURSELF

Take responsibility to improve your knowledge and your own awareness. Keep up to date with news, articles and legislation

SPEAK UP

Call out any behaviour in the office that discriminates or marginalises a colleague based on their sexual orientation or gender identity

USE INCLUSIVE LANGUAGE

By employing terms that are gender neutral and using a person's preferred pronouns (he/she/they) and name

AVOID ASSUMPTIONS

For example, don't assume the gender of a person's significant other. Use the term partner/spouse instead of girlfriend, boyfriend, wife or husband etc. It's easy to assume so if unsure, ask

DON'T FEAR MISTAKES

We're all human, we can't be perfect and can sometimes get it wrong. Keep trying and apologise/clarify if needed

MAKE ALLY-SHIP VISIBLE

Show support for your LGBTQ+ colleagues by displaying pride colours in your office space or on your e-mail signature, on your person and/or using your preferred pronouns in your e-mail signature

Useful resources

www.lgbt.ie

www.belongto.org

www.gendered.ie

www.teni.ie

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Civil Service Employee Assistance Service
0818 088 120 | Mon to Thu: 9 - 5:15, Fri: 9 - 5
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PRACTICE ALLY-SHIP ALL YEAR ROUND! *Not just during Pride month!*