Guideline: Gender inclusive language

Purpose

To enable students, staff and associates of the University to treat each other with respect and dignity regardless of their gender identity through the use of gender inclusive language practices.

Guideline

1. The University is fortunate to attract a diverse group of staff members, students and associates. The University values this diversity and seeks to include all people in the community. It is noted in ANU by 2020 that ‘embedded access and equity’ is a building block underpinning all University activities. As part of the University’s ongoing commitment to excellence, these guidelines are to ensure that all people in the University community are treated in a dignified and non-discriminatory manner regardless of their gender identity.

2. The aim of the Gender inclusive language guidelines is to ensure people are treated with respect and dignity regardless of their gender identity through the following:

- All communications of the University (written, oral or visual form) should use gender inclusive language that does not discriminate (including by invisibility) against certain people on the basis of their gender identity. These identities include, for example, female, male, intersex or trans persons. For information on what kind of language is exclusionary and the definitions of different gender identities, go to the following fact sheet.

- Forms or surveys used by the University should only collect gender data where it is demonstrably relevant to the provision of University services or otherwise necessary for research or other purposes.

- In all cases where gender data is collected, the University should provide a gender inclusive option. Where this information is required, the question should ask for ‘gender identity’ rather than ‘sex’ or ‘gender’. In addition to ‘male’ and ‘female’ options, individuals should be given the option to select ‘intersex’ and/or ‘none of the above’. Further information on the collection of gender data is available through the Australian Government Guidelines on the Recognition of Sex and Gender.
• From time to time the University is required to collect gender data as part of a survey or form distributed by a third party and failure to do so can result in penalty. Where gender data is collected in these instances, the University will collect it in an inclusive manner (see point 3), or where this is not possible, have made reasonable efforts to do so.