

We do our **best science** when
we're supported in bringing
our **whole selves** to work



Inclusive workplaces benefit everyone.
Find our toolkit at rsc.li/lgbt-toolkit



Small actions can have big effects – both negative and positive



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Using **gender neutral language** helps build a welcoming and respectful environment



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INSTEAD OF
"He or she,"
"his or her"...

USE

**"They,"
"theirs"**

INSTEAD OF

"Men and women"

USE

**"Everyone,"
"employees of
all genders"**

INSTEAD OF

"Husband or wife"...

USE

**"Spouse,
partner, or
significant
other"**

INSTEAD OF

"Ladies and gentlemen"...

USE

**"Welcome
everyone,"
"guests and
colleagues"**

INSTEAD OF

"Mother or
father"...

USE

**"Parent/
carer"**

INSTEAD OF

"Chairman"...

USE

**"chair"
"chairperson"**



Help make gendered spaces more **welcoming**

Avoid **assumptions** based on appearance



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Gender assumptions can be **harmful**

Harassment is never acceptable –
respect **everyone's** right to use the facilities



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