

Challenging LGBTphobic Language

A Range of Responses

<p>Organisational Response</p>	<p>In our school we treat everyone with respect and when you use 'gay' like that it is disrespectful of gay people.</p> <p>The ground-rules we agreed at the beginning of the lesson said we would show respect to each other.</p> <p>Some people who are trans, find the word you just used insulting, so it's not ok to use it in our school.</p> <p>The anti-bullying policy says that LGBTphobic language is not acceptable.</p> <p>The organisation's Equality and Diversity Policy says that we are all responsible for making this a safe place for everyone. That kind of language is LGBTphobic and makes people feel unsafe. Therefore, it is unacceptable.</p> <p>It is really important that at this school people feel able to express their gender however they feel comfortable so we try to avoid gender stereotypes.</p> <p>At this school we want to recognise every persons' strengths, and we don't want people to feel limited by expectations that relate to their gender.</p>
<p>Questioning Response</p>	<p>What do you think that word means?</p> <p>What makes you think that?</p> <p>Do you realise that what you said is LGBTphobic?</p> <p>Can you explain what you mean by calling that 'gay'?</p> <p>That word is an insulting term for someone who is trans. Do you know what it means to be trans?</p> <p>Do you know what a gender stereotype is? Can you think of why some people might be upset when they hear them?</p>
<p>Confronting Response</p>	<p>Language like that is not acceptable.</p> <p>You might not think that remark is offensive, but many would.</p> <p>What you are saying presents a very stereotypical view of what men and women are like. When you do that it means that people who don't fit into your way of seeing things, can feel left out or ashamed.</p>
<p>Personal Response</p>	<p>I'm not happy with what you said.</p> <p>LGBTphobic language offends me. I don't want to hear it again.</p> <p>What you've said really concerns/upsets/angers me.</p> <p>I'm really surprised and disappointed to hear you say that. I hoped you would recognise that it is important to treat everyone, including LGBT people, with respect and that it is therefore wrong to use such LGBTphobic language.</p>