

# Guidelines for Respectful Behavior

- ? Don't laugh at or tell offensive, anti-homosexual jokes
- ? Don't make fun of people who don't fit traditional gender stereotypes
- ? Don't verbally or physically harass people perceived as homosexual
- ? Don't be indifferent by passively accepting acts by others that demean people
- ? Don't ignore the topic of homosexuality
- ? Don't refer to GLBT individuals as less than human, mentally ill, or as a danger to society by using such terms as "deviant," "disordered," "dysfunctional," "diseased," "perverted," or "destructive"
  
- ? Avoid oppression through lack of action by recognizing homophobia in others and being uncomfortable but refusing to say anything – condoning with silence
- ? Avoid oppression by not participating in activities or programs because people might think you are gay or lesbian
- ? Avoid defamatory language such as "fag," "faggot," "dyke," "homo," "queen," "she-male," "he-she," "tranny," and similar epithets
- ? Avoid associating homosexuality with pedophilia, child sexual abuse, bestiality, or incest
  
- ? Assume that in any group GLBT individuals may be present – or may have family members and friends who are gay, lesbian, bisexual, or transgender
- ? Confront politely when approached with racially offensive or anti-homosexual jokes, slurs, use of demeaning terms and labels
- ? Mediate between people with differing opinions
  
- ? Use the term "sexual orientation" rather than "alternative lifestyle" or "sexual preference"
- ? Use terms such as "significant other" or "partner" rather than "girlfriend" or "boyfriend"
- ? Use "committed relationship" rather than "marriage"
- ? Be proactive to educate yourself about cultural diversity and GLBT issues.
- ? Recognize the efforts of others to confront inappropriate behaviors and effect change
- ? Encourage, reward, and support colleagues, students, and employees who are inclusive and respectful of differences among people
- ? Appreciate differences among individuals within groups

## HOW YOU CAN MAKE A DIFFERENCE

- ? Educate oneself regarding cultural diversity issues
- ? Support GLBT events, programs, and services
- ? Encourage non-discrimination departmental and institutional policies
- ? Assist in developing and publicizing GLBT and cultural diversity resources
- ? Inform students what they need to do if they feel harassed
- ? Avoid heterosexist language and assumptions
- ? Listen non-judgmentally, with respect
- ? Offer assistance, make appropriate referrals, and provide accurate information
- ? Provide confidentiality (within the limits of reported sexual harassment)