

Pronouns Factsheet

Brief overview

Pronouns are linguistic tools used to refer to individuals in the third person. Examples include he/him, she/her, they/them, and others. Pronouns are a fundamental aspect of one's identity and play a crucial role in respectful and inclusive communication.

Workplace considerations

- 1. Inclusive Policies** - Develop and communicate policies that explicitly support the use of correct pronouns and protect individuals from discrimination based on gender identity.
- 2. Educational Initiatives** - Implement educational initiatives to raise awareness about the importance of pronouns and promote understanding among employees.
- 3. Respecting Privacy** - Respect the privacy of individuals regarding their gender identity and pronoun preferences, avoiding unnecessary disclosure without their consent.

Notable dates

International pronouns day is on the third Wednesday of October (16th October 2024)