

POLL WORKER TIPS:

INTERACTING RESPECTFULLY WITH TRANSGENDER AND GENDER NON-CONFORMING PEOPLE

DEFINITIONS:

TRANSGENDER:

Umbrella term for individuals whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.

GENDER NON-CONFORMING (GNC):

Term for people who do not follow traditional ideas or stereotypes about how they should look or act based on the sex they were assigned at birth.

Partners include:



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DO'S:

- ✓ If you greet a transgender/GNC person, you may recognize that their identification card and/or name in the poll book does not match their presentation. If all other legal requirements are met, transgender/GNC people are entitled to their right to vote. As with all voters, if the names on ID and in the poll book do not match, provide a provisional ballot.
- ✓ Ask a person's preferred name and/or pronouns if you are unsure of their gender identity.
- ✓ Acknowledge and apologize if you misgender someone and ensure you will use their preferred pronouns moving forward.
- ✓ Use "they/them" pronouns or the person's first name, if you are unsure what pronoun they prefer.
- ✓ Validate how people present themselves by treating them with respect.

DON'TS:

- ✗ Don't assume a person is male or female.
- ✗ Don't use words like "it" or "whatever" to refer to someone.
- ✗ Don't ask a transgender/GNC person what their "real name is."
- ✗ Don't inquire about any particular medical procedures, surgeries or other intimate details.
- ✗ Never "out" someone by revealing their identity to others.