



OLLSCOIL NA GAILLIMHÉ  
UNIVERSITY OF GALWAY

# LGBTQ+ *Ally* Programme



LGBTQ+  
**Staff  
Network**



# Contents

<b>LGBTQ+ Ally Programme</b>	1
Vision	4
Mission	5
What is an LGBTQ+ Ally?	7
What an LGBTQ+ Ally is Not!	7
Ways to be an LGBTQ+ Ally	8
<b>Resource Guide</b>	11
Internal Resources and Supports for LGBTQ+ Staff & Students	11
Staff Supports	12
Student Supports	12
Local Resources	13
National Resources	14
<b>Reporting Homophobic and Transphobic Abuse</b>	18
National Supports	18
University of Galway	19
<b>Guidelines on Communication, Language and Terminology</b>	20
University Forms and Questionnaires	20
Glossary of Terms	22

# Vision

The University of Galway is committed to the development of an institutional campus culture which is safe, respectful and supportive for all. We envision a higher education environment and workplace where LGBTQ+ people are fully empowered and included.

# Mission

The LGBTQ+ Ally Programme at the University of Galway is a member-based initiative dedicated to enhancing the knowledge, awareness, and support of LGBTQ+ colleagues and students. Collaborating with individuals, Schools/Units within the University of Galway, and the broader community, the programme strives to foster a safe and inclusive environment for staff and students of all sexual identities, orientations, and genders. Its overarching goal is to advocate for a culture of equality, diversity, and inclusion within the university setting.

The LGBTQ+ Ally Programme initiative is led by the Office of the Vice President of Equality, Diversity, Inclusion and supported by the LGBTQ+ Staff Network at University of Galway. The LGBTQ+ Ally Programme welcomes all staff members who wish to show support and advocate for colleagues and students in the university community.



# What is an LGBTQ+ Ally?

An LGBTQ+ Ally is someone who actively supports all members of the LGBTQ+ community on campus, including lesbian, gay, bisexual, trans, non-binary, intersex, queer, asexual, and pansexual people, those holding multiple and intersectional identities, and any all LGBTQ+ individuals not explicitly mentioned. An LGBTQ+ Ally works to end discrimination and promote equality through acting as an advocate with LGBTQ+ individuals.

## An LGBTQ+ Ally:

- ✓ Believes that all individuals, regardless of age, gender, race, ethnicity, religion, sexual orientation, disability, gender identity, gender expression, and sex characteristics should be treated with dignity and respect.
- ✓ Advocates for the LGBTQ+ community within the University, striving to promote their interests.
- ✓ Works towards the elimination of unlawful discrimination, harassment, victimisation, homophobic, and transphobic bullying.
- ✓ Remains open-minded and actively seeks to challenge and overcome any personal biases.
- ✓ Engages collaboratively to foster a culture of empowerment and inclusivity for LGBTQ+ individuals, actively combating discrimination and stereotypes.
- ✓ Recognises intersectionality and actively promotes the inclusion of all identities.
- ✓ Demonstrates knowledge of institutional policies and procedures and when appropriate, offers advice, guidance, and signposts to resources/services as needed, irrespective of LGBTQ+ status.

# What an LGBTQ+ Ally is Not!

While it is a good idea to define what an LGBTQ+ Ally is in positive terms, it may also be useful to clarify what an LGBTQ+ Ally is not and to understand the boundaries of an Ally's role.

## An LGBTQ+ Ally is NOT:

- ✗ Someone with all the answers, ready to provide the solution.
- ✗ Necessarily a counsellor.
- ✗ Necessarily trained to deal with a crisis situation.
- ✗ Expected to continue with an interaction if it moves outside their level of comfort.
- ✗ Necessarily someone who identifies as a member of the LGBTQ+ community.

# Ways to be an LGBTQ+ Ally

## Become an Ally

If you want to become a visible, supportive Ally of your LGBTQ+ colleagues and students, simply complete the online registration form at <https://www.universityofgalway.ie/equalityanddiversity/>.

## Be Visible!

Being a visible Ally is crucial for several reasons. Visibility reinforces your commitment to allyship and showcases your solidarity and support for marginalised communities. It serves as a tangible reminder that you are actively advocating for equality and inclusion. Your visibility may also inspire others to join, creating a ripple effect of positive change. Displaying an ally emblem in your workplace can foster feelings of comfort, acceptance and teamwork leading to increased engagement and inclusion with colleagues and students. Examples of being visible might include utilising your LGBTQ+ lanyard, displaying your ally sticker on your laptop, office door, and or including an emblem on your email signature.



LGBTQ+ Ally Staff Network

## Embrace inclusivity

"Ladies and gentlemen" is a common way to address a group of people, particularly in a formal, public setting. Not everyone identifies as either a lady or a gentleman, and luckily, there's an easy fix for addressing a crowd that is inclusive of all: "Welcome, everyone." When extending invitations to work and social events, include neutral terms such as 'partners welcome' to ensure all LGBTQ+ colleagues can feel welcome and integrated into the event.

## Keep learning!

Avoid making assumptions about sexuality, gender, and behaviour. While exact demographic figures are challenging to establish, it is estimated that up to 10% of the global population identify as lesbian, gay or bisexual with 1% identifying as transgender or non-binary. Younger generations are more likely to identify as LGBTQ+, reflecting the increasingly open and inclusive society in Ireland. However, it's crucial to recognise that few LGBTQ+ individuals fit into popular stereotypes of appearance and behaviour. It's best practice to refrain from assuming that people's behaviour aligns with LGBTQ+ stereotypes. Instead, use inclusive language such as "partner" and try to avoid gender-based assumptions such as assumed pronouns.

## Speak up & advocate!

If you hear something inappropriate or discriminatory, such as anti-LGBTQ+ comments, even if they are intended as jokes, it's important to address them. Such comments are harmful and have no place in the workplace. Refrain from making similar comments or 'jokes' yourself, and step in when someone else does. Let your friends, family, and colleagues know that you find such remarks offensive. This also applies to deliberate or repeated misgendering or deadnaming of transgender and non-binary colleagues or classmates. Taking a stand reinforces your support for a safe and inclusive environment for all.

## Respect privacy

Coming out is different for each LGBTQ+ individual and it can be difficult, even in a supportive environment. Do not assume that an individual is happy with you informing others of their LGBTQ+ identity because they have come out to you. If you are unsure, talk to them.

## Be mindful of pronouns and preferred names

Transgender and non-binary individuals should always be addressed using their chosen name and associated pronouns (she/he/they/them or variations) unless they are not out publicly or have specified otherwise. This guidance remains applicable regardless of whether a person's name has been changed in the University directory or legally. If uncertain about when it is appropriate to use a transgender person's chosen name and pronoun, politely inquire. For instance, you could say, "My pronouns are she/they. What are yours?" or "Can you remind me what pronouns you use?". Constantly asking for pronouns in various settings can normalise and create a safer space for others to share their pronouns, a practice they may not have felt comfortable doing before.

You may wish to gently correct others who mistakenly use the wrong name or pronoun for a trans or non-binary person.

## What else can I do?

- ✓ Learn more about LGBTQ+ life in Ireland and in higher education (e.g. **LGBT Ireland**, **TENI**, **LGBTI+ National Youth Strategy**).
- ✓ Take up a workshop or class that aims to raise awareness and educate people about the concerns of LGBTQ+ colleagues and students (e.g. Gender Identity, Expression and Diversity training with ShoutOut - visit the OVPEDI's EDI training webpage: <https://www.universityofgalway.ie/equalityanddiversity/editraining/>).
- ✓ Educate yourself on the relevant institutional policies and procedures (e.g. **University of Galway's Gender Identity and Gender Expression Policy and Equal Opportunities Policy**).
- ✓ Join LGBTQ+ Staff network events or local LGBTQ+ Events



## Engage with the University of Galway LGBTQ+ community

### LGBTQ+ Staff Network

The **LGBTQ+ Staff network** is open to all staff members who are interested in the LGBTQ+ community on campus. The network is working with the Equality, Diversity, and Inclusion Campus Committee to be a resource for all staff, to review and report on staff concerns and questions, and to help foster continued development and visibility.

If you are interested in becoming a member of the network, contact: [LGBTQ@universityofgalway.ie](mailto:LGBTQ@universityofgalway.ie) or visit <http://www.universityofgalway.ie/equalityanddiversity/networks/lgbt-network/>

### Bród Soc [Student Pride Society]

The aims of the society are to promote a forum where Lesbian, Gay, Bisexual, Transgender, Queer, Asexual, and Ally students & staff can meet in a comfortable and supportive environment, and to increase awareness and help to end discrimination on the LGBTQIA+ community.

Bród Soc is the LGBTQIA+ society in University of Galway. We aim to bring together all members of the LGBTQIA+ community that are interested in getting involved in the University, together with anyone interested in LGBTQIA+ issues, rights and social events.

If you're interested in getting involved, don't be shy! We'd love to see you!

<https://socs.universityofgalway.ie/societies/brodsoc>

For further information contact [LGBTQ@universityofgalway.ie](mailto:LGBTQ@universityofgalway.ie)

# Resource Guide

## Internal Resources and Supports for LGBTQ+ Staff & Students

### Office of the Vice-President for Equality, Diversity and Inclusion

The Office of the Vice President for Equality, Diversity and Inclusion (OVPEDI) was established in 2016 and is responsible for leading and promoting all aspects of equality and diversity throughout the University. If an employee is experiencing discrimination in relation to their gender or sexuality (or any of the other 9 grounds protected in legislation) they should contact the OVPEDI.

✉ [OVPEDI@universityofgalway.ie](mailto:OVPEDI@universityofgalway.ie)

🌐 [www.universityofgalway.ie/equalityanddiversity](http://www.universityofgalway.ie/equalityanddiversity)

### Sexual Violence and Harassment Prevention and Response

For information or guidance on the supports available in incidences of sexual violence and harassment, for staff and students, please visit the OVPEDI's webpage or contact a member of the Sexual Violence and Harassment Prevention and Response team:

Manager: **Niamh Kavanagh**

✉ [niamh.kavanagh@universityofgalway.ie](mailto:niamh.kavanagh@universityofgalway.ie)

Coordinator: **Rebecca Connolly**

✉ [rebecca.connolly@universityofgalway.ie](mailto:rebecca.connolly@universityofgalway.ie)

### Speak Out - anonymous reporting tool

Speak Out is an online anonymous reporting tool available to all students and staff to disclose incidents of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour / control, stalking, assault, sexual harassment, sexual assault, and rape. The information you provide using this tool is valuable as the data collated will help inform initiatives aimed at addressing bullying, harassment and ending sexual violence and harassment at the University of Galway. It is important to remember that as the Speak Out reporting tool is completely anonymous, there is no way of identifying or contacting any member of the university community who uses the tool.

🌐 <https://unigalway.speakout.ie>

### SafeZone App

The safety and wellbeing of students and staff is our top priority at the University of Galway. SafeZone is a free smartphone app that enables users to call for help and assistance when they need it most, giving you fast access to security whenever and wherever you are on campus, and allows the University to send notifications to users, e.g. in the event of severe weather or building closure.

SafeZone also allows you to easily check in and share your location on campus – helping with any contact tracing efforts on campus. The app is available to download from the App Store or Google Play.

## Staff Supports

### Employee Assistance Service

The Employee Assistance Service (EAS) provides free and confidential professional counselling and information services which are available to all employees of University of Galway and members of their families/households. The service is provided by Spectrum Life, a firm of external consultants who operate independently of management.

✉ [employee.relations@universityofgalway.ie](mailto:employee.relations@universityofgalway.ie)

🌐 <https://www.universityofgalway.ie/human-resources/employeewellbeing/employeeassistanceservice/>

### Human Resources

HR Employee Relations provides advice and training on the implementation of the University's employee policies and procedures to both staff and managers alike. It also provides advice on compliance with relevant employment legislation.

✉ [employee.relations@universityofgalway.ie](mailto:employee.relations@universityofgalway.ie)

## Student Supports

### Student Counselling

Student Counselling provides a free hybrid service of in-person, one-to-one counselling, and online counselling. We also provide group counselling and workshops. Seeking counselling is normal here and is not a sign that you are unable to cope, but a sign of strength and resourcefulness. Any problem, large or small, is welcomed here. Opening hours are 9am–1pm and 2–5pm Monday to Friday.

📞 091 492484

✉ [counselling@universityofgalway.ie](mailto:counselling@universityofgalway.ie)

🌐 [www.universityofgalway.ie/counsellors/](http://www.universityofgalway.ie/counsellors/)

### Student Health Unit

On-campus medical care for full-time registered students in a confidential, professional, and courteous manner, located in Áras na Mac Léinn, upstairs beside the Students' Union.

📞 091 492604 or 091 493758

✉ [healthunit@universityofgalway.ie](mailto:healthunit@universityofgalway.ie)

🌐 [www.universityofgalway.ie/health\\_unit/](http://www.universityofgalway.ie/health_unit/)

### Students' Union

The Students' Union are there to represent you, support you, and work with you to improve the student experience at University of Galway. Whilst they are independent of the University they also work in partnership to ensure you get the support and academic experience you need to achieve your goals.

The Union Welfare Officer can help you with problems about accommodation, childcare, study, health, finances and social welfare, free condoms and re-usable sanitary products, a hate crime reporting service and information about other support services/resources.

📞 091 524810

Áras na Mac Léinn

✉ [studentsunion@universityofgalway.ie](mailto:studentsunion@universityofgalway.ie)

🌐 <http://su.universityofgalway.ie/>

Students' Union Contacts:

Vice President / Welfare and Equality Officer

✉ [su.welfare@universityofgalway.ie](mailto:su.welfare@universityofgalway.ie)

Gender & LGBT+ Rights Officer

✉ [su.lgbt@universityofgalway.ie](mailto:su.lgbt@universityofgalway.ie)

### Student Services

Student Services provide a range of supports to assist students in their time at University of Galway. If students ever feel they are being discriminated against or bullied they should review the student policies governing Bullying, Harassment, and Complaints available from Student Services:

🌐 <http://www.universityofgalway.ie/student-services/policies/>

## Local Resources

### AMACH! LGBTQ Galway

AMACH! LGBTQ Galway CLG aims to reflect equally the diversity within the LGBTQ+ community by encouraging positive participation from the community. We actively advocate to achieve a solid and safe support structure for the LGBTQ community in Galway. We aim to provide awareness, educational and training events and workshops and endeavour to support and promote a socially inclusive society.

✉ [info@amachlgbt.com](mailto:info@amachlgbt.com)

🌐 [www.amachlgbt.com](http://www.amachlgbt.com)

### Sexual Health West

Sexual Health West (formerly AIDS West) is a West of Ireland based charity providing support for HIV+ people and extensive education programmes and information in relation to HIV and Sexual Health.

📞 091 566266

✉ [info@sexualhealthwest.ie](mailto:info@sexualhealthwest.ie)

🌐 <https://sexualhealthwest.ie/>

### Galway Community Pride

Galway Community Pride is a vibrant organisation based in the heart of Galway City who are responsible for the organisation and execution of LGBTQ+ Pride in Galway city and county. Each year a new group of people come on board to organise a weeklong festival of events ranging from educational nights to mental health information evenings usually held in the month of August. Galway Pride aims to create a week where people can openly and safely share their identities, share their stories and celebrate who they are.

✉ [info@galwaypride.com](mailto:info@galwaypride.com)

🌐 [www.galwaypride.com](http://www.galwaypride.com)

### Galway Gender Support

Galway Gender Support group provides peer support for trans, nonbinary and gender diverse adults of all ages that meet regularly multiple times a month. It's a safe space to seek support and advice. Please email for more information.

✉ [Galwaygendersupp@gmail.com](mailto:Galwaygendersupp@gmail.com)

### OutWest Ireland

OutWest Ireland is a voluntary social and support group for gay, lesbian, bisexual and transgender people in the West of Ireland. It was founded originally in 1997 as Mayo Roscommon Outreach by a number of gay people from the region, with the aim of providing the gay, lesbian, bisexual and transgender community in the West with a support network. The group also organises social outings and events, some of which are discos, several times a year, in various venues in the West of Ireland.

📞 087 972 5586

✉ [info@outwest.ie](mailto:info@outwest.ie)

🌐 <http://outwest.ie/>

### shOUT LGBTQ+ Youth Group Galway

shOUT! is a group that works with Lesbian, Gay, Bisexual Transgender or Questioning young people aged 14-17 and 18-21 years of age in the Galway region. Through weekly social meetings, shOUT aims to provide a place where young LGBTQ people can be themselves and socialise with their peers in an open and accepting environment, thus empowering the youth of the west and encouraging a similar attitude in society at large.

☎ 087 773 8529

✉ shout@youthworkgalway.ie

🌐 <https://www.belongto.org/youth-group-entries/youth-work-ireland-galway-shout-lgbt-youth-group/>

### Teach Solais LGBTQ+ Resource Centre

Teach Solais LGBTQ+ Resource Centre is located at No.1 Courthouse Square, Galway. This city centre location is a hub of activity, hosting a wide variety of events open to the public. It is also a focal point for delivery of education, training and health programmes in addition to support for individuals identifying as LGBTQ+ and for those who are 'coming out'. It is regularly used by the LGBTQ Helpline, AMACHI!, G.O.S.S.I.P., shOUT!, and Silver Rainbows. Drop-ins operate on Saturdays from 2-4pm.

🌐 <https://www.amachlgbt.com/about#Teach-Solais-Resource-Centre>

### National Resources

#### BeLonGTo

BeLonG To is the national organisation supporting LGBTQ+ young people in Ireland, aged between 10 and 24. There are various youth groups in operation in our area, to find one near you visit:

☎ 01 670 6223

✉ info@belongto.org

🌐 <https://www.belongto.org/find-a-youth-group/>

🌐 [www.belongto.org](http://www.belongto.org)

#### Bi+ Ireland

Bi+ Ireland is a grassroots advocacy and support space for the bi+ community in Ireland. Events and meet-ups are organised all over Ireland including in Galway.

✉ biirelandnetwork@gmail.com

🌐 <https://www.instagram.com/bi.ireland/>

#### LINC Ireland

Working exclusively with women (cis and trans) who identify as lesbian or bisexual in Ireland.

✉ info@linc.ie

🌐 <https://www.linc.ie/>

#### The Switchboard

The Switchboard Volunteers provide confidential listening, support and information to all areas of the LGBTQIA+ community and to their families, friends and allies.

☎ 01 8721055

🌐 <https://www.theswitchboard.ie/>

#### OutHouse

OutHouse is dedicated to supporting the people, spaces, and issues important to the LGBTQ+ communities.

☎ (01) 873 4999

✉ info@outhouse.ie

🌐 <http://www.outhouse.ie/>

#### Man2Man

Man2Man.ie provides HIV and sexual health information for gay and bisexual men, and other men who have sex with men in Ireland. We aim to be frank, clear, and accurate about sex and sexual health to help you make informed choices. We want you to enjoy healthy and satisfying sex lives. This site is produced and administered by the Gay Health Network (GHN) in partnership with HSE Sexual Health & Crisis Pregnancy Programme.

🌐 <https://man2man.ie/>

#### Men's Aid

Men's Aid Ireland is the only dedicated national service supporting men and their families experiencing Domestic Violence including coercive control in Ireland. Our professional and qualified support team have years of experience in supporting men and families experiencing domestic abuse.

☎ 01 554 3811

✉ hello@mensaid.ie

🌐 <https://www.mensaid.ie/>

#### MPOWER

The MPOWER Programme is a suite of peer-driven community-level interventions which aim to achieve a reduction in the acquisition of HIV and STIs and an overall improvement of sexual health and wellbeing among gay, bisexual and men who have sex with men (gbMSM). We devise sex-positive, judgement-free and harm reduction-based resources, services and supports where the needs of gay, bisexual and MSM have or can be identified. The programme strives to be inclusive of the diverse identities within the community of gay, bisexual and MSM and to incorporate the experiences of both HIV-positive and HIV-negative men.

🌐 <https://mpower.hivireland.ie/>

#### Greenbow LGBT Society of Ireland

Greenbow LGBT Society of Ireland is a registered charity run for the benefit of all Deaf LGBT adults all over Ireland.

☎ 01 8749148

✉ deafgreenbowlgbt@yahoo.ie

#### HIV Ireland

Established in 1987, Dublin AIDS Alliance Ltd is a voluntary organisation working to improve conditions for people living with or affected by HIV and AIDS. Dublin AIDS Alliance Ltd is now trading as HIV Ireland. HIV Ireland operates under an ethos of equality and is committed to making a positive contribution towards a humane and just society. We strive to ensure that our staff, volunteers and service users are treated with dignity and respect at all times and to create an environment that promotes equal opportunity and prohibits discrimination.

☎ +353 (0)1 873 3799

✉ info@hivireland.ie

🌐 <https://www.hivireland.ie/>

### HSE National Gender Service

The National Gender Service (NGS) provides specialist support to people who are seeking medical and surgical interventions to help them affirm their gender.

☎ 01 2115045  
✉ [nationalgenderservice@hse.ie](mailto:nationalgenderservice@hse.ie)

### LGBT Ireland

LGBT Ireland provides access to a network of trained volunteers who provide a non-judgemental, confidential, listening support and information service for lesbian, gay, bisexual and transgender (LGBTQ) people as well as their family and friends. To find support groups in your area visit: <http://lgbt.ie/find-support-in-your-area/>

☎ Head Office  
01 6859280  
☎ Helpline  
1890 929539  
✉ [info@lgbt.ie](mailto:info@lgbt.ie)  
🌐 <https://lgbt.ie/find-support-in-your-area/>

### National LGBT Federation

The National LGBT Federation is an Irish voluntary non-governmental organisation (NGO) working for the betterment of Lesbian, Gay, Bisexual and Transgendered (LGBTQ) people. They campaign and advocate on behalf of LGBTQ+ people in Ireland, publish research, and manage the national queer press, GCN.

☎ 01 6755025  
✉ [info@nxf.ie](mailto:info@nxf.ie)  
🌐 [www.nxf.ie](http://www.nxf.ie)

### ShoutOut

ShoutOut is a community of volunteers and activists committed to improving life for LGBTQI+ people by sharing personal stories and educating school students, parents & guardians, teachers, youth workers and workplaces on LGBTQI+ issues.

✉ [info@shoutout.ie](mailto:info@shoutout.ie)  
🌐 [www.shoutout.ie](http://www.shoutout.ie)

### TENI – Transgender Equality Network Ireland

TENI is a non-profit organisation supporting the trans community in Ireland. TENI seeks to improve the situation and advance the rights and equality of trans people and their families.

☎ 01 8733575  
✉ [office@teni.ie](mailto:office@teni.ie)  
🌐 [www.teni.ie](http://www.teni.ie)

### Traveller Support: LGBT Pavee

LGBT Pavee is an independent social support group offering peer support, information and platforms for LGBTQ+ Travellers to express their views and needs publicly alongside cultivating safe spaces that encourage expression, freedom of identity and community connection.

☎ 089 4084959  
✉ [info@lgbtpavee.com](mailto:info@lgbtpavee.com)  
🌐 <https://www.paveepoint.ie/tag/lgbt/>

### Women's Aid

A national voluntary organisation which provides support and information to women and their children who are being physically, emotionally and sexually abused in their homes.

☎ 1800 341 900  
☎ 0879597980  
✉ [helpline@womensaid.ie](mailto:helpline@womensaid.ie)  
🌐 [www.womensaid.ie](http://www.womensaid.ie)

### SH24.ie

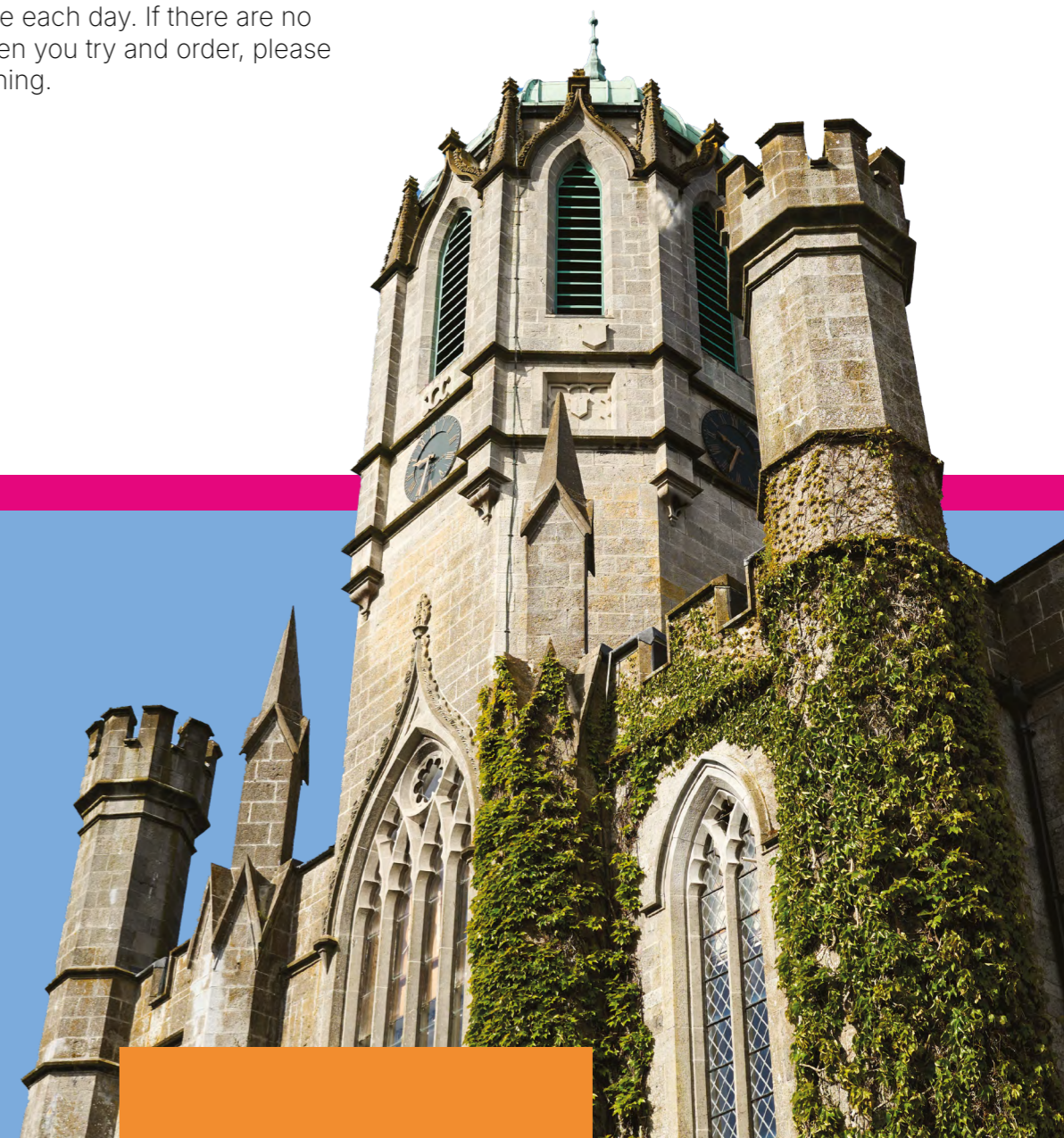
Free home testing is available in every county across Ireland. Anyone who is aged 17 or over can order a free STI test to their home or to any other valid postal address in Ireland. There are a set number of kits available each day. If there are no more kits available when you try and order, please try again the next morning.

🌐 <https://sh24.ie/>

### Text About It

A free, anonymous, 24/7 messaging service providing everything from a calming chat to immediate support for mental health and wellbeing. 50808 provides a safe space where you're listened to by a trained volunteer. You'll message back and forth, only sharing what you feel comfortable with. By asking questions, listening to you and responding with support, they will help you sort through your feelings until you both feel you are now in a calm, safe place.

☎ Text 'Galway' to 50808



# Reporting Homophobic and Transphobic Abuse

## National Supports

Homophobic and transphobic harassment and violence are crimes, but it can often be difficult for people to report these incidents. If you are reporting a crime that you believe was motivated by homophobia or transphobia, in which you were subject to homophobic/transphobic abuse, or targeted because of your LGBTQ+ identity, you should inform the Gardaí. Although hate crime legislation is still in development in Ireland, Gardaí will still take note of homophobic or transphobic abuse or targeting when taking your statement. An Garda Síochána have officers specifically trained in LGBTQ+ issues in each area. These officers will meet people at a location convenient to them and in plain clothes. This is to ensure reporting can be safe, more inclusive and accessible.

### Garda ELO/LGBT Officers

You can find contact information for your local ELO (Ethnic Liaison Officer) / LGBT Garda liaison on the Garda Síochána [website](#).

☎ Garda Diversity Officer Galway City phone:  
**091 538000**

☎ Garda National Diversity Unit phone:  
**01 6663150**

✉ Garda National Diversity Unit email:  
**diversity@garda.ie**

### LGBT Ireland Helpline

If you have been the victim of a hate crime, LGBT Ireland helpline volunteers will listen and provide you with support.

☎ **1800 929 549**

## University of Galway

The **Equal Opportunities Policy and Grievance Procedure (QA152)** provides an opportunity for a member of staff, student, course applicant or member of the public to formally raise a complaint of discrimination on matters relevant to their employment, conditions of service or access to education and services on the grounds of gender, civil status, family status, sexual orientation, religious belief, age, disability, nationality or ethnic or national origin, or membership of the Traveller community.

The **Sexual Violence and Harassment (Prevention and Response) Policy and Procedure (QA361)** sets out the University of Galway's framework for preventing, effectively responding to, and working towards ending sexual violence and harassment (SVH) in all contexts on our university campuses and within the University community. While SVH can be experienced by any individual regardless of identity, members of the LGBTQ+ community, women and individuals with disabilities are disproportionately affected by experiences of SVH. The University recognises the need to provide access to support for all and will consider the diverse needs of our community and recognise the additional risk factors created by overlapping forms of discrimination.

# Guidelines on Communication, Language and Terminology

## University Forms and Questionnaires

When designing forms and questionnaires consider whether it is necessary to request that respondents provide their gender. If it is necessary to request gender, bear in mind that some people prefer a further option in addition to 'male' or 'female'. Also, an option 'prefer not to disclose' is helpful. It should also be made clear on forms requesting this information what the intended use is, as this may affect how some transgender people respond.

Please note that even if you are asking for gender, some trans people may not want to disclose their trans status, and it may not be relevant to ask. This is highly sensitive data and should only be requested if necessary, or if the respondent chooses to self-disclose.

Where possible, use write-in "Other" boxes for people to provide more information, and allow people to select multiple options on forms. This will make space for people with complex identities, or who might wish to share further information, e.g. "Male + Other: Trans male".

Some examples:

'How would you describe your gender?'

- Female
- Male
- Non-Binary
- Other: \_\_\_\_\_
- Prefer not to say

Do you consider yourself to be transgender?

- Yes
- No
- Prefer not to say

Do you consider yourself to be intersex?

- Yes
- No
- Prefer not to say

Would you like to tell us more? \_\_\_\_\_

'How would you describe your sexual orientation?'

- Asexual
- Bisexual
- Gay
- Lesbian
- Heterosexual [Straight]
- Pansexual
- Queer
- Other: \_\_\_\_\_
- Prefer not to say

## Glossary of Terms

The most important thing you need to know about language and terminology is that you don't need to know it all. Most people want to use LGBTQ+ inclusive language, but they are unsure where to begin, and LGBTQ+ terminology can feel like a minefield. A good place to start is to learn some of the key concepts and understand what the letters in LGBTQ+ stand for.

### Here is a glossary of LGBTQ+ terminology:

#### Ally

A person who fights for, and supports others in their fight for equality, despite not being a member of the marginalised group, e.g. a heterosexual and/or cisgender person who believes in, and fights for the equality of LGBTQ+ people.

#### Bi

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

#### Biphobia

Discrimination against and/or fear or dislike of bisexual people (including those perceived to be bisexual) or of bisexuality. This also includes the spreading of negative myths and stereotypes through jokes and/or through personal negative thoughts about bisexual people.

#### Cisgender or Cis

An adjective used to describe a person whose gender identity/expression matches the sex they were assigned at birth.

#### Deadnaming

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

#### Gay

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

#### Gender

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

#### Gender dysphoria

Gender dysphoria refers to a condition recognised by the American Psychiatric Association. For a person to be diagnosed with gender dysphoria, there must be a marked difference between the individual's expressed/ experienced gender and the gender others would assign to him or her, and it must continue for at least six months. This condition can cause clinically significant distress or impairment in social, occupational, or other important areas of functioning. Gender dysphoria is manifest in a variety of ways, including strong desires to be treated as the other gender or to be rid of one's sex characteristics, or a strong conviction that one has feelings and reactions typical of the other gender.

#### Gender expression

Gender expression refers to all of the external characteristics and behaviours that are socially defined as either masculine or feminine, such as dress, grooming, behaviours, habits, speech patterns and social interactions. Social or cultural norms can vary widely and some characteristics that may be accepted as masculine, feminine or neutral in one culture may not be assessed similarly in another.

#### Gender identity

Gender identity refers to a person's innate, deeply felt psychological identification as male or female, which may or may not correspond to the person's body or sex assigned at birth (meaning what sex was originally listed on a person's birth certificate). Gender identity is distinct from the term 'sexual orientation'. Transgender people may identify as straight, gay, lesbian or bisexual.

#### Gender reassignment

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

#### Heterosexual/straight

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

#### Homosexual

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

#### Homophobia

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

#### Intersex

This is an umbrella term used to describe a wide range of natural bodily variations that do not fit the typical binary notions of male and female bodies. In some cases, intersex traits are visible at birth, while in others they are not apparent until puberty or later in life. Some intersex variations may not be physically apparent at all.

#### Lesbian

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

#### Lesbophobia

The fear or dislike of someone because they are or are perceived to be a lesbian.

#### LGBTQ+

The acronym for lesbian, gay, bi, trans, queer, questioning plus.

#### Non-binary

People may have a non-binary gender identity, these people can also be described as gender fluid, because they experience different gender identities at different times. A non-binary person's gender identity can be multiple genders at once, then switch to none at all, or move between single gender identities. Some non-binary people regularly move between only a few specific genders, perhaps as few as two.

#### Orientation

Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refer to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited to, lesbian, gay, bi and straight.

#### Outed / Outing

The deliberate or accidental sharing of another person's sexual orientation or gender identity without their permission. Outing is disrespectful and presents a danger for many LGBTQ+ individuals.

## Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

## Pronoun

The words used to refer to a person other than their name. Common pronouns are they/them, he/him, and she/her. Neopronouns are pronouns created to be specifically gender-neutral including xe/xem, ze/zir, and fae/faer. For those who use pronouns (and not all people do) they are not preferred, they are essential.

## Queer

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBTQ community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

## Questioning

The process of exploring your own sexual orientation and/or gender identity.

## Sex

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

## Sexual orientation

Sexual orientation is the preferred term used when referring to an individual's physical and/or emotional, or lack thereof attraction to the same and/or opposite gender. Heterosexual, bisexual and homosexual are all sexual orientations. Sexual orientation can be multidimensional. A person's sexual orientation is distinct from a person's gender identity and expression.

## Spectrum

A term used to cover a variety of identities that have a root commonality or shared experience.

## Trans/Transgender

Transgender people are individuals whose gender identity and/or gender expression differs from the sex they were assigned at birth. Transgender is an umbrella term that includes people of different gender identities and gender presentations and includes people who are transsexual, cross-dressers or otherwise gender nonconforming. Many transgender people wish to live as a member of the gender with which they identify and this may involve changing names, hormone therapy or surgery. The process is referred to as 'transition'. Not all trans people wish to transition. Some people do not identify as either male or female; some identify as both. The term 'trans' can generally be used as shorthand.

## Transgender man

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

## Transgender woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

## Transitioning

Transitioning is a process through which some transgender people begin to live as the gender with which they identify, rather than the one assigned at birth. Transition might include social, medical or legal changes. Social transitioning involves coming out to family, friends, colleagues and others; changing one's appearance. Medical transitioning involves medical intervention (e.g. through hormones or surgery). A medical transition may include hormone therapy, sex-reassignment surgery and/or other components and is generally conducted under medical supervision based on a set of standards developed by medical professionals. Legal transitioning involves changing official documentation including changing one's name, pronoun and sex designation on legal documents (e.g. deed poll, birth certificate or passport).

## Transphobia

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

## Transsexual

A Transsexual person identifies as 'opposite' to the sex assigned to them at birth. The term connotes a binary view of gender, moving from one polar identity to the other. The term 'transsexual' is contentious. Historically the term was used to describe a transgender person who has had gender reassignment surgery. However many trans people reject the term, given it can be incorrectly interpreted as focusing on sexuality or sexual behaviour rather than gender identity.

## Undetectable

HIV medication (antiretroviral treatment, or ART) works by reducing the amount of the virus in the blood to undetectable levels. This means the levels of HIV are so low that the virus cannot be passed on. This is called having an undetectable viral load or being undetectable.

For further information, please see: <https://www.belongto.org/app/uploads/2023/09/Belong-To-Education-Resource-Glossary-2023.pdf>

"A ripple of allyship  
can become a wave  
of belonging."



