

PRONOUN ETIQUETTE

ASK • RESPECT • PRACTICE

A pronoun is a word that refers to either the people talking (I or you) or the people being talked about (she, he, they, ey/em). Asking, respecting, practicing and not assuming pronouns are important steps in creating an inclusive community at Michigan Tech where all Huskies feel safe and respected.

Make the commitment and be an example for our community.

ASK, DON'T ASSUME

You can't tell someone's name or pronouns just by looking at them.



Try asking:

"What pronouns do you use?"

"Can you remind me what your pronouns are?"

It can feel awkward at first, but it is not half as awkward as making a hurtful assumption.

RESPECT

If someone takes the time to let you know their name and pronouns, use and respect it.

It's not up to you to decide someone else's identity.

PRACTICE

If you have difficulty using someone's pronouns and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake. Some examples are-

"How is he?"

"Please ask him."

"Is that his?"

"How is she?"

"Please ask her."

"Is that hers?"

"How are they?"

"Please ask them."

"Is that theirs?"

"How is ey?"

"Please ask em."

"Is that eirs?"

Rhymes with they, them, their

It's simple, that's it.

If you make a mistake, correct yourself, and move on.

Be an example- "Hi, my name is Blizzard T. Husky, but I go by Blizzard, and I use they/them pronouns; how would you like to be addressed?"

Want to learn more?

Contact the Center for Diversity and Inclusion

<http://mtu.edu/diversity-center/>

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