

APPENDIX II – TERMS RELATED TO GENDER ISSUES

Cisgender: An individual who internally identifies as the sex they were assigned at birth.

Gender Expression: An individual's external presentation of their gender identity, often through behavior, clothing, hairstyle, voice, or body characteristics.

Gender Identity: An individual's internal sense of being male, female, or other gender. Since gender identity is internal, one's gender identity is not necessarily visible to others.

Gender Non-conforming: An individual whose gender expression is different from traditional binary gender roles and does not identify as either male or female, and may express themselves as a combination of both.

LGBTQ: An acronym often used as an umbrella term referring to lesbian, gay, bisexual, transgender, queer and questioning individuals.

Sex: The classification of a person as male or female. Traditionally, infants are assigned a sex at birth, usually based on the appearance of their external anatomy, and this is what is written on the birth certificate. A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Sexual orientation: Refers to a person's physical, romantic, or emotional attraction to people of the same or opposite sex, to both/all sexes, and/or to no one. Sexual orientation is distinct from gender identity and gender expression. A person's gender identity does not have anything to do with sexual, romantic, or emotional attraction. For example, transgender individuals, just like cisgender individuals, may identify as gay, lesbian, bisexual, asexual, or heterosexual. (See "cisgender" above.)

Transgender: An umbrella term that refers to people whose gender identity and/or expression is different from the gender assigned to them at birth. A person does not need to undergo any medical procedure to be considered transgender. Furthermore, not all individuals who would fall within this definition of transgender identify as "transgender" per se. For example, an individual assigned the gender of male at birth but who identifies as a woman may simply identify, and want to be known and thought of, as a woman, rather than a "transgender woman."

Transgender Woman: Refers to someone assigned the male gender at birth but who identifies as female.

Transgender Man: Refers to someone assigned the female gender at birth but who identifies as male.

Transition/Transitioning: The process some transgender people go through to begin living as the gender with which they identify, rather than the gender assigned to them at birth. This may include a legal gender marker change, name change, and may or may not include medical procedures such as hormone therapy, sex reassignment surgery, and other medical procedures.

*refers to the employee, contractor, intern, fellow, or grantee