

Good practices to be an ally

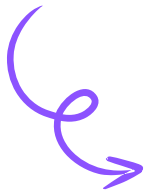
THE FIGHT AGAINST LGBTI+PHOBIAS AT THE UNIVERSITY

Some definitions

- **Ally** : a person who demonstrates their support and respect for LGBTI+ people, for example by educating themselves about the community and taking a stance against LGBTI+phobias (see insert p.4).
- **LGBTQIA+** : Lesbian, Bi, Gay, Trans, Queer, Intersex, Asexual and all other gender identities which are not heterosexual or cisgender.
- **Sexual and/or romantic orientation** : emotional, physical and/or sexual attraction to a person. When this person is of the opposite sex, it is defined as **heterosexuality**; when this person is of the same sex it is **homosexuality**, or when this attraction is undifferentiated, it is described as **bisexuality** or **pansexuality**. **Aromanticism** is the term used to describe people who have little to no romantic attraction, and **asexuality** for those with little to no sexual attraction.
- **Gender** : a polysemic term used to describe both the sex assigned at birth and the identity people recognise themselves in (known as “gender identity”), as well as the system of sociocultural norms within which these identities are shaped and which systematically value masculinity to the detriment of femininity.
- **Gender identity** : an individual’s intimate and personal perception of their gender. Gender identity may or may not correspond to the gender assigned at birth. It does not determine the person’s sexual orientation.
- **Gender expression** : the way in which a person expresses their gender, through their clothing, hairstyle, body language, make-up, voice and/or choice of first name and pronouns. Gender expression often concurs with gender identity and makes it visible.
- **Sex / sexuation** : defined according to biological data on several levels : external genital organs (penis and scrotum / vulva and vagina); internal genital organs (uterus / prostate), gonads (ovaries / testicles), chromosomal sex (XY / XX / Other), and hormones. According to those elements, a legal sex is assigned to a child at birth by medical professionals. Sex is neither female nor male exclusively ; some people present several sex characteristics (see intersex people).
- **Intersex person** : a person who experiences to be born with or to develop chromosomal, hormonal or genital sex characteristics which do not correspond to the binary medical categories of the male or female bodies. Conversely, **dyadic people** are born or grow up with typically male or female sex characteristics.
- **Transgender person** : a person whose gender identity differs from the gender assigned to them at birth.
- **Non-binary person** : a person whose gender identity may be both male and female, neither, or fluctuating between both.
- **Cisgender person** : a person whose gender identity matches the sex assigned to them at birth.

What are LGBTI+phobias?

Key notion



- **Self-determination** : a person's ability and right to define their own identity. Self-determination is based on each individual's intimate experience and therefore cannot be determined by others.
- **Coming in** : the process leading to the realisation of one's gender identity or sexual/romantic orientation outside of heterosexual cisgender norms.
- **Coming out** : voluntary revealing to one or more people of one's sexual and/or romantic orientation or gender identity outside of heterosexual cisgender norms.
- **Chosen pronouns** : pronouns which a person wishes others to use when speaking to or of them. This can be "she", "he", "they" or another pronoun. This choice may also extend to certain grammatical agreements (depending on the language), i.e. masculine, feminine, alternate or neutral, etc.
- **Deadname** : Describes the first name assigned at birth that a trans or non-binary person no longer wishes to use or be used by others.

LGBTI+phobias

Any act of contempt, hate, exclusion, or physical, verbal or psychological violence committed towards a person because of their sexual/romantic orientation or gender identity, whether real or assumed. This term encompasses, among others, lesbophobia, transphobia, homophobia and biphobia. The following are examples of LGBTI+phobic acts :

- **Outing** : publicly revealing someone's sexual/romantic orientation or gender identity without that person's consent. This is an invasion of privacy punishable by criminal penalties (Art. 226-1 of the French Criminal Code).
- **Misgendering** : addressing a person with pronouns, grammatical agreements or gendered words which do not correspond to this person's gender identity or expression.
- **Deadnaming** : addressing a trans or non-binary person by the first name assigned to them at birth (their deadname), when this person introduces themselves with a chosen first name corresponding to their identity.

A few figures on LGBTI+phobias in France in 2024

- **53% of LGBTI+ employees** claim they have heard LGBTIphobic terms such as "buttfucker" (45%), "dyke" (32%) or "tranny" (29%) in their workplace.
- **3 out of 10 French LGBTI+ employees** claim they have been victims of at least one LGBTIphobic incident in the workplace.
- **1/3 transgender and non-binary employees** have been the victim of at least one incident in the workplace.
- 7% of LGBTI+phobic incidents in schools reported to SOS Homophobie in 2024 concern **higher education**. These incidents occur mainly in the form of **rejection** (72%), **insults** (50%) and **harassment** (49%).

Sources: LGBT+ Barometer of l'Autre Cercle and IFOP2024, and SOS Homophobie 2024 annual report on LGBTIphobias.

Action guide

DON'T

- ✗ **Presume someone's gender and sexual and/or romantic orientation**, and in particular their heterosexuality.
- ✗ **Make judgements based on appearance.** No one can tell the gender identity of a person until that person has disclosed it.

- ✗ Reveal to others the sexual/romantic orientation or gender identity of someone **without that person's consent** (outing). This could expose the person to violence.

- ✗ **Ask a person intrusive questions** : query them on their biological sex or sexual practices. This line of sexual query may constitute a sexist offense (Art. 621-1 of the French Criminal Code).
- ✗ Ask questions about **medical procedures or transitions** people may have embarked on. This is private and confidential information.
- ✗ **Ask a person's deadname or to see past photos** of a trans person.

- ✗ **Trivialise, minimise or encourage** LGBTI+phobic speech you may be party to.
- ✗ **Out a person** as part of an alert or proceedings as a witness to help them.

DO

- ✓ **Wait for the person to mention** their sexual/romantic orientation or partner to avoid blunders.
 - *Example* : use neutral terms such as 'partner'.
- ✓ **Use non-gendered language** until the person uses gendered vocabulary to speak about themselves ; allow them to specify their pronouns if they wish so.
 - *Example* : in the context of a group activity, suggest people give their pronouns as well as their first name and give yours, if they are okay to do so.

- ✓ **Respect** a person's decisions and timeliness, particularly in regard with their coming out.
- ✓ **Support the person** in their coming out if they wish so.
- ✓ Prepare yourself to be able **to explain, justify and equip** the people around you.

- ✓ **Respect the first names and pronouns** people use, even to speak about an event happening prior to the gender transition.
- ✓ **Correct yourself and apologise** if you misgender or deadname someone. It is OK to make a mistake at the beginning, but it is also important not to make the same mistake again.
- ✓ **Wait until someone takes the initiative to confide in you** and accept that they may not wish to do so.

- ✓ **Condemn LGBTI+phobic speech or behaviour** that you may witness, and point out their LGBTI+phobic nature prohibited by law.
- ✓ **Report LGBTI+phobic situations via the alert procedures** in place in your establishment. Be careful to respect the needs and consent of the victim of LGBTI+phobia in this framework. Respect the anonymity of the victim if they do not wish to be outed.

To sum up, you have the role of a **resource person** and you can be an active witness in LGBTI+phobic situations.

In short : Be an ally at the University

- **Learn more about** : definitions and rights of LGBTI+ people. Read, listen to and watch works or content for a clearer understanding of people's experiences.
- **Agree to correct yourself** if you make a mistake, and **apologise**.
- **Stay attentive** to people and **respect their timeliness and needs**. Do not take any action without their consent.
- **Express your support** and your condemnation of LGBTI+phobic speech and behaviour.
- **Use self-determination** if you can, state your pronouns and create a space where others can do the same.

Resources and contacts

French organisation

- **OUTrans** : <https://www.outrans.org/>
- **SOS Homophobie** : 01 48 06 42 41, <https://www.sos-homophobie.org/>
- **France Victime** : 01 41 83 42 00, <https://www.france-victimes.fr/>
- **En avant toute(s)** : <https://www.commentonsaime.fr/>
- **Acceptess T** : <https://www.acceptess-t.com/>
- **Fransgenre** : <https://fransgenre.fr/>
- **Collectif Intersexe Activiste - OII France** : <https://cia-oiifrance.org/>
- **Les Enfants d'Arc en Ciel** : <https://enfants-arcenciel.org/>

Documentation (please note that it is in french)

- [Glossaire Chaire LGBTI+ de Lyon 1](#)
- [Baromètre LGBT+ 2024 – Ifop x L'Autre Cercle](#)
- [Guide du Ministère de l'Enseignement Supérieur et de la Recherche sur la lutte contre la haine et les discriminations anti-LGBT+](#)
- [Guide Lyon 1 sur l'accueil et l'accompagnement des étudiant.es trans à l'université](#)

Legal framework

- **Articles 8 of the ECHR and 9 of the French Civil Code** : "Everyone has the right to privacy."
- **Article 226-1 of the French Criminal Code** : "...Shall be punishable by one year's imprisonment and a fine of 45,000 euros if, by any means whatsoever, it deliberately violates the privacy of another person."
- **Article 621-1 of the French Criminal Code** : "It is an offence of a sexual nature (...) to impose on a person any comment or behaviour with a sexual or sexist connotation which either violates their dignity by being degrading or humiliating, or creates an intimidating, hostile or offensive situation for them."
- **Articles 225-1 & 225-2 of the French Criminal Code and Articles L1132-1 & L1321-3 of the French Labour Code** : "Discrimination against a natural or legal person is punishable by three years' imprisonment and a fine of 45,000 euros when it consists of refusing to supply a good or service ; hindering the normal exercise of any economic activity whatsoever ; refusing to hire, punishing or dismissing a person ; making the supply of a good or service conditional on a person's race, sex, language or religion."
- **Article 222-13 of the French Criminal Code** : "punishes physical violence (blows, slaps, throwing objects, etc.) in the same way as psychological violence (threats, harassment, isolation, etc.)."
- **Article 33 of the Law of 29 July 1881 on freedom of the press and Article R625-8-1 of the French Criminal Code** : "Any insulting expression, term of contempt or invective that does not imply the imputation of any fact is an insult."
- **Article 24 of the Law of 29 July 1881 and Article R625-7 of the French Criminal Code** : "Non-public incitement to hatred or violence against a person or group of persons on the grounds of their sex, sexual orientation or gender identity, or their disability (...) is punishable by a 5th class fine."