

STUDENT PRONOUNS POLICY

Introduction

1 The University of Law (the University) is committed to equality, diversity and inclusion.

Recognising that not all people identify along a binary gender identity and that people's gender identity is not necessarily known from the way their expression is "read" by others, this policy creates a way for people to make their preferred forms of address known instead of relying upon assumption. Indicating your pronouns is a personal choice and entirely voluntary, however all university students have a responsibility to be aware of this policy and alert to someone indicating their pronouns.

2 The Student Association are here to support you. If you have any queries regarding this policy please do not hesitate to contact the Student Association for advice or further information. If you are experiencing any emotional impact/distress relating to the use of personal pronouns whilst at the University your personal tutors and campus Welfare Service are available to support you further. The University of Law requires all students and staff to respect the rights and dignity of others. Harassment, bullying or victimisation on the grounds of any of the protected characteristics laid out in the Equality Act 2010 is prohibited. Harassment can take a variety of different forms; for example, due to gender identification, sexual orientation, marital status, race, colour, ethnic origin, age, religion or belief, disability or any other aspect. The University will not tolerate any forms of harassment. For more information see the University Bullying and Harassment Policy (Q4.14).

3 This policy applies to all those who are a student at The University of Law. For the purposes of this policy, a student is defined as anyone who has accepted a place at the University or is currently studying at the University.

4. This policy complements the University's Staff Pronouns Policy which applies to all those who work at The University of Law, and any other applicable company.

Responsibility for this policy

5 Ultimate responsibility for the development of clear and effective processes and procedures associated with the maintenance of standards and quality assurance of academic provision and overseeing their application lies with the Academic Board.

What are pronouns?

6 We all use pronouns as part of everyday conversation. A pronoun is a word that refers to either the people talking (like "I" or "you") or someone or something that is being talked about (like "she," "it," "them," and "this").

7 Gender pronouns (such as “he/him/his” and “she/her/hers”) refer to people that you are talking about. Gender pronouns are the way that we constantly refer to each other’s gender identity - except we often don’t think a whole lot about them. Usually we interpret or “read” a person’s gender based on their outward appearance and expression, and “assign” a pronoun. But our reading may not be a correct interpretation of the person’s gender identity.

Why pronouns are important

8 Nothing may be more personal than the way in which people refer to us through our name and pronouns. Using a person’s chosen name and desired pronouns is a form of mutual respect and basic courtesy. We believe that everyone deserves to have their self-ascribed name and pronouns respected in the university.

9 Students who don’t identify with gendered pronouns may use gendered expansive pronouns such as “they, them and theirs” instead of the gendered “he, him and his” or “she, her and hers.” (For a list of common pronouns see Appendix B). In addition, gendered honorifics such as “Ms.” or “Mr.” may change to the more inclusive “Mx.”

10 Students can choose to make their pronouns known in various ways, as detailed in the section below. Indicating your pronouns is a personal choice, however all students have a responsibility to be aware of this policy and alert to someone indicating their pronouns.

Communicating your pronouns

11 Students are welcome to communicate their pronouns in whatever way they see fit. This may be in the form of your email signature (Appendix A), or simply by making your pronouns known when you introduce yourself: “Hello, my name is Jake and my pronouns are he/him/his, nice to meet you”.

12 As students have the responsibility to be alert to someone indicating their pronouns you should, if you feel comfortable, make sure you correct students who misuse your pronouns so they can be aware for the future.

13 Although communicating your pronouns is important, students also need to be aware of how to identify and respect other people’s pronouns (see paragraph 14).

Getting people’s pronouns right

14 To aid all students to build their awareness, here are some ideas for getting pronouns right:

Try to get into the habit of using ‘they/them’ until you know someone’s pronouns, e.g. “There is someone here to see you. I will ask them to take a seat”

- When you introduce someone use their pronouns, so others will learn them, e.g. “This is Sam, they study the LPC. This is Sarah, she studies the LLB”
- Listen to how people speak about themselves and follow suit, e.g. if they say something like “people always say ‘he’s interesting’ when they meet me”
- Their pronouns may be detailed underneath their email signature if you have received an email from them.
- If you are not sure, ask people what their pronouns are. Eg. “Sorry, I didn’t catch your pronouns”.

Further information

15 If you have any queries or concerns about the way this Policy is being implemented, please contact the Student Association.

16 Related policies:

17 Staff Pronouns Policy

18 Bullying and Harassment Policy (Q4.14).

19 Trans Student Policy (Q4.22)

Responsibility for the provision

20 Responsibility for the effective implementation of the Student Pronouns Policy lies with the Student Association.

Monitoring and review of the provision

21 Responsibility for reviewing and evaluating the effectiveness of the Student Pronouns Policy lies initially with the Student Association. Formal responsibility for monitoring and evaluation of this provision lies with the Academic Board.

Version history

Version	Amended by	Revision summary	Date
V0.1	Student Association President	Initial drafting	21/08/20
V1.0		Approved by Academic Board	21/10/20
V1.0	Registry Assistant	Extension approved for 3 years	October 2022

Appendices

APPENDIX A - ADDING PRONOUNS TO YOUR EMAIL SIGNATURE

Judging by name or appearance is not an accurate method for determining a person's pronouns. To encourage people to unlearn this societal habit, it's good practice for us all to normalise sharing our pronouns, rather than expecting people to assume them correctly (even if they do)..

There are many ways to do this; one simple yet impactful way is to include your start

Name

Course

The University of Law

Pronouns: She/her/hers

APPENDIX B - LIST OF COMMON PRONOUNS

- Fae, faer, faers
- It, it, it's
- He, him, his
- She, her, hers
- They, their, theirs
- Xe, xem, xyr
- Ze, hir, hers