



## OPS Bilingual Glossary on Gender Identity

The Glossary promotes increased awareness of and respect for trans and non-binary Ontarians, in step with Ontario's new Gender Identity policy.

It will help writers and translators ensure their communications use consistent, fair and inclusive language as well as appropriate terminology when gender and sex information is referenced.

# GTS

Government Translation Service

# Building a more inclusive Ontario

## LEARN ABOUT GENDER IDENTITY

- Under the Ontario Human Rights Code, people are protected from discrimination and harassment because of gender identity and gender expression in employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations.
- People who are transgender, or gender non-conforming, come from all walks of life. Yet they are one of the most disadvantaged groups in society. Trans and non-binary people routinely experience discrimination, harassment and even violence because their gender identity or gender expression is different from their birth-assigned sex.
- Gender identity is each person's internal and deeply felt sense of being a man, woman, both, or neither or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.
- The **OPS Bilingual Glossary on Gender Identity** offers gender-inclusive terms in French and English with definitions and synonyms.

## USE FAIR, RESPECTFUL AND CONSISTENT LANGUAGE

- In order to ensure compliance with the new OPS policy on Gender Identity, Government Translation Service (GTS) has developed the OPS Bilingual Glossary on Gender Identity.
- The Glossary helps promote increased awareness of and respect for trans and non-binary Ontarians.

## SHARE WIDELY

- The content of the Glossary is aligned with federal government and Government of Quebec gender-inclusive language resources – please share it widely.

### Common Gender Identity Symbols



Female



Male

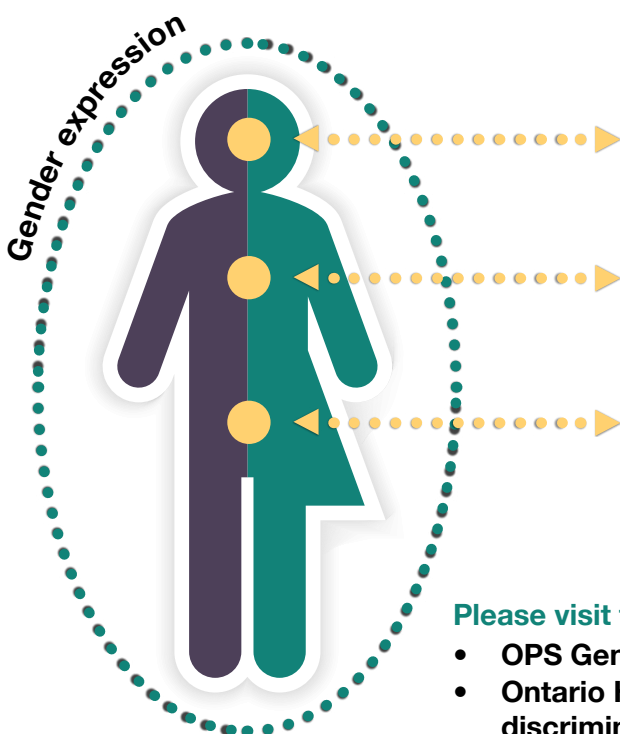


Non-binary



Transgender

## Breaking the Binary



### Gender identity

- A person's internal and deeply felt sense of being a man, woman, both, or neither

### Sexual orientation

- Physical, romantic, sexual or emotional attraction to a person

### Sex assigned at birth

- The sex of a person based on the primary sexual characteristics observed at birth

### Gender expression

- The way a person publicly presents their gender identity

### Please visit the following links for more information:

- **OPS Gender Identity policy (OPS employees only)**
- **Ontario Human Rights Commission policy on preventing discrimination because of gender identity and gender expression**