

Good Practice: Trans* Inclusion @ LU



Inclusion of pronouns

Consider introducing yourself with your name and pronouns at the start of a meeting or initial lecture. In a group setting, ask attendees to introduce themselves with names and pronouns if they feel comfortable doing so. Starting meetings, lectures, and events in this way can allow Trans and Non-binary colleagues to introduce themselves without feeling pressured to bring up the use of pronouns first.

xe
xem

he
him

they
them

ze
zir

she
her

Gender-neutral facilities

Our Gender Identity and Expression policy requires reasonable adjustments to provide dedicated spaces for Trans and Non-binary individuals uncomfortable with traditional 'male' or 'female' facilities. See [Mazemap gender-neutral facilities](#) on our Bailrigg campus. Non-binary individuals should have the flexibility to use the facilities they find most comfortable in such situations.



Visibility of Allyship

In 2023's LGBT+ History Month, Lancaster University (LU) introduced [Pride Progress Flag Lanyards](#) for staff and students, emphasising diversity and inclusion. Lancaster University Students' Union (LUSU) also provides free pronouns badges at their reception. For more information on these initiatives and to contribute to ongoing efforts for a more inclusive campus, contact [LUSU](#) or the [University's EDI Team](#).

