Gender and Sexual Identity

Inclusive care is important for all patients, regardless of race, ethnicity, gender or sexual orientation. In order to provide inclusive and affirmative care for persons that are a part of the LGBTQ (lesbian, gay, bisexual, transgender, queer) communities, chiropractors should endeavor to create an environment that is comfortable for all patients who identify as LGBTQ. This should include the following:

1. Appropriate usage of terminology
2. Inclusive office environment
3. Intake and history forms with language that allows individuals to identify themselves

This guide will help chiropractors achieve these three outcomes.

**Gender Identity Terminology**

<table>
<thead>
<tr>
<th>TERM</th>
<th>DEFINITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>The biological sex assigned at birth. This is often based on external anatomy. Sex may also be referred to as birth sex, natal sex, biological sex, or assigned sex at birth as male or female.</td>
</tr>
<tr>
<td>Gender</td>
<td>A social construct that is a continuum used to designate an individual a masculine or feminine identity with male and female as binary endpoints.</td>
</tr>
<tr>
<td>Cisgender</td>
<td>Gender identity is congruent with biological sex assigned at birth.</td>
</tr>
<tr>
<td>Transgender</td>
<td>Umbrella term meaning gender identity is not consistent with the biological sex assigned at birth. Some transgender individuals identify as the “opposite” sex that they we assigned at birth, others do not. Some individuals may choose to use the terms trans man or trans woman.</td>
</tr>
<tr>
<td>Gender nonconforming</td>
<td>These five terms are used by individuals who do not identify with the gender binary; they identify as neither male or female. Others may have multiple genders or identify as not having a gender</td>
</tr>
<tr>
<td>1. Nonbinary</td>
<td></td>
</tr>
<tr>
<td>2. Genderqueer</td>
<td></td>
</tr>
<tr>
<td>3. Genderfluid</td>
<td></td>
</tr>
<tr>
<td>4. Agender</td>
<td></td>
</tr>
<tr>
<td>5. Third gender</td>
<td></td>
</tr>
<tr>
<td>Two-spirit</td>
<td>Culturally specific term used among some Native American and First Nations peoples. Describes a person who personifies both a male and female spirit.</td>
</tr>
</tbody>
</table>
Sexual Orientation Terminology

<table>
<thead>
<tr>
<th>TERM</th>
<th>DEFINITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>A person who identifies as female who is sexually and emotionally attracted to others who identify as female.</td>
</tr>
<tr>
<td>Gay</td>
<td>A person who identifies as male who is sexually and emotionally attracted to others who identify as male.</td>
</tr>
<tr>
<td>Bisexual</td>
<td>A person who is emotionally and sexually attracted to individuals or either sex or gender (in the binary system).</td>
</tr>
<tr>
<td>Straight</td>
<td>A person who is emotionally and sexually attracted to individuals of the opposite sex or gender (in the binary system).</td>
</tr>
<tr>
<td>Asexual</td>
<td>A person who experiences little or no sexual attraction to others.</td>
</tr>
<tr>
<td>Queer</td>
<td>A person who is emotionally and sexually attracted to individuals without regard to their gender identity or sexual orientation.</td>
</tr>
</tbody>
</table>

Inclusive office environment

A welcoming, inclusive office environment might include:

- posters or brochures in the waiting room that include same sex couples or individuals of a variety of genders
- patient handouts that address health issues within the LBGTQ community
- non-gendered or gender-neutral toilets
- During the patient interview, asking (verifying) each patient’s preferred name and preferred pronoun.
- use of the name the individual has provided, rather than a legal name
- use of the pronoun indicated by the patient as the appropriate pronoun

Organizational intake and health history forms

An affirming office setting should consider utilizing forms that provide:

- all options for gender; including cisgender, transgender and nonbinary
- an option to indicate gender, if not listed
- an option for patient’s correct name
- multiple pronoun choices (he, she, zhe, they) or space to indicate pronoun
- all options for sexual orientation; including lesbian, gay, bisexual, asexual and queer
- an option to indicate sexual orientation, if not listed

Appendix

Example of office intake form

Appendix B: Sample Intake Form

Suggested questions for an LGBT-friendly patient history and/or intake form.

1. Gender
   - Male
   - Female
   - Transgender (please specify)

2. Relationship Status
   - Single
   - Legally married
   - Marriage type relationship
   - Divorced/Seperated
   - Widowed
   - Other (please specify)

3. Gender of Partner(s) (Check all that apply)
   - Male
   - Female
   - Transgender (please specify)

4. Sexual Orientation or Sexual Identity
   - Heterosexual
   - Lesbian/gay/homosexual
   - Bisexual
   - Other (please specify)

5. Are you sexually active?
   - Yes
   - No

6. If you, are you sexually active...
   - with men (a man)?
   - with women (a woman)?
   - both?

7. Is birth control necessary?
   - Yes
   - No, specify why not

8. If you, do you use birth control?
   - Yes
   - No
   - What type?
   - No
   - If no, would you like more information about your options? Yes ___ No ___

9. Do you or your partner(s) have any children?
   - Yes
   - No

10. Do any children live in your household?
    - Yes
    - No

11. Describe your family structure
    (e.g., are the children's mother/father living in the household, are there other parental figures?)

Examples of Office Brochure/Poster

Example 1

BE PROUD. BE HEALTHY.

LGBTQ INDIVIDUALS HAVE UNIQUE HEALTH CARE EXPERIENCES AND NEEDS.
AT CHASE BREXTON, WE TAKE PRIDE IN KNOWING ALL ABOUT THEM.

You can feel safe discussing your gender identity and/or sexual orientation, behavior, and history with our expert providers so they can provide the most appropriate care possible.

Example 2

BE HEALTHY
BE EMPOWERED
BE PROUD
CELEBRATING PRIDE ALL YEAR, EVERY YEAR.

Example 3

LIBERTY PROUD & HEALTHY 5K
May 2, 8:30 AM @ RIVER STADIUM

CSPE protocol
Examples of pronouns and pronunciations

### Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hir/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to him. The backpack is zirs.</td>
</tr>
</tbody>
</table>

Design by Landon Fuss
For more information, go to transstudent.org/graphics

<table>
<thead>
<tr>
<th>Subject</th>
<th>Object</th>
<th>Pronoun</th>
<th>Pronunciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Binary</td>
<td>she</td>
<td>her</td>
</tr>
<tr>
<td></td>
<td></td>
<td>he</td>
<td>him</td>
</tr>
<tr>
<td></td>
<td></td>
<td>they*</td>
<td>them*</td>
</tr>
<tr>
<td>Gender</td>
<td>Neutral</td>
<td>ze</td>
<td>hir</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ze</td>
<td>zir</td>
</tr>
<tr>
<td></td>
<td></td>
<td>xe</td>
<td>xem</td>
</tr>
</tbody>
</table>

*used as singular
REFERENCES


17. LGBTQ+ Definitions. Trans student educational resources. Available at: www.transstudent.org/definitions.


