



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

TERM	DEFINITION
Sex	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.
Gender	A social construct that is a continuum used to designate an individual a masculine or feminine identity with male and female as binary endpoints.
Cisgender	Gender identity is congruent with biological sex assigned at birth
Transgender	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.
Gender nonconforming 1. Nonbinary 2. Genderqueer 3. Genderfluid 4. Agender 5. Third gender	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
Two-spirit	Culturally specific term used among some Native American and First Nations peoples. Describes a person who personifies both a male and female spirit.



Sexual Orientation Terminology

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

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



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- all options for sexual orientation; including lesbian, gay, bisexual, asexual and queer
- an option to indicate sexual orientation, if not listed

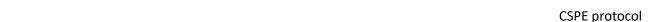
Appendix B: Sample Intake Form

Appendix

Example of office intake form

Suggested questions for an LGBT-friendly patient history and/or intake form: 1. Gender a) Male b) Female c) Transgender (please specify) 2. Relationship Status a) Single b) Legally married c) Marriage type relationship d) Divorced/Separated e) Widowed f) Other (please specify) a) Male b) Female c) Transgender (please specify) 4. Sexual Orientation or Sexual Id a) Heterosexual b) Lesbian/gay/homosexual c) Bisexual d) Other (please specify) 5. Are you sexually active? a) Yes b) No 6. If yes, are you sexually activ a) with men (a man)? b) with women (a woman)? c) both? 7. Is birth control nece a) Yes b) No, specify why not? _ 8. If yes, do you use birth control? a) Yes_____What type? _If no, would you like more information about your options? Yes___No___ 9. Do you or your partner(s) have any children? b) No_ 10. Do any children live in your h a) Yes_ b) No 11. Describe your family structure (e.g., are the children's mother/father living in the household, are there other parental

Purnell LD, Fenkl EA. Handbook for Culturally Competent Care. Cham: Springer International Publishing AG; 2019. Lesbian, Gay, Bisexual and Transgender Population (2nd Edition) Kaiser Permanente National Diversity Council and Kaiser Permanente National Diversity



Examples of Office Brochure/Poster

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Health Center

Example 1



Example 2



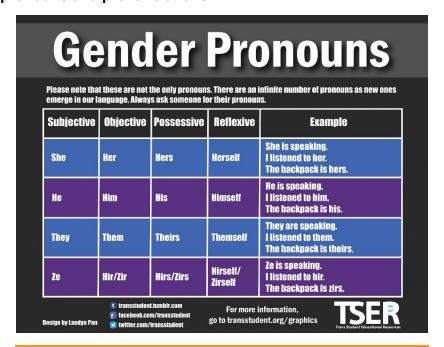
Example 3







Examples of pronouns and pronunciations



	Subject	Object	Pronoun	Pronunciation
Gender	she	her	hers	as it looks
Ger	he	him	his	as it looks
	they*	them*	theirs*	as it looks
Gender Neutral	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	хе	xem	xyrs	zhee, zhem, zheres



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