

Non-Normative Gender Glossary



AGDISTIS
Emotional Intelligence and intervention in
non-normative behaviour and gender bullying.

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Definitions and Limitations of Language



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The **language around gender and sexuality** continues to evolve rapidly, even as the **Resolution on Gender and Sexual Orientation Diversity in Children and Adolescents in Schools** was being written. Words and their definitions change or become refined as our understanding of complex constructs related to sexuality and gender evolves. Using words or phrases that are most accurate, respectful and useful is an important goal in implementing this resolution.

Given how rapidly terminology changes, even the following list of **terms and definitions** might undergo significant change in the future. The resolution drafters therefore decided it important to explicitly and consciously articulate their current understanding of terms that appear in the resolution and in its supporting documents as follows:

Word	Definition
ASEXUAL	Person who does not experience sexual attraction or has little interest in sexual activity.
BULLYING	Unwanted, repetitive and aggressive behavior marked by an imbalance of power. It can take on multiple forms, including physical (e.g., hitting), verbal (e.g., name calling or making threats), relational (e.g., spreading rumors) and electronic (e.g., texting, social networking). (Rossen & Cowan, 2012).
CISGENDER	Replaces the terms "nontransgender" or "bio man/bio woman" to refer to individuals who have a match between the gender they were assigned at birth, their bodies and their gender identity. (Schilt & Westbrook, 2009).
DSD	Refers to "disorders of sex development," a term that is used to discuss intersex and variations in sex development by some medical professionals and community members. See entry for Intersex .
GENDER	Attitudes, feelings and behaviors that a given culture associates with a person's biological sex. Behavior that is compatible with cultural expectations is referred to as gender-normative; behaviors that are viewed as incompatible with these expectations constitute gender non-conformity. (APA, 2012).

Word	Definition
<p>GENDER EXPRESSION</p>	<p>Individual's presentation – including physical appearance, clothing choice and accessories – and behavior that communicates aspects of gender or gender role. Gender expression may or may not conform to a person's gender identity.</p>
<p>GENDER DIVERSITY</p>	<p>Extent to which a person's gender identity, role or expression differs from the cultural norms prescribed for people of a particular sex. This term is becoming more popular as a way to describe people without reference to a particular cultural norm, in a manner that is more affirming and potentially less stigmatizing than gender nonconformity (Gender Spectrum, n. d.).</p>
<p>GENDER DYSPHORIA</p>	<p>Discomfort or distress that is associated with a discrepancy between a person's gender identity and that person's sex assigned at birth – and the associated gender role and/or primary and secondary sex characteristics (Fisk, 1974; Knudson, De Cuypere, & Bockting, 2010). Only some gender-nonconforming people experience gender dysphoria at some point in their lives (Coleman, et al. 2011).</p>
<p>GENDER IDENTITY</p>	<p>One's sense of oneself as male, female or something else (APA, 2011). When one's gender identity and biological sex are not congruent, the individual may identify along the transgender spectrum (APA, 2012; Gainor, 2000).</p>
<p>Gender identity and sexual orientation are different constructs. Transgender people, like disgender people, may be sexually oriented toward men, women, both sexes or neither sex, and like most people, usually experience their gender identity (who they feel themselves to be) and their sexual orientation (whom they are attracted to) as separate phenomena (Bockting & Gray, 2004; Chivers & Bailey, 2000; Coleman, Bockting, & Gooren, 1993; Docter & Fleming, 2001; Docter & Prince, 1997). Many transgender people experience a shift in their sexual attractions at some point (Daskalos, 1998; Meier, Pardo, Labuski, & Babcock, 2013), indicating that sexual orientation may be more dynamic than previously thought.</p>	
<p>GENDER NON-CONFORMING</p>	<p>Adjective and umbrella term to describe individuals whose gender expression, gender identity, or gender role differs from gender norms associated with their assigned birth sex. Subpopulations of the transgender and gender non-conforming community can develop specialized language to represent their experience and culture, such as the term "masculine of center" that is used in communities of color to describe a gender non-conforming identity.</p>

Word	Definition
<p style="text-align: center;">GENDER ROLE</p>	<p>Pattern of appearance, personality and behavior that, in a given culture, is associated with being a boy/man/male or being a girl/woman/female. A person's gender role may or may not conform to what is expected based on a person's sex assigned at birth. Gender role may also refer to the social role one is living in (e.g., as a woman, a man or another gender), with some role characteristics conforming and others not conforming to what is associated with girls/women or boys/men in a given culture and time</p>
<p style="text-align: center;">GENDERQUEER</p>	<p>Person whose gender identity falls outside of the gender binary (i.e., identifies with neither or both genders). Genderqueers may also use the term "gender fluid" as an identifier but typically reject the term "transgender" because it implies a change from one gender category to another.</p>
<p style="text-align: center;">INTERSEX</p>	<p>Range of conditions associated with atypical development of physical sex characteristics (APA, 2006). Intersex individuals may be born with chromosomes, genitals and/or gonads that do not fit typical female or male presentations (2013). Some examples of these conditions include ambiguous external genitals, inability of the body to respond typically to sex-related hormones and inconsistency between external genitals and internal reproductive organs (APA, 2006). Since 2006, the medical and research community has used the term disorders of sex development . This term refers to congenital conditions characterized by atypical development of chromosomal, gonadal or anatomical sex (Houk, Hughes, Ahmed, Lee, & Writing Committee for the International Intersex Consensus Conference Participants, 2006). An alternate term – differences of sex development (DSD)– has been recommended to prevent a view of these conditions as diseased or pathological (Wisemann, Udo-Koeller, Sinnecker, & Thyen, 2010). In order to be inclusive of various terminology preferences, the Resolution on Gender and Sexual Orientation Diversity in Children and Adolescents in Schools uses intersex/DSD when referring to individuals who are part of this community.</p>

Word	Definition
PANSEXUAL	Term "most commonly used in the world outside academia as a sexual identity (and sexual orientation) term similar to 'bisexuality,' but more inclusive of trans people. It also shows an awareness of the implied gender binary in the term 'bisexual.'" (Elizabeth, 2013, p. 333). While 'bisexuality' usually indicates attraction to more than one gender (women+genderfluid, men+genderfluid, men+women etc.), 'pansexuality' usually defines attraction regardless of gender.
PUSHOUT	Student who leaves school before graduation due to the encouragement of school personnel, often to enable the school to achieve a performance goal or to lower disruption within the school, or because the school views the student as too much trouble. This term is in contrast to "drop out" to highlight the institutional influence on individual behavior (Find Youth Info, n.d.).
QUEER	Umbrella term that individuals may use to describe a sexual orientation, gender identity or gender expression that does not conform to dominant societal norms. Historically, it has been considered a derogatory or pejorative term and the term may continue to be used by some individuals with negative intentions. Still, many LGBT individuals today embrace the label in a neutral or positive manner (Russell, Kosciw, Horn, & Saewyc, 2010). Some youth may adopt 'queer' as an identity term to avoid limiting themselves to the gender binaries of male and female or to the perceived restrictions imposed by lesbian, gay and bisexual sexual orientations (Rivers, 2010).
QUESTIONING	Identity label for people exploring their sexual orientation or gender identity, and is in a state of moratorium in terms of identity formation.
SEX	Person's biological status and is typically categorized as male, female or intersex. There are a number of indicators of biological sex, including sex chromosomes, gonads, internal reproductive organs and external genitalia. (APA, 2012).
SEX ASSIGNMENT	Initial categorization of an infant as male or female.

Word	Definition
<p style="text-align: center;">SEXUAL ORIENTATION</p>	<p>Sex of those to whom one is sexually and romantically attracted. Categories of sexual orientation typically have included attraction to members of one's own sex (gay men or lesbians), attraction to members of the other sex (heterosexuals), and attraction to members of both sexes (bisexuals). Some people identify as pansexual or queer in terms of their sexual orientation, which means they define their sexual orientation outside of the gender binary of "male" and "female" only. While these categories continue to be widely used, research has suggested that sexual orientation does not always appear in such definable categories and instead occurs on a continuum (Kinsey, Pomeroy, Martin, & Gebhard, 1953; Klein, 1993; Klein, Sepekoff, & Wolff, 1985; Shively & DeCecco, 1977). In addition, some research indicates that sexual orientation is fluid for some people; this may be especially true for women (e.g., Diamond, 2007; Golden, 1987; Peplau & Garnets, 2000).</p>
<p style="text-align: center;">TRANSGENDER</p>	<p>Umbrella term that incorporates differences in gender identity wherein one's assigned biological sex doesn't match their felt identity. This umbrella term includes persons who do not feel they fit into a dichotomous sex structure through which they are identified as male or female. Individuals in this category may feel as if they are in the wrong gender, but this perception may or may not correlate with a desire for surgical or hormonal reassignment (Meier & Labuski, 2013).</p>

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