



# Resource Packet

- **Core Vocabulary**
- **LGBTQ+ Inclusive Language**
- **LGBTQ+ Studies Minor**
- **National Resources**
- **WVU Resources**
- **Preferred Name Request Form**

**lgbtq@mail.wvu.edu**

**304.293.9593**

**lgbtq.wvu.edu**

**PO Box 6701 | Morgantown, WV 26506-6701**



**@WVULGBTQCenter**



**@WVULGBTQ**



**@WVULGBTQCenter**

# Core Vocabulary

**ally** /"al-lie"/ – *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

**asexual** – *adj.* : experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior. Asexuality exists on a continuum from people who experience no sexual attraction or have any desire for sex, to those who experience low levels, or sexual attraction only under specific conditions. Many of these different places on the continuum have their own identity labels (see demisexual). Sometimes abbreviated to "ace."

**biological sex** – *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth."

**biphobia** – *noun* : a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express toward bisexual individuals. Biphobia can come from and be seen within the LGBTQ community as well as straight society. **biphobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward bisexual people.

**bisexual** – **1** *noun & adj.* : a person who experiences attraction to some men and women. **2** *adj.* : a person who experiences attraction to some people of their gender and another gender. Bisexual attraction does not have to be equally split, or indicate a level of interest that is the same across the genders an individual may be attracted to. Often used interchangeably with "pansexual".

**cisgender** /"siss-jendur"/ – *adj.* : a gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to "cis."

**coming out** – **1** *noun* : the process by which one accepts and/or comes to identify one's own sexuality or gender identity (to "come out" to oneself). **2** *verb* : the process by which one shares one's sexuality or gender identity with others.

**gay** – **1** *adj.* : experiencing attraction solely (or primarily) to some members of the same gender. Can be used to refer to men who are attracted to other men and women who are attracted to women. **2** *adj.* : an umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who is not straight.

**gender expression** – *noun* : the external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

**gender identity** – *noun* : the internal perception of an one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be. Often conflated with biological sex, or sex assigned at birth.

**genderqueer** – **1** *adj.* : a gender identity label often used by people who do not identify with the binary of man/woman. **2** *adj.* : an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

**heteronormativity** – *noun* : the assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: *when learning a woman is married, asking her what her husband’s name is*. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

**homophobia** – *noun* : an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. **homophobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward LGBTQ people.

**homosexual** – *adj. & noun* : a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This [medical] term is considered stigmatizing (particularly as a noun) due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

**intersex** – *adj.* : term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

**lesbian** – *noun & adj.* : women who are primarily attracted romantically, erotically, and/or emotionally to other women.

**LGBTQ; GSM; DSG** – *abbr.* : shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans\* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

**pansexual** – *adj.* : a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to “pan.”

**passing** – **1** *adj. & verb* : trans\* people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans\*. **2** *adj.* : an LGB/queer individual who is believed to be or perceived as straight.

**queer** – **1** *adj.* : an umbrella term to describe individuals who don't identify as straight and/or cisgender. **2** *noun* : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people. The term "queer" can often be use interchangeably with LGBTQ (e.g., "queer people" instead of "LGBTQ people").

**questioning** – *verb, adj.* : an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

**romantic attraction** – *noun* : a capacity that evokes the want to engage in romantically intimate behavior (e.g., dating, relationships, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction, emotional attraction, and/or spiritual attraction.

**sexual attraction** – *noun* : a capacity that evokes the want to engage in sexually intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with romantic attraction, emotional attraction, and/or spiritual attraction.

**sexual orientation** – *noun* : the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to. Often confused with sexual preference.

**straight** – *adj.* : a person primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender. A more colloquial term for the word heterosexual.

**transgender** – **1** *adj.* : a gender description for someone who has transitioned (or is transitioning) from living as one gender to another. **2** *adj.* : an umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way (e.g., someone who was assigned male at birth, but does not identify as a man).

**transphobia** – *noun* : the fear of, discrimination against, or hatred of trans\* people, the trans\* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. **Transphobic** – *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans\* people.

# LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

**AVOID SAYING...**    **SAY INSTEAD...**

**WHY?**

**EXAMPLE**

"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth  "-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"			
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."



# WVU Resources

	<p><a href="http://lgbtq.wvu.edu">lgbtq.wvu.edu</a>   <a href="mailto:lgbtq@mail.wvu.edu">lgbtq@mail.wvu.edu</a>          Hodges Hall G-06, PO Box 6701          Morgantown WV, 26501   (304) 293-9593  <a href="https://www.facebook.com/WVULGBTQCenter">@WVULGBTQ</a></p>	<p>Coordinates development of programming, outreach, and advocates for the diverse members of the LGBTQ community and their allies. Provide academic and curricular support for LGBTQ related research and projects.</p>
	<p><a href="http://diversity.wvu.edu">diversity.wvu.edu</a>          1085 Van Voorhis Road Suite 250 P.O. Box 6202          Morgantown, WV 26506   (304) 293-5600</p>	<p>Works to recruit diverse faculty/staff/students to improve the campus' climate in terms of diversity.</p>
<p>WVU LGBTQ Commission</p>	<p><a href="https://lgbtq.wvu.edu/campus-resources/wvu-lgbtq-commission">https://lgbtq.wvu.edu/campus-resources/wvu-lgbtq-commission</a></p>	<p>Seeks to assess and improve the climate for diversity, equity and inclusion within the WVU community by highlighting the contributions and concerns of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) students, faculty and staff.</p>
	<p><a href="https://carruth.wvu.edu">https://carruth.wvu.edu</a>          (304) 293-443   Available 24/7</p>	<p>Contact the Carruth Center for referrals, to schedule an appointment, or in times of crisis. Drop-in hours Monday through Friday, 8:15AM - 5:00PM</p>
	<p><a href="http://spectrum.org.wvu.edu">spectrum.org.wvu.edu</a>  <a href="https://www.facebook.com/WVU.Spectrum/">www.facebook.com/WVU.Spectrum/</a></p>	<p>WVU student organization for gender &amp; sexual diversity. Supports LGBTQ students and allies by providing community, social support, programming, and opportunities to participate in campus/community activism.</p>
<p>OUTlaw</p>	<p><a href="http://www.law.wvu.edu/student-life/student-organizations/outlaw">www.law.wvu.edu/student-life/student-organizations/outlaw</a>  <a href="https://www.facebook.com/wvuOUTlaw/">www.facebook.com/wvuOUTlaw/</a></p>	<p>WVU Law's organization for LGBTQ individuals &amp; allies dedicated to fostering open community and networking and to educate on gay rights issues.</p>
<p>Student Healthcare Alliance for Promoting Equality (SHAPE)</p>	<p><a href="http://medicine.hsc.wvu.edu/md-student-services/organizations/student-healthcare-alliance-for-promoting-equality-shape/">medicine.hsc.wvu.edu/md-student-services/organizations/student-healthcare-alliance-for-promoting-equality-shape/</a>  <a href="https://www.facebook.com/WVUSHAPE/">www.facebook.com/WVUSHAPE/</a></p>	<p>Medical student organization addressing the unique concerns of the LGBTQ community from the perspective of both LGBTQ physicians and patients.</p>
	<p><a href="https://www.facebook.com/wvu.lgbtalumni/">www.facebook.com/wvu.lgbtalumni/</a></p>	<p>To promote, by organized effort, the interests and welfare of WVU; to encourage closer fellowship among LGBTQ, and allied alumni, former students, and friends of WVU.</p>
	<p><a href="http://Womensgenderstudies.wvu.edu">Womensgenderstudies.wvu.edu</a>  <a href="https://www.facebook.com/wgst.wvu">www.facebook.com/wgst.wvu</a>          PO Box 6450, West Virginia University, 345 Price Street,          Morgantown, WV 26506-6450   (304) 293-2339</p>	<p>Dedicated to the mission of creating, evaluating, and disseminating knowledge based on feminist scholarship.</p>

## **Preferred Name Policy**

West Virginia University recognizes that students may use a different first name from their legal name. To facilitate this, the University allows students to select a preferred name to be used on class rosters, in DegreeWorks, MIX, eCampus and the online University directory (unless the student has directed nondisclosure), and other systems that do not contain official records as technically feasible. Preferred names are **first** names that are different than a student's legal first name. Official records of the University such as the transcript, diplomas, financial aid documents, and others, where legal name is required will **not** be available for the use of a preferred name. If a student changes names legally, these documents will reflect the legal name.

This accommodation is available to two groups of students: transgender and international students. The Office of the University Registrar may make exceptions for other students upon review.

Transgender students who wish to use a preferred name should contact one of the following units on campus to initiate use of their preferred name:

### **Morgantown Campus**

Office of the University  
Registrar  
Evansdale Crossing

Carruth Counseling  
Center/WellWVU  
Health and Education Building  
390 Birch Street

LGBTQ+ Center  
Hodges Hall G-06  
127 Hough Street

### **Beckley Campus**

Trio and Diversity Programs  
136 Benedum Center

### **Keyser Campus**

Office of Enrollment Services  
75 Arnold Street

International students who wish to use a preferred name should contact the Office of International Students and Scholars (Purinton House) to initiate use of the preferred name.

All students, regardless of University point of contact, will be asked to complete a form to request use of their preferred name. Submission of the form requires verification of photo ID by a WVU staff member. Alternatively, students may also send a letter to the Office of the University Registrar requesting the use of a preferred name. The letter should contain both the legal name and the preferred name as well as the student's WVU ID number. All letters must be signed and witnessed by a notary public.

The preferred name will remain in use until the student requests that it be deactivated. Deactivation can be initiated via the units listed above.

This process for using a preferred name does not impact students who officially change their legal name.

[http://catalog.wvu.edu/graduate/advisingcoursesdegrees/advising\\_and\\_evaluation/#PNP](http://catalog.wvu.edu/graduate/advisingcoursesdegrees/advising_and_evaluation/#PNP)

## Preferred Name Request Form

West Virginia University is committed to inclusion and recognizes that students may need to use a preferred name to identify themselves comfortably. Please note that although WVU recognizes the importance, in many instances, of using preferred name, your legal name will continue to be necessary for University business including, but not limited to: official documents, transcripts, diplomas, verifications and legal needs. Students who use a preferred name should always be prepared to provide legal name identification when needed.

At present, only the First name is permitted to be updated with the Preferred Name Request Form. Any Last Name and Middle Name or additional changes of personal information other than a preferred First name must be submitted by completing the Request to Change Personal Information Form with required supporting official documentation. Please note, it may be your preference to only use your middle initial instead of the full middle name. If that is your choice, please indicate that in the Legal Middle Name field.

Please fill out this form clearly and completely and return it to the appropriate office for your campus. Forms may be submitted in person or via e-mail from your MIX account. All forms submitted electronically must be accompanied by a copy of a government-issued photo ID with legal name. If you have any questions or concerns, please contact the appropriate office below prior to the submission of this form.

**Morgantown**  
Office of the University Registrar  
Evansdale Crossing  
[registrar@mail.wvu.edu](mailto:registrar@mail.wvu.edu)  
(304) 293-5355

**Beckley**  
Office of the Registrar  
Benedum Center  
[Tech-Registrar-Records@mail.wvu.edu](mailto:Tech-Registrar-Records@mail.wvu.edu)  
(304) 929-1450

**Keyser**  
Office of Enrollment Services  
75 Arnold Street  
[PSC-Records@mail.wvu.edu](mailto:PSC-Records@mail.wvu.edu)  
(304) 788-6820

**Legal Name:**

<b>Legal First Name:</b>	<b>Legal Middle Name:</b>	<b>Legal Last Name:</b>
<b>WVU Student ID:</b>	<b>WVU Email:</b>	<b>Date of Birth:</b>

**Preferred Name:**

**Preferred First Name:**

Signature \_\_\_\_\_

Date \_\_\_\_\_

For Office Use Only  
Reviewer \_\_\_\_\_

Date \_\_\_\_\_

# National Resources



## [Caritas House](#)

Caritas House is a supportive service agency for people living in North-Central West Virginia who are affected by HIV/AIDS. They believe that all people have the right to live with dignity.



## [Central Outreach Wellness Center](#)

They offer PrEP and free STD testing in Pittsburgh and SouthWestern Pennsylvania. They are a holistic multicultural, LGBTQIA, and HIV & Hep C health organization.



## [Trevor Project](#)

The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning (LGBTQ) young people under 25.

## [WVU Positive Health Clinic \(HIV & PrEP\)](#)

Works to provide a comprehensive, "one stop shopping" approach to the treatment of HIV/AIDS. We understand that HIV/AIDS affects more than just the physical aspects of the patient.



## [Dr. Rainbow](#)

Dr. Rainbow is dedicated to the belief that every West Virginian deserves quality healthcare and a support network no matter who they love or what gender they identify as.



## [Fairness WV](#)

Fairness WV is the statewide civil rights advocacy organization dedicated to fair treatment and civil rights for lesbian, gay, bisexual and transgender West Virginians. Our mission is to ensure LGBT people can be open, honest and safe at home, at work, and in the community.



## [PERSAD](#)

PERSAD is a human service organization whose mission is to improve the well-being of the LGBTQ communities, and the HIV/AIDS communities. We serve across western Pennsylvania, with service centers in Pittsburgh and Washington, PA.



## [Planned Parenthood](#)

Planned Parenthood is one of the nation's leading providers of high-quality, affordable health care, and the nation's largest provider of sex education. With or without insurance, you can always come to us for your health care.



## [PFLAG](#)

Uniting people who are LGBTQ with families, friends, and allies, PFLAG is committed to advancing equality through its mission of support, education, and advocacy.



## [Trans Lifeline](#)

Trans Lifeline is a grassroots hotline and microgrants organization offering direct emotional and financial support to trans people in crisis - for the trans community, by the trans community.