

# Pronouns



**and your legal rights**



Using the right pronouns for someone is about **basic respect**. Pronouns are also a **human rights** issue.



For some **transgender, nonbinary, gender nonconforming, and intersex people**, when the wrong pronoun is used it can be especially harmful. They may feel fundamentally **misunderstood** and **disrespected**.



You have **the right** to have your gender identity respected and your correct pronouns used **at work, school, and in public life.**



**Constantly or maliciously** using the wrong pronouns for someone could be considered **discrimination** in some circumstances, and may even be illegal.



Discrimination is when somebody is **treated unfairly**, or worse than another person would be, based on an **attribute** they have.



It is illegal to discriminate against someone because of attributes such as their **gender identity** or **sex characteristics**.



These laws apply to **public life**. Examples of public life include at work, school, receiving healthcare, renting property, and buying goods or services.



If you think you may have experienced discrimination, contact the LGBTI Legal Service for **free legal advice.**