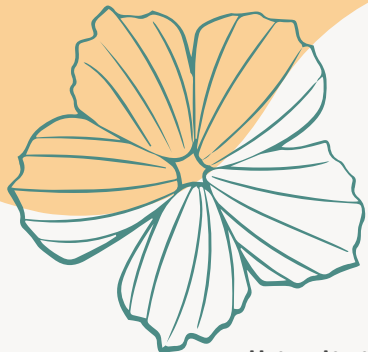


The background features a white base with various decorative elements: a large green abstract shape in the top left, a pink heart shape on the left, a green vine with leaves in the bottom left, a large red abstract shape in the top right, and a dark green abstract shape in the bottom right. There are also several green-outlined hibiscus flowers scattered across the page.

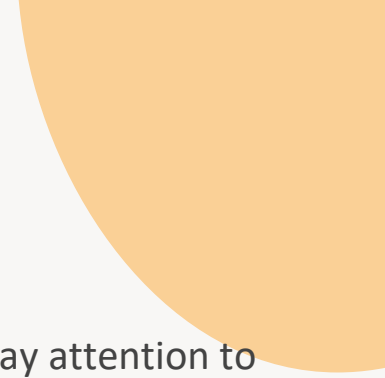

# **EAC Pronoun Guidelines**

Dr. Amanda Goldman, LCPC

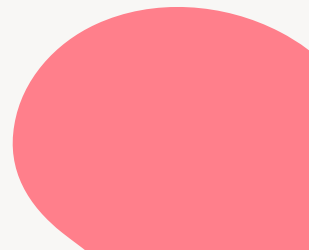









All individuals want and need to be correctly identified. It is important that we as a community all use and model the use of correct gender and gender pronouns. Our goal is to create a safe and welcoming environment in which all can pursue their therapeutic goals.





To help us achieve this, we ask the entire East Aurora Counseling community to pay attention to each client's, associate's, or community member's gender and pronoun use. It is important not to simply rely on one's perceptions and assumptions *but to be proactive in asking* a person about their gender and/or pronouns. We ask that associates, interns, and externs respect everyone's right to self-identification in our community by making every effort to use the correct pronouns.







1. What happens if I mess up & misgender or misname someone at EAC?

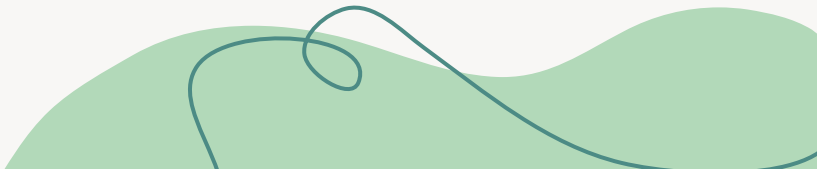
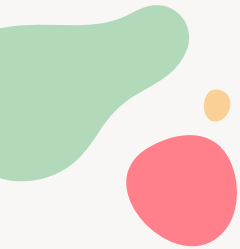
APOLOGIZE. Do not make excuses. There aren't any.





## 2. Can I know in advance what pronouns or names to use?

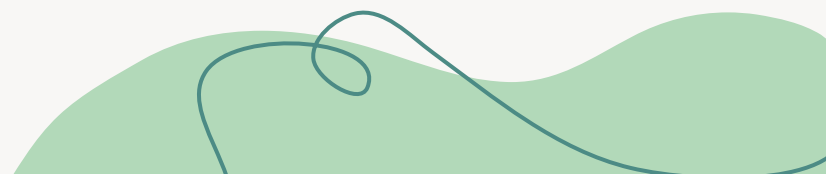

SOMETIMES. We make every effort to gather this information during the initial intake interview, and to yellow-code our sessions where we need to be especially mindful of pronouns and names. HOWEVER, some individuals are gender-fluid; you may need to check in with them every time you meet. Some individuals are not “out” to their families; you may need to be judicious and do some “code switching” in the presence of parents or guardians, or when sending written communication to the home.





### 3. What's the big deal?

It's a huge deal. Misgendering or deadnaming an individual is much more than a slip of the tongue or a mispronunciation. These actions constitute psychological violence and are antithetical to everything we stand for at EAC.





# Here's An Exercise:

Think of the WORST NAME someone has ever called you, or the WORST INSULT someone has ever directed at you. Now, imagine that every time you walk into a room, people you know & trust- maybe even love- are casually referring to you by this name/word/insult.

These injuries are lasting.

Please do your part.

