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# Gender Neuneutral

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**Guide  
For All Professionals**

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EDITION 1

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**riac**

**[www.riac.org](http://www.riac.org)**

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## Introduction

The increasing voices and policies supporting the LGBT+ community has become compelling and convincing all over the world not just here in the UK.

The biblical view sanctioning male and female created by God is increasingly challenged and suppressed by new legislations. New legislations validate LGBT+ relationships as natural and deemed equal, on par with the relationship, and of a man and women. Anyone supporting male and female only relationships (including marriage) is deemed to be an antagonist and not only face accusations of breaking the law but also in breach of violating the Human Rights Act and the right of individuals within the LGBT+ community.

Many professionals who believe in biblical principles live, work and serve the community in various capacities, teachers, lawyers, doctors, nurses, social workers, childminders just to mention a few. However, in this new climate and emotional wave of acceptance, It is important that individuals work harmoniously with and contribute proactively, with Individuals from the LGBT+ community.

This guide will provides information, practical advice and equip you with every day simple approaches that can be used successfully in any potential situation.

Any further advice, support, guidance please contact the LRRC Advisory Committee

[www.riaac.org](http://www.riaac.org)

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## 1. Changing Name and Identity

Gender fluid individuals fluctuate between both genders. They choose to not identify as either male or female. Instead, (fluid) indicates an interchange between both genders. (Non-Binary) indicated they do not want to be bound or fixed to one gender but instead change day to day or whether they want to be male or female. Some individuals officially change both their names and gender and this is confirmed by a birth certificate.

Individuals within this group may not want to be called he or she – her or him – male or female – lady or gentleman, so it is advisable to: be aware and:

- **Avoid references such as:**  
He/she him/her boys/girls young lady/young man
- **Gender neutral pro nouns and preferred references:**  
They them, their, theirs, themselves.

### You may want to:

- Find out what the preferred name an individual wants to be identified as and
- Find out if there is an official change of name is;

Many individuals choose to use gender-neutral names.  
gender neutral names website below:

<https://www.babycentre.co.uk/a1026121/unisex-baby-names>

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## 2. Addressing Gender Neutral Groups

When addressing a group of individuals from different walks of life, backgrounds, ethnicity, gender and sexual orientation make your introductions and welcome inclusive. This will ensure you do not offend anyone in the group you are addressing. This approach may help to stop any potential complaints of being excluded.

Legitimate forms of addressing groups can be done easily without forfeiting your moral principles.

Your welcome and introduction can be inclusive:

### **You may want to say:**

- Welcome to you all
- Wonderful to see you all
- We all will be
- Can we all / Can you all/ Can everyone please
- Hello /good morning/ afternoon/evening/ night everyone

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### 3. Sharing Your Personal Views

Knowing who makes up a group is important. Being cautious not to share your personal views should always be a rule. In every group (meeting, gathering) you will find those who agree and sympathize with you alternatively, you will find those who sympathize and belong to the LGBT+ community.

Who is in the room? The classroom? Do you know?  
Do not casually discuss these issues openly or in public.

Do not be caught off guard to answering any personal questions on controversial topics that may cause offence, lead to an investigation and potentially the loss of your job.

Be aware of questions that start with:  
What do you think about? Attempting to answer these questions can lead into uncharted waters and difficulties.

#### **You may want to say:**

- My personal views are not what I am focusing on today/in this meeting/class

#### **You may want to say:**

- Can I get back to the topic/subject being discussed
- Can we focus on the topic/subject/matter at hand

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## 4. Public Christian Views

There will be times when you meet friends, family and colleagues in social settings both informal and formal and maybe individuals from the LGBT+ community are present.

It is never wise to start making negative comments or slip of the tongue phrases/comments that could be misunderstood or overheard by others who may take offence. It is unadvisable to be drawn or be led by others into debates, arguments that may lead to disagreements, potentially difficult and uncomfortable heightened emotionally arguments or disagreements.

Not all Christian denominations share the same beliefs as you, be aware of differences in bible interpretations and opinions.

### **You may want to say:**

- I am not here to discuss my personal views
- This is not the appropriate place or time for this topic

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## 5.LGBT+ In The Work Place

You may not be comfortable discussing the above topic in the work place setting, you may find yourself in the middle of a discussion in regards to a colleague, student, pupil, child patient, or client.

General discussions around LGBT+ among friends and or colleagues it may be best to evaluate the situation:

### You may want to:

- excuse yourself from the discussion by walking away
- Leaving the room completely
- Contribute positive comments only in regards to the discussion
- Change the subject if at all convenient

If you are directly involved in a meeting discussing LGBT+ Social issues in relation to a child/student/patient

### You may want to stay focused on the:

- education attainment and achievement of the student
- behavior issue of the student/child
- medical issues and care plan of the patient

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## 6. Dealing With Controversy

It is tempting to stop and engage with individuals to view your own points however, in a work/organization setting your views may go against the inclusive policy. Engaging in a discussion, which may potentially turn into a heated, should be avoided at all cost. Misunderstandings may arise followed by complaints, a disciplinary or investigations. It is important to be cautious at all times and or give options for discussing matters on your terms. ;

### You may want to say:

- If you want to know my views we can meet up at an agreed time of your choice to continue the discussion where I can share my views and biblical beliefs.
- I can visit you and give you bible studies
- I invite you to visit my church or any meetings to understand what the bible has to say
- Which of the above would you prefer?

### Remember

- Biblical debates aired in public where disagreements and biblical principles can be overheard by others can often be perceived negatively by onlookers.

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## 7. Teaching The LGBT+ Curriculum

### **Be Proactive: Do your research**

- Learn the subject: understand the curriculum; extract sections, that you can teach and sections you are unprepared to deliver.
- Select alternative words and expression that will provide a stronger view and balance the argument as God would have you.
- Find a colleague who will teach the areas you are uncomfortable delivering or who is willing to stand in and teach for you.
- Peer teach with other colleagues (let them present areas you chose not to teach or present)
- Talk to your Head teacher as schools are allow to choose what they teach on this subject. Get involved in the process and rigorously, assess the curriculum to see what can be left out. Let you views be known.

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## 8. Offering Personal Support

A friend, a colleague, a student, a patient, family member want to discuss their personal gender identify issues with you – What should you do? Stay out! unless qualified to give advice.

If you are not qualified (ie a counsellor) think carefully before offering any advice or support. Refer concerned individuals to a professional counsellor. A counsellor is qualified have the expertise to help and support individuals with identity issues. Always refer on.

“Each week 48 children are referred to The Tavistock transgender clinic for Treatment and hormone replacement”  
Report GMTV 14<sup>th</sup> October 2019 Sue Evans a psychologist warned children are placed on hormone replacement and children are made to consent to this with no parental intervention.

### You may want to Say:

- I think you should talk to a counsellor
- I can help to find a suitable counsellor support for you
- I am not qualified to give advice
- I can take you to see the appropriate person, come with me.

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## 9.Prepared To Be Challenged

For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places.

Group dynamics is powerful. When you choose to go against the current thinking or not conformed to popular beliefs, practices and behavior you may become the focus of negative attention and criticism and challenges to your belief.

### a) The Antagonist often presents as the following traits:

- Opposition - oppose your views on LGBT+ rights
- Adversary - challenging your bible views
- Enemy - devise various strategies
- Stirrer - Seek to cause an issue

### b) How should you respond be:

- Calm - stay calm and composed
  - Friendly - Be friendly and approach
  - Respectful - positive communication
  - Diffuser - refuse to be bated by the stirrer
- “a soft answer turneth away wrath”  
(prov 15:1)

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## 10. Christian Conduct

We accept and know God loves people, he loves everyone. He is the creator of all things. We love him because he reaches out to all. The recognition of his truth is often our motivation for reaching out to others. God loves those whom we are uncomfortable with, or even afraid of. God loves all people, everywhere, even those whom we might not particularly like.

“He causes his sun to rise on the evil and the good, and sends rain on the righteous and the unrighteous” (Matt. 5:45, NIV).

Life itself is a gift from God and regardless of the individual's response or attitude to God, every person is a recipient of that gift.

(Bible Study Guide Lesson 10: Living the Gospel: Sunday 1<sup>st</sup> Sept 2019: 4<sup>th</sup> Quarter)

### Your Christian Life

- Work proactively with everyone
- Let the grace of God shine forth in what you do and say
- Be professional at all times
- Befriend and make friends, be concerned for their welfare, health and spiritual life.

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## No division

Be wise like a serpent and harmless as a dove (Matt 10:16)

A serpent has the following qualities: subtle, crafty and shrewd, on the other hand, a dove has the following qualities: innocent and harmless, this juxtaposition can co-exist together by using wisdom and having a humble, quiet approach. We have been commissioned to be wise like a serpent and harmless as a dove in a hostile environment.

When Jesus spoke these words, the world then was hostile as it is now— not incidentally hostile but purposefully hostile. Wolves are intentional about the harm they inflict upon sheep.

Behold I am sending you as sheep in the midst of wolves:  
(Matt 10:16)

## We have a great commission to:

Be Christ-like, in an increasingly changing and challenging world build relationships with those who will listen and want to hear. Cause no division because God is Love.

## Encouraging scriptural Text

Let your speech be always with grace, seasoned with salt, that you may know how you ought to answer every man. Col 4:6

Be ye not conformed to this world but be ye transformed by the renewing of your mind  
Romans 12:2

We ought to obey God rather than man. Acts 5:29

Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven: Matt 5:16

