

# Lets ~~not~~ talk about a gender

## GENDER-NEUTRAL LANGUAGE GUIDELINES

Gender-neutral language is a generic term covering the use of non-sexist language, inclusive language or gender-fair language. The purpose of gender-neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm. Using gender-fair and inclusive language also helps reduce gender stereotyping, promotes social change and contributes to achieving gender equality.

*Based on the gender-neutral language guidelines of the European Parliament. For more information on gender neutral language click [here](#)*

# 1.

## GENDER REFERENCES

**Avoid gender references, use gender-neutral terms.**  
i.e. words that are not gender-specific and refer to people in general, with no reference to women or men.



Chair (for chairman)  
Chairperson (also for chairman)  
Police officer (for policeman or policewoman)



# 2.

## USE OF "MAN"

**Avoid the generic use of 'man' and its derivatives**  
use some alternatives like:



humanity (for mankind)  
a French person (for Frenchman)  
synthetic or artificial (for man-made)  
staff (for manpower)  
advisory panel (for manpower)  
political leaders (for statesmen)

# 3.

## COMBINED FORMS

**Avoid combined forms such as 'he/she', 'him/her', 's/he'.** Avoid alternating masculine and feminine forms.



Use plural forms  
(officials shall carry out their duties...)  
Use the imperative  
(please send your CV to...)  
Omit the pronoun altogether  
(an official's salary is dependent on his length of service)  
Use the passive  
(the relevant documents should be sent to...)

