

POLL WORKER TIPS:

Interacting Respectfully with Transgender and Gender Non-Conforming People

DEFINITIONS

Transgender:

Umbrella term for individuals whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.

Gender Non-Conforming (GNC):

Term for people who do not follow traditional ideas or stereotypes about how they should look or act based on the sex they were assigned at birth.

PARTNERS



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DO'S

- ✓ If you greet a transgender/GNC person, you may recognize that their identification card and/or name in the poll book does not match their presentation. If all other legal requirements are met, transgender/GNC people are entitled to their right to vote.
- ✓ If the name on their ID and in the poll book do not match, ask for proof of a legal name change like a marriage license or court order. If they have documentation, ask the elector to fill out a 10-L form and provide a regular ballot. If the voter does not have proof of legal name change, ask the voter to fill out a 10-L form, and provide a provision ballot. (ORC. 3503.16 B(1)(b))
- ✓ Ask a person's preferred name and/or pronouns if you are unsure of their gender identity.
- ✓ Acknowledge and apologize if you misgender someone and ensure you will use their preferred pronouns moving forward.
- ✓ Use "they/them" pronouns or the person's first name, if you are unsure what pronoun they prefer.
- ✓ Validate how people present themselves by treating them with respect.

DON'TS

- ✗ Don't assume a person is male or female.
- ✗ Don't use words like "it" or "whatever" to refer to someone.
- ✗ Don't ask a transgender/GNC person what their "real name is."
- ✗ Don't inquire about any particular medical procedures, surgeries or other intimate details.
- ✗ Never "out" someone by revealing their identity to others.

QUESTIONS? Contact the ACLU of Ohio at 614.586.1958 or contact@acluohio.org.