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

ACLU Ohio

League of Women Voters of Ohio

Equality Ohio

TransOhio

Ohio Voter Rights Coalition

All Voting is Local Ohio

Ohio Voice

Common Cause Ohio

Holding Power Accountable
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.