

Welcome to the SAFE ZONE Project

Revised 8.9.04

By becoming affiliated with SAFE ZONE you are indicating you will be an identifiable source of support and nurturance for gay, lesbian, bisexual and transgender students, staff, and faculty at the University of Nevada. Your participation in SAFE ZONE will let members of the campus community know that you are available, open, and safe to talk with about their concerns as actively acknowledged members of the gay, lesbian, bisexual and transgender (GLBT) community, or as people questioning their sexuality and/or struggling with issues about coming out or talking to parents and friends about their sexual identity. As a member of SAFE ZONE you may also be approached by heterosexual students, staff and faculty with questions, issues, or concerns that they may have. As a SAFE ZONE member your response and your concern may be a critical factor in helping a struggling student, staff, or faculty member.

Your participation and your willingness to be an identified ally in this project is truly appreciated. Your participation will contribute to a safer campus and a more receptive and accepting campus climate in regards to homosexuality. Also, as a member of SAFE ZONE you are agreeing to educate yourself about homosexuality, homophobia, and heterosexism. We are all members of a homophobic and heterosexist culture and do not know all the answers we may need to know as students, staff and faculty on this campus. Your registered membership will be acknowledged by a distinctive "ALLY" sign suitable for posting on your office door.

In order to assist those who are considering membership in SAFE ZONE, this guidebook has been prepared to enable you to learn more about the concerns that may be presented to you. It is not intended to be comprehensive, but to offer information on being a good ally. It also provides links to campus and community resources you can contact should you need assistance at any time. The intent is for you to read and use this packet. Please provide feedback to **Advocates and Allies for Gay, Lesbian, Bisexual and Transgender Issues** through Dr. Michael Coray, Special Assistant to the President for Diversity (mcoray@unr.edu) so we know what will be useful to you. Also, keep us informed of the kinds of issues people bring to you as SAFE ZONE members. This will help to us to incorporate information on those issues in future training sessions.

The contents included here were developed for “Project SAFE” by the Staff, Students, Administration and Faculty for Equity, University of Arizona. Thank you again for your willingness to be an ally in this very important project.

Contents

A. Understanding the Issues faced by GLBT members of the campus community

1. Psychosocial Model (Cass), p. 3
2. Coming Out: How to Respond When Someone tells you s/he is GLBT, p. 3-4
3. A Heterosexual Questionnaire, p. 5
4. What is homophobia?, p. 6
5. Positive Things You Can Do, p. 7
6. Some of the Ways Heterosexism & Homophobia hurt GLBT people, p. 8
7. How Homophobia Hurts Us All, p. 9

B. Working with and becoming an ally to GLBT people

“Being an ally is” p. 10

1. Qualities of an ally, p.10
2. Suggestions for working with GLBT students, p. 11
3. Issues of oppression, p. 11-12
4. The Riddle homophobia scale, p. 12-13
5. Ways we Keep People in the Closet and Ways to Help Them Out, p. 14
6. Suggestions for Creating a Non-Homophobic Campus Environment, p. 15
7. Suggestions for Combating Heterosexism, p.16
8. Action Steps for Interrupting Heterosexism, p. 17-18
9. Resources, p. 18
10. “Because...,” p. 19

A. Understanding the Issues faced by GLBT members of the campus community

1. Psychosocial Models (Cass, 1979)

First Awareness

- **Identity Confusion**

Conscious awareness that homosexuality has relevance

- **Identity Comparison**

Accepted the potentiality of a homosexual identity, but faces feelings of alienation because of difference with non-homosexual others

Self-Labeling

- **Identity Tolerance**

Necessity to meet other homosexuals regardless of positive or negative view of homosexuality – need to fulfill social, sexual, and emotional desires/s

Community Involvement & Disclosure

- **Identity Acceptance**

Feels more comfortable fitting in with society as a homosexual but will still maintain a heterosexual image at times to avoid negative responses regarding homosexuality

- **Identity Pride**

Sense of pride in being homosexual and is in conflict with the devaluing of homosexuality by non-homosexual society

Identity Integration

- **Identity Synthesis**

Able to see sexuality as one component and not all encompassing; no longer views everything and everyone as either/or.

2. Coming Out: How to respond when someone tells you s/he is GLBT

When a GLBT person tells you that they are GLBT, try to be aware and/or remember that:

- The GLBT person is apt to have spent hours in thoughtful preparation and shares the information with keen awareness of the possible risk.
- There is no way for the GLBT person to predict your reaction accurately. You have spent your entire life in a society that teaches you to despise GLBT people. The GLBT person has no way of knowing in advance how able you will feel to throw off

those years of training and respond spontaneously and gratefully to such an intimate offering of self.

- It is important to understand that the GLBT person has not changed. You may be shocked by their revelation, but remember this is still the same person as before. Don't let the shock lead you to view the GLBT person as suddenly different or bad. You now know that this person can love someone of the same gender completely—you have no reason to believe suddenly that this person is morally depraved and emotionally unbalanced.
- Don't ask questions that would have been considered rude within your relationship before this disclosure. This person has the same sensibilities as before. However, you may well need to do some "catching up." Some common questions are:
 - How long have you known you were GLBT?
 - Is there someone special?
 - Has it been hard for you carrying this secret?
 - Is there some way I can help you?
 - Have I ever offended you unknowingly?
- Be honest and open about your feelings. It makes the sharing more complete and makes change possible. If you find it hard to believe, say so. If you find you are reacting with emotional repugnance but want to learn more so you can throw off your prejudice, say so. If your feelings are totally negative, you can say that too. It is a possibility that the GLBT person has certainly considered the risk. But in fairness to yourself admit aloud that negative feelings may change, so that the GLBT person will leave the door open for you to return if you are able to get past your social training.
- You may well be tempted to break the bond you have with this gay person. Though he or she has not changed, the information now confronts you and your homophobic training. A conflict may be inevitable. Just as people develop specific phobias (height, snakes, deep water, etc.) many people take in the anti-GLBT messages of the culture and develop homophobia. It is "learned" behavior that can be "unlearned."

3. A Heterosexual Questionnaire

In an effort to develop some basic awareness of homophobia in society today the following questionnaire is aimed to point out many of the biases that homosexuals encounter in everyday life. It can be a “turn-around” experience.

- What do you think caused your heterosexuality?
- When and how did you first decide you were a heterosexual?
- Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?
- Is it possible your heterosexuality is just a phase you may grow out of?
- If you have never slept with another person of the same sex, is it possible that all you need is a good gay lover?
- To who have you disclosed your heterosexual tendencies? How did they react?
- Why do heterosexuals feel compelled to seduce others into their lifestyle?
- Why do you insist on flaunting your heterosexuality? Can't you just be what you are and keep it quiet?
- Would you want your children to be heterosexual knowing the problems they would face?
- A disproportionate majority of child molesters are heterosexual. Do you consider it safe to expose your children to heterosexual teachers?
- With all the societal support marriage receives, the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
- Why do heterosexual place so much emphasis on sex?
- Considering the menace of overpopulation, how could the human race survive if everyone were heterosexual like you?
- Could you trust a heterosexual therapist to be objective? Don't you feel (s)he might be inclined to influence you in the direction of her/his own leanings?
- How can you become a whole person if you limit yourself to compulsive exclusive heterosexuality and fail to develop your natural, healthy homosexual potential?
- There seem to be very few happy heterosexuals. Techniques have been developed that might enable you to change if you really want to. Have you considered trying aversion therapy?

4. What is Homophobia?

(Adapted from "Lesbians: A Consciousness Raising Kit," Boston NOW Lesbian Taskforce)

- Looking at a GLBT person and automatically thinking of their sexuality, rather than seeing him/her as a whole, complex person.
- Sexuality, rather than seeing him/her as a whole, complex person.
- Failing to be supportive when your GLBT friend is sad about a quarrel or breakup.
- Changing your seat in a meeting because a GLBT person sits in the chair next to you.
- Thinking you can "spot one."
- Using the terms "gay," "lesbian," "bisexual," or "transgender," as accusatory.
- Not asking about a GLBT person's lover, although you regularly ask "How is your husband or boyfriend?" when you run into a heterosexual friend.
- Kissing an old friend but being afraid to shake hands with a GLBT person.
- Thinking that if a GLBT person touches you he/she is making sexual advances.
- Stereotyping GLBT people as promiscuous, "recruiters," separatists, or radicals.
- Feeling repulsed by public displays of affection between GLBT people, but accepting the same affectionate displays between heterosexuals as O.K.
- Wondering which one is the "man / women" in a GLBT couple.
- Feeling that GLBT people are too outspoken about GLBT rights.
- Assuming that everyone you meet is heterosexual.
- Feeling that a GLBT person is just a man / woman who couldn't find a woman / man.
- Avoiding mentioning to friends that you are involved with a GLBT rights organization because you are afraid they will think you are GLBT.
- Not confronting a heterosexist remark for fear of being identified with GLBT people.

5. Positive Things You Can Do

- Don't assume everyone is heterosexual.

Kinsey viewed the possibilities of sexual orientation as a continuum between exclusively homosexual and exclusively heterosexual. Kinsey found that most of us fall somewhere in the middle. If we accept that we all respond to stimuli in our own individual ways, it is easier to understand that what may be erotic for one may not be erotic for another.

Research indicates that at least 10% of the population is lesbian or gay and even more are bisexual.

- Avoid anti-gay jokes and conversation.

Such talk serves only to perpetuate discrimination. It also makes it more difficult for people to come to terms with their true orientation.

- Create an atmosphere of acceptance.

Encourage open discussion on issues concerning alternative lifestyles. Invite informed representatives from local organizations or members of **Allies and Advocates for GLBT Issues** to speak to your group concerning lifestyles and orientations.

- Confront homophobic remarks and statements.

The use of demeaning words like “fag” should be no more tolerated than the use of words like “kike.” The expression of anti-GLBT sentiment should not go unchallenged. Support acceptance, and denounce homophobia, sexism, racism, and all forms of bigotry.

- Provide role models.

Make it clear that there is nothing wrong with having GLBT friends.

- Openly participate in GLBT programs and invite others to join in.
- Acquaint yourself with the GLBT community.

Become aware of issues relating to GLBT rights, problems faced when “coming out of the closet,” and the difficulties of “being out” on campus. Also be familiar with at least some of the positive aspects of being GLBT—there are thousands! Join **Allies and Advocates for GLBT Issues!**

- Integrate GLBT culture into current programming.

Include movies with a GLBT theme on “movie nights.” Make it clear that same sex couples are welcome at all functions. Ask local GLBT organizations to speak to your group.

- Have an educational program for your group.

Contact local resources or **Allies and Advocates for GLBT Issues** for speakers.

6. Some of the Ways Heterosexism & Homophobia Hurt GLBT People

For those in the closet

- Having to lie and pretend constantly.
- Can't be affectionate with a loved one except when alone.
- Having to pretend the person you're with is not your lover whenever someone is around.
- Having people try to "fix" you up with members of the opposite sex.
- People giving advice, like "you'll never catch a man/woman if you act/dress like that."
- People assuming you and everyone else are heterosexual.
- Being around people who are "flaunting" their heterosexuality while having to hide.
- Having a hard time finding/meeting other gay, lesbian, bisexual or transgender people.
- Thinking you are the only one.
- Thinking that something is wrong with you.
- Never really feeling close to someone/safe because of this secret.
- Feeling panic about being found out and feeling like a coward or dishonest.

For those coming out

(not just being afraid of these things, which is hard enough,
but having them really happen)

- Rejection from friends, co-workers, family (including your children), neighbors, roommates.
- Rejection of your friends or lover.
- Rejection of the other things that are important to you—your work, interests, etc.
- People refusing to accept your sexual orientation, seeing it as a phase, trying to get you to change ("see a psychiatrist" or "you'll grow out of it").
- Having to deal with fear and anger toward you from nearly everyone, including those who have been your best supporters on everything else.
- Losing your job, your living space, financial support, and getting lower grades.
- Subtle rejection or distance from many people and having to wonder if it's real or not.
- Feeling crazy and alone, not having any reality checks.

7. How Homophobia Hurt Us All

You do not have to be gay, lesbian, bisexual or transgender, or know someone who is, to be negatively affected by homophobia. Though homophobia actively oppresses GLBT people, it also hurts heterosexuals.

- Homophobia inhibits the ability of heterosexuals to form close, intimate relationships with members of their own sex, for fear of being perceived as GLBT.
- Homophobia lock people into rigid gender-based roles that inhibit creativity and self-expression.
- Homophobia is often used to stigmatize heterosexuals: those perceived or labeled by others to be GLBT; children of gay, lesbian, bisexual or transgender parents; parents of GLBT children; and friends of GLBT people.
- Homophobia compromises human integrity by pressuring people to treat others badly, actions that are contrary to their basic humanity.
- Homophobia, combined with sex-phobia, results in the invisibility or erasure of GLBT lives and sexuality in school-based sex education discussion, keeping vital information from students. Such erasures can kill people in the age of AIDS.
- Homophobia is one cause of premature sexual involvement which increases the chance of teen pregnancy and the spread of sexually transmitted diseases. Young people, of all sexual identities, are often pressured to become heterosexually active to prove to themselves and others that they are “normal.”
- Homophobia prevents some GLBT people from developing an authentic self identity and adds to the pressure to marry, which places undue stress and often trauma on themselves, as well as their heterosexual spouses and their children.
- Homophobia inhibits appreciation of the types of diversity, making it unsafe for everyone because each person has unique traits not considered mainstream or dominant. We are all diminished when any one of us is demeaned.

By challenging homophobia, people are not only fighting oppression for specific groups of people, but also striving for a society that accepts and celebrates the differences in all of us.

(Blumfeld, W.J. (1992). Homophobia: How we all pay the prices. Boston: Beacon Press).

B. Working With and Being an Ally to GLBT Members of the Campus Community

*“Being an ally is the process of
Working to develop individual attitudes,
Institutions and a culture in which
people
Who are different feel they matter.
This work is motivated by an
enlightened
Self-interest to end oppression”*
(Shawn-Eric Brooks and Vernon Wall, 1990).

1. Qualities of an Ally

An Ally:

- Has worked to develop understanding of people who are different from themselves.
- Chooses to align with people who are different and respond to their needs.
- Believes that it's in his/her self-interest to be an ally.
- Is committed to the personal growth required.
- Is quick to take pride and appreciate success.
- Expects support from other allies.
- Is able to acknowledge and articulate how patterns of oppression have operated in their lives.
- Expects to make some mistakes but does not use it as an excuse for non-action.
- Knows that both sides of an ally relationship have a clear responsibility for their own change whether or not persons on the other side choose to respond.
- Knows that in most empowered ally relationships, it is the ally who initiates the change toward personal, institutional, and societal justice and equality.
- Knows that s/he is responsible for humanizing or empowering their role in society, particularly as their role relates to responding to people who are different.
- Promotes a sense of community with the campus community and teaches others about the importance of outreach.
- Has a good sense of humor.

(Shawn-Eric Brooks and Vernon Wall, 1990).

2. Suggestions for Working with GLBT Students

(Parents and Friends of Lesbians and Gays [PFLAG])

- Don't be surprised when someone comes to you.
- Respect confidentiality. It is imperative that you can be trusted.
- Be informed. Most of us are products of a homophobic society. It is important that you are aware of the needs of GLBT students.
- Examine your own biases. If you are uncomfortable dealing with the issue, and know that you are unable to be open and accepting, you need to refer the student to someone else.
- Know when and where to seek help. Know all available resources.
- Maintain a balanced perspective. Sexual thoughts and feelings are only a small (but important) part of a person's self.
- Understand the meaning of "sexual orientation." Each person's sexual orientation is natural to that person.
- Deal with feelings first. You can be helpful by just listening, allowing GLBT students the opportunity to vent feelings.
- Help, but don't force. GLBT students need to move at the pace they feel most comfortable with.
- Be supportive. Share with them that this is an issue that others must deal with too.
- Don't try to guess anyone's sexual orientation.
- Challenge bigoted remarks and jokes. This shows support.

3. Issues of Oppression

Social issues affect all of us and each of us plays an important role in combating oppression on our campus and in our society. What can you, as one person, do? Here are some ideas from the University of Arizona.

- Confront oppressive behaviors – openly disagree with prejudicial and offensive remarks and actions.
- Make yourself aware of issues faced by people from underrepresented groups. Be sensitive that these issues do exist, and put your self in the shoes of others.
- Educate yourself. Expose yourself to new information and experiences by such activities as reading or attending cultural events.

- Expose others to new information and experiences. Offer programming—awareness programs, film series. Use bulletin boards, articles, newspaper clipping and other material related to social issues.
- Educate others through interaction; get people involved in a diverse plan of activities.
- Encourage healthy discussions; get people’s view, and try to establish an open-minded environment.
- Be a mediator; keep a misunderstanding from becoming a larger problem.
- Be a role model; refrain from making jokes which stereotype people and confine them to limited roles. Stop using “labels” to describe people. Don’t make assumptions about people.
- Don’t expect people from underrepresented groups to educate everyone or to be “experts.”
- Be aware of and confront statements like “I’m not prejudiced, but...”
- Be honest about your own attitudes.
- Avoid/confront collusion; be careful not to speak for an entire group (Women, Blacks, Jews) when expressing an opinion.
- Acknowledge and appreciate differences in people and in groups.
- Increase your knowledge and referral resources; become familiar with organizations, agencies, staff, faculty, student organizations/interest groups, and courses with deal with issues of oppression.

3. The Riddle Homophobia Scale

In a clinical sense homophobia is defined as an intense, irrational fear of same sex relationships that becomes overwhelming to the person. In common usage, homophobia is the fear of intimate relationships with persons of the same sex. Below are listed 4 negative homophobic levels, and 4 positive levels of attitudes towards homosexuals and their relationships. Known as the Riddle Scale, they were developed by Dr. Dorothy Riddle, a psychologist from Tucson, AZ.

I. Homophobic Levels of Attitude

A. Repulsion

Homosexuality is seen as a “crime against nature.” GLBT people are sick, crazy, immoral, sinful, wicked, etc. Anything is justified to change them: prison, hospitalization, negative behavior therapy, electroshock therapy, etc.

B. Pity

Heterosexual chauvinism. Heterosexuality is more mature and certainly to be preferred. Any possibility of “becoming straight” should be reinforced, and those who seem to be born “that way” should be pitied, “poor dears.”

C. Tolerance

Homosexuality is just a phase of adolescent development that many people “grow out of.” Thus, GLBT people are less mature than “straights” and should be treated with the protectiveness and indulgence one uses with a child. GLBT people should not be given positions of authority because they are still working through their adolescent behavior.

D. Acceptance

Still implies there is something to accept. Characterized by such statements as, “You’re not lesbian to me, you’re still a person!” or “What you do in bed is your business,” or “That’s fine with me as long as you don’t flaunt it!”

II. Positive Levels of Attitude

A. Support

The basic ACLU position. Work to safeguard the rights of GLBT people. People at this level may be uncomfortable themselves, but they are aware of the homophobic climate and the irrational unfairness.

B. Admiration

Acknowledges that being GLBT in our society takes strength. People at this level are willing to truly examine their homophobic attitudes, values, and behaviors.

C. Appreciation

Value the diversity of people and see GLBT people as a valid part of that diversity. These people are willing to combat homophobia in themselves and others.

D. Nurturance

Assumes that GLBT people are indispensable in our society. They view GLBT people with genuine affection and delight, and are willing to be allies and advocates.

5. Ways We Keep People in the Closet And Ways to Help Them Out

Ways to Alienate	Ways to Include/Support
No established support groups for GLBT persons.	Support with time & space, not just words that start this type of group.
Closet supporters of GLBT rights or views.	Vocal & open supporters.
An affirmative action statement that's general or includes only women and underrepresented ethnic groups.	A statement that clearly states GLBT persons.
"Minority Affairs" office whose true mission is to serve the needs of all "minority students," when GLBT persons are clearly not considered in this group.	To insure that this office is inclusive or other supports are in place.
Actions that demonstrate harassment of underrepresented ethnic groups is unacceptable, but no mention of homosexuals.	Actions & policies that demonstrate any harassment is unacceptable.
Publications, fliers, & handbooks that assume heterosexuality.	Publications, fliers & handbooks that take into account sexual orientation differences.
An office where it feels uncomfortable to openly disclose one's sexual orientation.	An office that makes people feel free to be who they are.
A policy that allows married heterosexual couples or single persons to hold positions where residency is required.	A policy that acknowledges that GLBT persons cannot legally marry, and that legal marriage is not required to hold positions where residency is required.
A training session on underrepresented student needs, excluding GLBT persons.	Equal training time to GLBT issues.
The assumption that there are no GLBT persons on your campus that need support.	Showing GLBT persons that whether they need it or use it, your support is there.

(Jamie Washington and Vernon Wall, 1987).

6. Suggestions for Creating a Non-Homophobic Campus Environment

- Object to an eliminate jokes and humor that put down or portray GLBT persons in stereotypical ways.
- Counter statements about sexual orientation that are not relevant to decisions or evaluations being made about faculty, staff, or students.
- Invite “out” professionals to conduct seminars and provide guest lectures in your class and offices. Invite them for GLBT topics and other topics of their experience.
- Do not force GLBT persons out of the closet nor come out for them to others. The process of coming out is one of enlarging a series of concentric circles of those who know. Initially the process should be in control of the individual until (and if) they consider it public knowledge.
- Don’t include sexual orientation information in letters of reference or answer specific or implied questions without first clarifying how “out” the person chooses to be in the specific process in question. Because your environment may be safe does not mean that all environments are safe.
- Recruit and hire “out” GLBT staff and faculty. View sexual orientation as a positive form of diversity that is desired in a multicultural setting. Always question job applicants about their ability to work with GLBT faculty, staff and students.
- Do not refer all GLBT issues to GLBT staff/faculty. Do not assume their only expertise is GLBT issues. Check with staff about their willingness to consult on GLBT issues with other staff members.
- Be sensitive to issues of oppression and appreciate the strength and struggle it takes to establish a positive GLBT identity. Provide nurturing support to colleagues and students in all phases of that process.
- Be prepared. If you truly establish a safe and supportive environment, people you never thought of will begin to share their personal lives and come out in varying degrees. Secretaries, maintenance personnel, former students, and professional colleagues will respond to the new atmosphere. 10% is a lot of people.
- View the creation of this environment as a departmental, unit or institutional responsibility, not the responsibility of individual persons who happen to be GLBT. Always waiting for them to speak, challenge, or act, adds an extra level of responsibility to someone who is already dealing with oppression on many levels.

7. Suggestions for Combating Heterosexism

- Assume that whenever you go to work there are GLBT persons who are wondering how safe the environment is for them. Don't assume that everyone you meet is heterosexual. Provide safety by making clear your support for GLBT identities.
- Realize that oppression of GLBT persons is perpetuated in social situations where physical affection is exclusively heterosexual. In consideration of this, where it is appropriate and mutually consensual, feel free to be physically affectionate with someone of the same sex. Also, consider refraining from public displays of physical affection, especially in situations where it is not safe for GLBT persons to exhibit similar affection.
- Challenge heterosexism whether or not GLBT persons are present. Don't always leave it to GLBT persons to challenge such behavior.
- Remember that silence is complicity; challenge/confront anti-GLBT statements and structures as well as assumptions behind them. Do not promote the institutionalized invisibility of GLBT people.
- When speaking of your heterosexual lover, point out that s/he is of the opposite sex, implying that s/he may not have to be.
- Confront your fear, memories, and bad feelings about GLBT persons. Recall and release those feelings, thereby diminishing their hold on you.
- Do not assume that GLBT people of the same gender as yourself are automatically attracted to you. Do you assume that all straight people of the opposite gender are interested in you? If a homosexual is attracted to you, try to be flattered, not offended. If it still bothers you, talk about it.
- Change your use of language from "Do you have a boy/girlfriend?" to "Are you seeing anyone?" Heterosexism is promoted and maintained powerfully through language. Respect the profound delicacy of the "coming out" process.

And the big challenge...

If people jump to the conclusion that you are GLBT because of your friendships or because you are reading GLBT publications or because you are being affectionate with someone of the same gender, resist your impulse to deny it. Challenge yourself to experience GLBT oppression rather than taking advantage of heterosexual privilege.

8. Action Steps for Interrupting Heterosexism

Stopping heterosexist behavior

- Notice and ask people not to tell heterosexist jokes.
- Notice and stop heterosexist language in yourself and others.
- Establish guidelines and enforce them gently but firmly.
- No name calling, joking, etc.
- Educate yourself.
- Go to more workshops.
- Read about GLBT people and homophobia.
- Talk about the issues with others.
- Attend GLBT awareness events.
- Go to see films with GLBT characters or themes.
- Join organizations.
- Make some GLBT friends.
- Support change in others.
- Acknowledge when someone is non-heterosexist.
- Rename heterosexist acts and comments as unfair or unbecoming.

Initiate and Prevent

- Plan strategies together as a staff.
- Develop a policy statement against heterosexism.
- Remember that sexual orientation has been added to the institution's non-discrimination policy.
- Analyze training materials for heterosexist bias.
- Write members of Congress to support GLBT rights legislation.
- Model Non-Heterosexist Behaviors.
- Be equally physical with men and women.
- Don't joke or tease someone for non-traditional gender behaviors.
- Avoid heterosexual credential zing—making a point of your heterosexuality.
- Don't assume that anyone/everyone is heterosexual.
- Don't assume that heterosexual relationships take precedence over same-sex ones.
- Use terms like "partner" and "friend," not "boyfriend" or "wife," etc.
- Value same-sex friendships.
- Use neutral examples for pronouns.

- Expand your repertoire of interests to non-traditional ones.
(“Social Issues Training Project,” University of Massachusetts, School of Education, 1984.)

9. Resources

Check the local section of the **Advocates and Allies for GLBT Issues** website at

<http://www.unr.edu/sapd/GLBTAdvocacyCommittee.htm>

Because
gay men, lesbian, bisexuals are discriminated
against in housing and employment and because
how
they act is more important than who they are and
if
they get harassed it's their problem and if they get
attacked they provoked it and if they raise their
voices
they're flaunting themselves and if they enjoy sex
they're perverts and if they get AIDS they deserve
it
and if they march with pride they're recruiting
children
and if they stand up for their rights they're
overstepping
their boundaries and because they're forced to
constantly question their worth as a human being
and
if they don't have a relationship with someone of
the
opposite sex they haven't given it a chance and if
they
have a relationship with someone of the same
sex it is
not recognized and they are told that their love is
not
"real" and if they come out of the closet they're
just
Going through a phase and because Gay,
Lesbian,
Bisexual history is virtually absent from literature
and
Because homophobia is sanctioned by the
Supreme Court and...
for lots of other reasons,
**I AM PART OF THE GLBT
LIBERATION MOVEMENT**

(Adapted by Jodi Berman)