

# BEING A SUPPORTIVE PEER OR CO-WORKER

## IF IT IS DISCLOSED TO YOU

that a co-worker, or someone you know or interact with through your workplace, is trans-identified or transitioning on the job, it is important to continue to treat that person with respect, care, and dignity.

## TREAT THAT PERSON WITH RESPECT, CARE, AND DIGNITY.

## THAT INCLUDES

### LISTENING

If someone is having a difficult time and requires support, actively listen to their needs. Validate their experiences and show compassion and empathy.



### EDUCATING YOURSELF

There are lots of amazing resources available to you online and through different community centres. Take the time to seek them out.



### IF YOU HAVE A QUESTION

about someone's body or identity, stop and think about why you might be asking that question.

## IF IT IS A QUESTION ABOUT SURGERY OR THEIR BODY, CHANCES ARE YOU DON'T NEED TO ASK IT.

## PRONOUNS

### Using the name and pronouns by which they wish to be addressed

– e.g., he/him/his, she/her(s), them, they/their(s), ze/hir(s). If you are having difficulty with this change, don't be afraid to practice in your head or with other co-workers.