

Use of terms: Gender and identity tab

To support safe, respectful and inclusive intervention with children, young people and their families, Unify includes fields to record information about a person's gender and identity. The Gender and identity tab:

- is a prompt for safe and supportive conversations about gender identity and sexual orientation diversity
- reminds staff not to make assumptions about a person's identity
- ensures that gender and sexual orientation diverse people have accurate information recorded about their identity, if they wish
- helps staff to affirm gender diversity.

Some important messages about discussing and recording gender and identity information:

- We respect everyone's right to decide whether they want to discuss their gender identity and sexual orientation diversity. For a child or young person in care, we let them know that they can talk to us at any time, and that we will support them.
- We record the information that a person provides, and respect their right to have the gender, pronouns and sexual orientation that they identify with recognised. This is why there is a 'not listed' option available.
- We recognise the sensitivity of the information, and respect and uphold people's right to disclose information about their gender and sexual orientation diversity to others when they are ready.

Note: For all person profiles that have migrated from ICMS, the Gender, Sex assigned at birth, Pronouns and Sexual orientation fields will automatically default to 'Not yet asked'.

Gender

This field acknowledges that gender is a social and cultural concept and is different to a person's sex assigned at birth. Gender identity is a person's inner concept of the way oneself is viewed, ranging from male, female, to neither or both. A person's gender may be static or fluid.

The selection options provided in Unify is not exhaustive, and there is provision to add the person's own gender descriptor, if it is not listed. The table below provides an explanation for some of the terms that appear in the drop-down list, that may not be familiar to staff.

Term	Explanation
Agender	Describes a person who does not identify with any particular gender or who identifies without gender.
Brotherboy and Sistergirl	Terms sometimes used in Aboriginal and Torres Strait Islander communities to refer to people who are transgender or who live their lives outside the gender binary.
Genderqueer	Describes a gender identity that does not conform to traditional gender norms and may be expressed as other than woman or man or both man and woman, including gender neutral and androgynous.



Gender non-conforming	Having or being perceived to have gender characteristics and/or behaviours that do not conform to traditional or societal expectations. The person may or may not identify as lesbian, gay, bisexual, transgender, questioning or intersex.
Non-binary	A person who does not identify exclusively as either male or female. May include a variety of gender identities and expression that do not fit the traditional binary system of gender.
Not yet asked	Select this option when the information has yet to be asked of the person.
Prefer not to say	Select this when the person has been asked about their gender identity and they do not wish to provide this information, or to have the information recorded.

Sex assigned at birth

This field reflects the person's sex, which refers to their anatomical features, reproductive organs or may be assumed by their personal appearance. The Sex assigned at birth field is the field where the person's sex is recorded, either as it is reported or as it appears on their birth certificate.

Be aware that a person can apply to change their registered sex on their birth certificate to a sex or gender that reflects their identity. If that happens, update the Sex assigned at birth field (and the Gender field, if relevant).

The table below provides an explanation for some of the terms that appear in the drop-down list of the Sex assigned at birth field.

Term	Explanation
Intersex	When someone's reproductive or genetic biology is unclear or doesn't fit the typical definition of male or female.
Prefer not to say	Select this when the person has been asked about their sex and they do not wish to provide this information, or to have the information recorded.
Not yet asked	Select this option when the information has yet been asked of the person.
Purposefully left blank	When a parent or person has elected not to have any sex descriptor listed on the birth certificate.

Pronouns

A pronoun is how a person publicly expresses their gender identity. Pronouns can be gender-specific or gender-neutral. These can include the traditional he or she, as well as gender neutral pronouns such as Ze and Xe. The selection options provided in Unify is not an exhaustive list, and there is provision to add the person's own pronoun if it is not listed.

Term	Explanation
Not yet asked	Select this option when the information has yet to be asked of the person.



Prefer not to say	Select this option when the person does not wish to provide this information, or have the information recorded.
Not listed	Select this when the person provides a preferred pronoun that is not included in the drop-down selections. Enter their information in the free text field.

Sexual orientation

This non-mandatory field enables users to record a person's identity in relation to the gender or genders to which they are physically or emotionally attracted.

Term	Explanation
Aromantic	A person who does not experience romantic attraction. Aromantic individuals may or may not identify as asexual.
Asexual	A person who does not experience sexual attraction but may experience romantic attraction towards others.
Bisexual	A person romantically and/or sexually attracted to people of their own gender and other genders.
Demisexual	A person who feels sexually attracted to someone after they've developed a close emotional bond with them.
Gay	A person romantically and/or sexually attracted to people of the same sex and/or gender as themselves. This term is often used to describe men who are attracted to other men, but some women and gender diverse people may also use it.
Heterosexual	A person who is sexually and/or romantically attracted to the opposite gender.
Lesbian	A woman romantically and/or sexually attracted to other women.
Pansexual	A person whose sexual and/or romantic attraction to others is not restricted by gender. Pansexuality can include being sexually and/or romantically attracted to any person, regardless of their gender identity.
Prefer not to say	Select this option when a person indicates that they do not want to discuss or disclose their sexual orientation.
Not listed	Select this when the person provides a descriptor that is not included in the drop-down selections. Enter their information in the 'Gender and identity comments' field.