

RESOURCES FOR POLL WORKERS: Respectful Interactions with Gender Non-Conforming, Non-Binary, and Transgender Voters

Thank you for your service as a poll worker! As a front-line election worker, you help make sure everyone feels welcome as they exercise their fundamental right to vote. The following advice will guide respectful interactions with transgender and gender non-conforming voters.

Quick Tips for Poll Workers

- Transgender, non-binary, and gender non-conforming people deserve a safe election experience. Ensure this by treating them like any other voter, with respect and dignity.
- You may encounter qualified voters whose appearance does not match their legal sex, preferred name, or pronouns. There are many transgender, non-binary, and gender non-conforming individuals who have not updated (or are not able to update) legal documents or ID. If someone presents an ID and their physical appearance or gender identity does not match their card but all other legal requirements to vote have been met, that person is entitled to vote.
- If you see individuals made unsafe due to gender identity or sexual orientation, please report it to the inspector or election coordinator.

DOs

- Do ask a person's preferred name and/or pronouns if you are unsure of their gender identity.
- Do acknowledge and apologize if you misgender someone and ensure you will use their preferred pronouns moving forward.
- Do use "they/them" pronouns or only the person's first name, if you are unsure what pronoun they prefer.
- Do validate how people present themselves by treating them with respect.

Thank you. Democracy works best when every eligible North Dakota voter participates. Thank you again for your commitment to providing a welcoming environment for all voters! For more information go to aclund.org or use the QR code on this page. For questions, email northdakota@aclu.org

Terms You May Hear

- **Transgender.** Someone whose identity (their internal sense of being a man, woman, or something outside that binary) differs from the gender they were assumed to be at birth.
- **Gender non-conforming.** Someone whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.
- **Non-binary or gender-queer.** A gender identity other than male or female. Some non-binary people use "they" or another gender-neutral pronoun rather than "he" or "she."
- **Two Spirit.** An Indigenous person who identifies as having both a masculine and a feminine spirit. It's also used by some Indigenous people to describe their sexuality, gender, and/or spiritual identity and is widely included as part of the LGBTQ+ and Two Spirit acronym.

DON'Ts

- Don't assume a person is male or female based on their appearance alone.
- Don't ask someone what their "real name" is.
- Don't use words such as "it" or "whatever" to refer to someone. These words are hurtful and inappropriate.
- Don't inquire about surgeries or any other intimate details. Everyone's personal and medical information is private.
- Don't ever "out" someone by revealing their identity to others.

