

Heteronormativity and Cisnormativity: is the assumption that heterosexual relationships are the “norm” and that everyone is *cis*-gender (people whose gender identity corresponds with their birth sex).

Heteronormative assumptions that all children have 2 parents, one male and one female.

Making assumptions of someone's marital status based on how old they look.

Assuming someone's gender pronouns – not asking what an individual preferred pronouns are and continuing to use the wrong pronouns even after the correct ones have been shared.

Expectations of stereotypes; being a gay man you're expected to be flamboyant or a ‘butch lesbian’.

Being told you're not allowed or don't belong in a certain bathroom based on assumptions about your gender presentation – such as not fitting traditional expectations of what a man or woman should look like.

People staring or doing a double take in public when they see a same sex family, or someone dressed a certain way.

Refusing to use preferred gender-neutral pronouns because it's “too hard” or perceived to be grammatically incorrect.

Assuming someone who identifies as LGBTQIA+ can't relate to heterosexual people.

Mixing up sexual orientation with gender identity.

Gossiping or debating someone's sexuality behind their back based on how they look and who they may live with.

When someone says ‘partner’, people often assume that the partner is of the opposite sex or gender

Announcing someone's sexual orientation or gender identity for them; just because someone is out to you, doesn't mean they're out to everyone.

Assuming people's interests and passions are based solely on their sexual orientation and gender identity, for example assuming all gay men are interested in fashion or the Eurovision.

ROYAL PHARMACEUTICAL SOCIETY

## What do sexual orientation and gender identity microaggression look like?

LGBTQIA+ related micro-aggressive behaviours can be verbal, non-verbal or environmental, including:

