

**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.

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

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

**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 – particularly for the trans and gender non-conforming community.

**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 its "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.

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

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

