



KEEPING **LGBTIQA+** YOUNG PEOPLE SAFE

Managing the privacy & confidentiality of queer young people



To start with...

Every LGBTIQ+ young person is different, and on a different journey when it comes to disclosing information about their sex, sexuality and gender identity.

When a young person “comes out” they can do this to different people in different ways. They might want to be called by a different **name**, acknowledged by different **pronouns**, or want to tell you about a new partner they have.

Minus18 has a great resource that explains what pronouns are & how they work!
pronouns.minus18.org.au/

Just because they disclose this information to you does not mean they have shared this information to everyone.

Sometimes, without meaning to we can disclose private information to a young person’s friends or family and can put them in unsafe situations. We’ve put together a few key questions that you can ask to help support young people you work with.

When in doubt, ask:

What pronouns & name should I use for you?

Where would you like me to use these pronouns & name?

(e.g. when I talk to other youth workers about you, when I talk to other young people about you, in case notes)

Is there any situation where it is better to use **different** pronouns or names?

(e.g. when I talk to your parents, if I have to send a letter home or an email?)

Also keep in mind other sensitive information...

Does the young person have a partner? If so, do others know?

What pronouns/name does their partner use? Where is it safe to use these?

Is the young person involved in an LGBTIQ+ specific group?

Do you have the permission of the young person to disclose their participation to others?

Some things to *remember*...

Don't assume that someone is not LGBTIQ+ just because of the relationship they are in or the way they present themselves.

There is no right or wrong way to come out, and young people don't have to come out to other friends and family if they don't want to.



Also...



If someone uses a term to describe themselves & you aren't sure of the meaning, it's sometimes best to go and do your own research before asking the young person to explain it to you.

It's okay to make mistakes!

If you slip up, just apologise to the young person, thank them for pointing it out, and learn for next time.

