

## Rainbow Centre Policies

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The following basic principles that apply to every event, discussion or gathering hosted by the Rainbow Centre:

### **Respect**

Each and every person is entitled to respect. This means respecting their comments, ideas, and opinions that they share with the group. That doesn't mean you have to agree with what someone said, it simply means you must allow them to share their opinion, and if you wish to disagree, please do so politely, without attacking or insulting the other person.

### **Privacy**

Any comments, opinions, feelings (etc.) shared at a Rainbow Centre event, discussion, or other gathering are to be kept within the group. The Rainbow Centre is a safe space where each individual is valued; as such their privacy should also be respected.

### **Confidentiality**

The Rainbow Centre is a safe environment, where all individuals are welcome regardless of sexual orientation or gender identity. Everyone has a different experience with coming out, and as such their presence at a Rainbow Centre event, discussion, or other gathering should be left to their own disclosure.

### **No Assumptions**

No assumptions are to be made regarding the sexual orientation of gender identity or anyone who attends a Rainbow Centre event, discussion, or other gathering. Just as with any other campus organization, there is a diverse group of individuals who access the Rainbow Centre for various reasons.

## How to find us:

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The Rainbow Centre can be found in Room 104 on the first floor of Macdonald House Residence. Enter into the front doors of MacDonal House from the Mac House Quad (across from the Dining Hall). Turn left and the Rainbow Centre is the first door on the left just past the recycling bins!



Macdonald House 104  
75 University Ave West  
Waterloo, Ontario  
Canada  
N2L 3C5

Phone: 884-0710 ext. 3010

Email: [rainbow@wlu.ca](mailto:rainbow@wlu.ca)

<http://www.mylaurier.ca/rainbow>

## Phobias

The Rainbow Centre is open to individuals of ALL sexual orientations and gender identities.



Macdonald House Room 104  
P. 519.884.0710 x3010  
[rainbow@wlu.ca](mailto:rainbow@wlu.ca)  
[www.mylaurier.ca/rainbow](http://www.mylaurier.ca/rainbow)

# Phobias

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## **What is Homophobia?**

Homophobia is a hateful discrimination against LGBT (lesbian, gay, bisexual or transgender) individuals.

It is a prejudice rooted in ignorance and the fear of things that are different.

It discriminates against behaviours and beliefs that don't conform to rigid sex-role stereotypes.

Homophobic behaviour reinforces both sexism and heterosexism.

## **How is it expressed?**

Homophobia can be very subtle and even unconscious, when one uses an offensive slur or phrase, such as saying something is 'so gay,' or playfully calling someone a 'fag.'

It manifests as an internal non-acceptance of another person's sexual orientation.

The extreme form is violence or hate crimes.

# Phobias

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## **What is Transphobia?**

Transphobia is discrimination against transgender and transsexual people.

It is often caused by a lack of education about trans and gender identity matters rather than outright malice.

It includes a refusal to accept a person's gender identity.

## **What are Bi-Phobia and Pansexual-Phobia?**

These are misconceptions that bisexual people and pansexual people are promiscuous people who will sleep with anyone and are incapable of staying in a relationship.

These are also used to promote the wrongful belief that bisexuality is "hiding" one's true sexual orientation by trying to "look heterosexual" in public.

# Phobias

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## **What can I do?**

Don't ignore it!

We are all responsible for making positive changes and ending unjust discrimination.

Use inclusive language, like 'partner' instead of 'boyfriend' or 'girlfriend'.

Take steps to correct yourself if you say things like 'that's so gay' or other homophobic comments.

If you hear others making homophobic comments or jokes, speak up and don't laugh.

By letting others know that we don't find homophobia acceptable, we lead by example.

Straight allies are just as important in fighting for equality.

Let's all work together to make our world a better, more accepting place.