

L'ESSENTIEL

LE PLUS
NEUTRE

MASCULIN GÉNÉRIQUE

FORME ÉPICÈNE

EN DERNIER RECOURS !

MASCULIN GÉNÉRIQUE

FORME CONTRACTÉE



@ EPFL



2. UTILISER LES DOUBLETS FÉMININS-MASCULINS

CELUI QUI
VISIBILISE LE
FÉMININ

MASCULIN GÉNÉRIQUE

DOUBLET FÉMININ-MASCULIN

4. ADOPTER L'ACCORD DE PROXIMITÉ

LE PETIT BONUS

DOUBLET FÉMININ-MASCULIN

AVEC L'ACCORD DE PROXIMITÉ, C'EST BIEN MIEUX !

Les nombreuses étudiantes et étudiants étrangers sont arrivés vers 20 heures.

THE 4 ENGLISH PRINCIPLES



1. AVOID THE MASCULINE AS GENERIC

The use of *He, Him, His, Man* and *Men* should be avoided. Although these generics are intended to refer to any gender (male, female, other, unknown or irrelevant), they imply that the subject is male and therefore excludes all other genders.

MASCULINE AS GENERIC

If a student wants to subscribe to the chairman's newsletter, he needs to send an email.

INCLUSIVE ALTERNATIVES

- If you are a student and want to subscribe to the chairperson's newsletter, send an email.
- Students can subscribe to the chair's newsletter via email.
- If a student wants to subscribe to the chairperson's newsletter, they need to send an email.



3. ADDRESSING PERSONS

When addressing persons, gendered terms should be avoided as much as possible and when not relevant.

EXAMPLE

- Dear Miss Yates
- Dear chairman

INCLUSIVE ALTERNATIVE

- Dear Taylor Yates
- Dear chairperson OR Dear chair

2. BE AWARE OF WORD ORDER

When it is impossible to remove explicit mentions of gender, women should be mentioned first.

When two persons are mentioned, the first one is considered to be central and more important. One could even argue that first-mentioned elements are likely to receive more attention, simply because they are read first. As such, in andocentric cultures, men are commonly and predominantly mentioned first in pairs (e.g., men and women, husband and wife) giving them a more central position.

ANDROCENTRIC WORD ORDER

The resulting «urban legends» of gender difference can affect men and women at work and at home, as parents and as partners.

INCLUSIVE ALTERNATIVE

The resulting «urban legends» of gender difference can affect women and men at work and at home, as parents and as partners.

Eve + Adam

4. AVOID STEREOTYPES

Avoid assuming a specific gender to be associated with certain roles or occupations.

EXAMPLE

- Professors and their wives were invited to the annual luncheon.
- Mothers can benefit from the university's childcare service.

INCLUSIVE ALTERNATIVE

- Professors and their partners were invited to the annual luncheon.
- Parents can benefit from the university's childcare service.



VERS UN LANGAGE PLUS INCLUSIF À L'EPFL
Un projet développé par le Bureau
de l'égalité des chances (VPT-EGA)

@ EPFL

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