

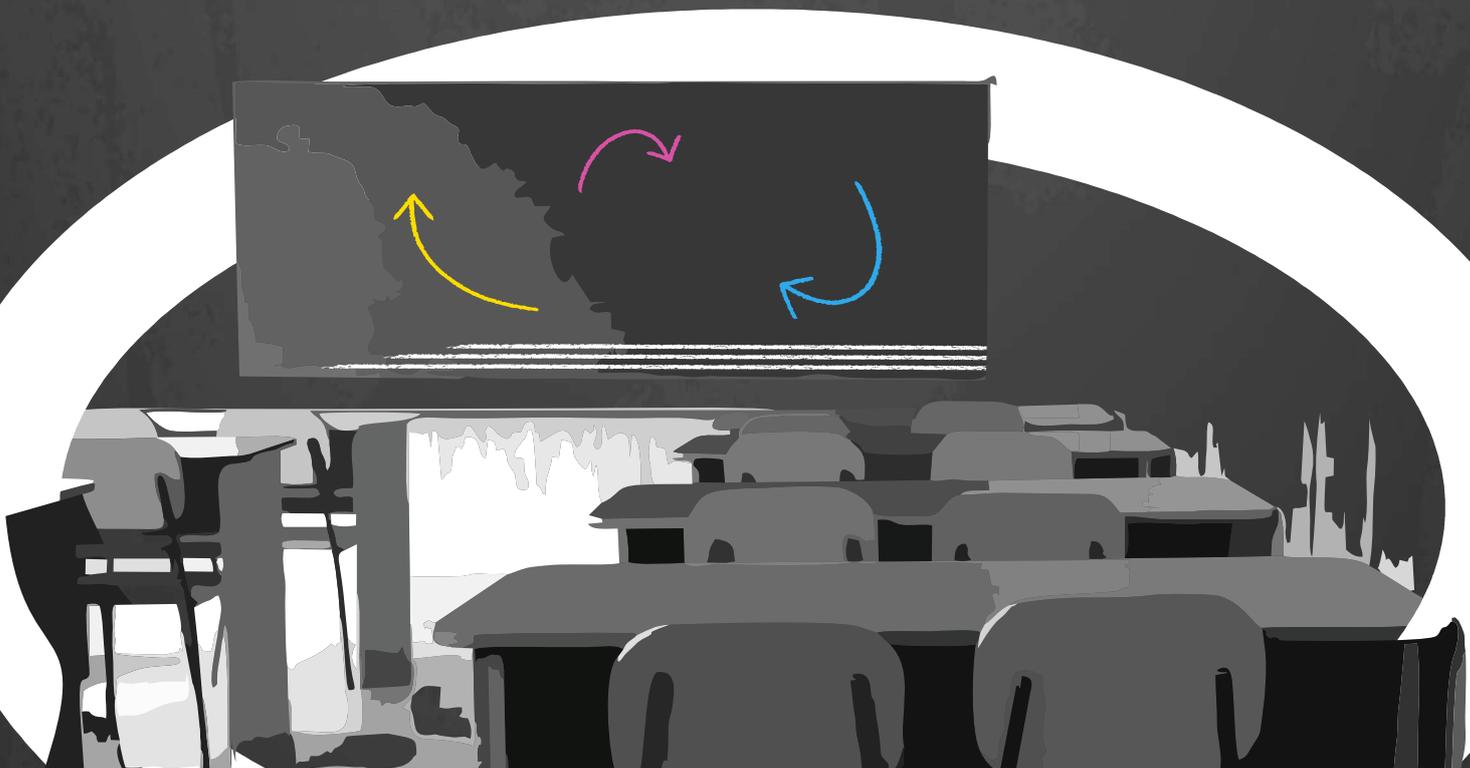


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SURVEY AND TEACHING GUIDELINES AGAINST ENBYPHOBIA

KITS AGAINST DISCRIMINATION
OPEN EDUCATIONAL RESOURCES FOR TEACHERS



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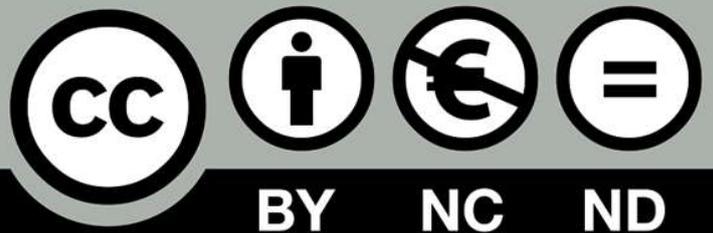
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Contents

BRIEF THEORETICAL INTRODUCTION TO SURVEY 6	5
What is enbyphobia?	5
What kinds of enbyphobia can happen in the classroom?	5
What is the first step towards preventing or stopping enbyphobia?	6
RECOMMENDATIONS FOR TEACHERS – SURVEY 6	7
How can you detect enbyphobia or bullying due to gender identity?	7
What can you do with a situation of enbyphobia in the classroom?.....	8
SURVEY 6: ENBYPHOBIA	10

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BRIEF THEORETICAL INTRODUCTION TO SURVEY 6

What is enbyphobia?

The word enbyphobia refers to the acronym for Non-Binary person (NB /'ɛnbi/) and, as we already know, phobia refers to rejection, fear, and/or discrimination; so enbyphobia is the discrimination against non-binary people.

Non-binary people are those who do not feel identified with either of the two mainstream genders (male and female); they can be gender neutral people, gender fluid people, etc.

What kinds of enbyphobia can happen in the classroom?

Enbyphobia discriminates against people for not identifying themselves with one of the two mainstream (male, female), so, for being non-binary people. For example, there are many intersex people who are non-binary or queer, and there are also non-binary people who are “genderfluid”, meaning that they change gender on a regular basis.

We have to point that one can suffer enbyphobic bullying and not be a non-binary person, but just seem non-binary (or not clearly a male or a female) to the bully. Thus, it is common to find binary students that are suffering from enbyphobia for not complying with mainstream gender and sexual norms, so for not being “masculine enough” or “feminine enough” for the harasser.

What is the first step towards preventing or stopping enbyphobia?

Bullying related to enbyphobia, like many others, is usually based on prejudices, stereotypes, and ignorance, so it is essential for students to know the broad affective-sexual and gender diversity spectrum existing in society.

No one should assume the CIS-heterosexuality of students or other members of the educational community, so not assume that people have to comply with normative gender roles. One has to understand that there is the possibility that each person is non-binary, trans, intersex, queer, or that they just have doubts about their position in this regard.

We also highly recommend that, if any non-binary person requests it, teachers and students should use the name and pronouns this person has chosen. It is common for non-binary people to use the pronoun “they/them” to avoid the dichotomy (binarity) of language.

Therefore, the first step is to raise awareness on the situation these people are experiencing, and teaching what enbyphobia is. It is also very important to develop values like empathy, tolerance, and peaceful coexistence in the classroom to prevent any type of discrimination. To do this, we recommend to work on the LGBTQ+ Didactic Unit, included in the Kit for Sexual Diversity (OER).

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RECOMMENDATIONS FOR TEACHERS – SURVEY 6

How can you detect enbyphobia or bullying due to gender identity?

1. The first step is to detect if there are students who are vulnerable to being harassed. To know this, watch the daily interaction between students, and notice if they use names/insults related to gender or sexuality (“faggot”, “dyke”, “sissy”, “tomboy”, etc.); if they mimic their way of speaking, moving, or walking; if they ridicule their way of dressing or expressing themselves with jokes, contempt, insults, or humiliation; hostile treatment or subjugation; if a student is left out of school and extracurricular activities and is usually alone; and if he/she interacts only with students of the opposite sex.
2. Know how to differentiate between an isolated incident or a case of enbyphobia or bullying due to gender identity. For this, it is usually considered that an abuse or harassment repeated three times or more has become bullying. There must also be intentionality and an imbalance of power.
3. In recesses and physical education there are usually activities or games segregated by sex: watch the relationships between students in these spaces to detect situations of harassment linked to enbyphobia. Bathrooms and changing rooms are other spaces in which the division by sex, the absence of adults, and body exposure makes them potentially dangerous places for those who don't identify with normative gender and/or sexuality.
4. Be aware of the diversity of the LGBTQ+ collective; non-binary people don't have to consider themselves “trans”, since they haven't necessarily made any gender or sex transition, nor do they have to consider themselves homosexual, since sexual orientation is not linked to gender identity. However, consider that non-binary people, the same as trans people, tend to be more vulnerable, since they tend to be more visible than a lesbian woman or a gay man.
5. Unlike other types of bullying, in this case families should not be notified without the consent of the student, since the decision to “come out” (making their gender identity public)

is a very personal decision, especially considering that enbyphobia can also come from families themselves.

6. Be careful to notice less obvious cases of harassment or discrimination; physical aggression is usually the most obvious, but most bullying is psychological or verbal. Also, pay special attention to cyberbullying, as it is an increasingly frequent and especially serious phenomenon, because vulnerable students can be harassed 24/7, both inside and outside the classroom.
7. In addition to detecting harassment or discrimination, pay attention to other aspects or situations that are a symptom that something is not going well:
 - a) Changes in behavior or habits: it is necessary to notice if the student suffering from enbyphobia drops their average grades, loses interest in certain activities, has a changing mood, changes their friendships, etc.
 - b) If you notice that the student suffering from enbyphobia becomes isolated and their classmates avoid being with him/her, this is considered a relational aggression: exclusion from the group.
 - c) Outbursts of anger, problems with authority, and problems regulating emotions are a

symptom that bullying may be taking place, and both harassers and the harassed may have these attitudes.

- d) Leaders and privileges: in a classroom there are usually students who assume the role of leaders, and who usually have other students who follow them; these situations must be watched carefully before the leadership becomes negative, using this situation to harass vulnerable students or to encourage "followers" to harass them.

What can you do with a situation of enbyphobia in the classroom?

1. The best option is always prevention, which is why it is key to educate the students in values like dialogue, empathy, tolerance, and the peaceful resolution of conflicts, especially at younger ages. It is also essential for them to learn what enbyphobia is, and the main reasons that cause it, in order to avoid it.
2. In cases where prevention is no longer an option (when harassment is already happening), the first step is to investigate and gather information, speaking with the parties involved.

3. Once you have all the necessary information, a sanction is required for harassers, adjusted to the seriousness of their actions, but it is essential that this sanction has an educational and not a punitive nature, meaning that it is necessary to work with the harasser's empathy and respect for diversity, and make them understand how their actions can impact other people, especially the harassed person.
4. In the case of the victim, it is advisable to create and maintain a climate of communication, trust, and show support, but also working on assertiveness, on learning to say no, and to set limits, always without resorting to violence. If they have any feelings of guilt, make it clear to them that the aggressors are to blame, never him/her. Lastly, show them that a boost in self-confidence and a change in attitude can also improve things.
5. Regarding witnesses, explain to them that not opposing an unfair situation makes them accomplices, that many times harassers seek their applause, the benefits of being dominant, so if they react with rejection towards a bullying situation, it is much more likely to stop.
6. Lastly, one of the most useful prevention tools is to assign the figure of two or three student observers who identify and report

situations of bullying (peer prevention).



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SURVEY 6: ENBYPHOBIA

What is enbyphobia?

1. The discrimination or rejection of non-binary people.
2. Enby-what?
3. A type of discrimination, but I'm not sure which one.
4. Discrimination or rejection of people with disabilities.

Which of these situations is NOT enbyphobia?

1. Physically intimidating or threatening non-binary people.
2. Saying non-binary people are not normal.
3. Bothering non-binary people by talking about parts of their body like genitals or breast.
4. None of the above.

Which of these situations IS enbyphobia?

1. Laughing at someone for not complying with normative gender roles.
2. Glancing and whispering derogatory comments.
3. Knowingly using an incorrect pronoun or name.
4. All of the above.

Have you ever witnessed an enbyphobic incident?

1. Only on social networks.
2. Yes, on too many occasions.
3. Never.

What would you do if you see a comment on social networks criticizing non-binary people?

1. Report the comment.
2. Give it a "like".
3. Answering to it with my opinion.
4. Nothing.



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