

WHAT DOES THIS MEAN?

Gender-Based Discrimination



Any distinction, exclusion or restriction made on the basis of biological sex and/or gender identity which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by persons, especially women, irrespective of their marital status, on a basis of equality between the genders, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

WHAT DOES THIS MEAN?

Gender Expression



How someone publicly expresses or presents their personal understanding of their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice pitch and intonation. A person's chosen name and pronoun are also common ways of expressing gender. Others perceive a person's gender through these attributes.

WHAT DOES THIS MEAN?

Harm

Harm means any emotional, psychological, physical, social, or economic harm, including patterns of degrading or humiliating conduct towards the complainant, such as:

- repeated insults, ridicule or name calling.
- repeated threats designed to cause emotional pain.
- the repeated exhibition of obsessive possessiveness or jealousy, which is such as to constitute a serious invasion of the complainant's privacy, freedom, integrity, or security.

A complainant may become ill, both mentally and physically, due to the abuse. Abusive conduct can lead to increased stress, insomnia, anxiety and depression, poor concentration and can affect self-confidence and self-respect.

WHAT DOES THIS MEAN?

Sex

Sex is the biological/physiological attributes that the person was born with (male, female, intersex).

Gender

Gender refers to a social and cultural construct that distinguishes differences in the attributes of females and males and refers to their socially constructed roles and responsibilities.