

# GUIDELINES

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## Guidelines for representing lesbians, gays, bisexuals, transgender and intersexual people (LGBTI) in the media

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June 2017

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**Consell  
de l'Audiovisual  
de Catalunya**



**Generalitat de Catalunya  
Departament de Treball,  
Afers Socials i Famílies**



**Col·legi  
de Periodistes  
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1st electronic edition: June 2017

# Introduction

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The new European legal framework has enabled a change in society's view of lesbians, gays, bisexuals, transgender and intersexual people (LGBTI) based on a continued effort to inform and raise awareness and to promote people's rights. New benchmarks and models need to be built whose core should be relations based on equality and respect.

Work is also required for difference to be seen as an opportunity and not a problem. The media play a vital role in helping society to learn such lessons: by showing the different social realities, by refusing to disseminate content that might encourage or justify homophobia, biphobia, lesbophobia or transphobia, by promoting the condemnation of discrimination and by presenting good practices in equality and non-discrimination.

On 10 October 2014, the Parliament of Catalonia passed Act 11/2014 to guarantee the rights of lesbians, gays, bisexuals, transgender and intersexual people and to eradicate homophobia, biphobia and transfobia.

Article 15 of this Act establishes that the Catalan Audiovisual Council must ensure the media do not violate the principles of this law, mainstreaming romantic and sexual diversity, family diversity, gender identity and expression by providing positive references. Finally, the Catalan Audiovisual Council was also given the responsibility of establishing recommendations on language use and the treatment and use of images related to homosexuality, bisexuality, intersexuality and transgender identification.

The under-representation of LGBTI people in the media is also a form of discrimination. By means of the content they produce and disseminate, both public and private audiovisual media can help to increase the visibility of these groups in the media with a mainstreamed, non-stereotypical presence.

This document aims to serve as a tool and a guide, mainly for media professionals but also for audiovisual production companies and the advertising industry. It has

been deemed necessary to include, first of all, a glossary with terms related to gender construction to ensure such terms are used appropriately and to clarify concepts. General guidelines are then provided, especially regarding language and graphic resources, followed by specific considerations for news, fiction and advertising. These guidelines also apply to social media used by the media, for example when moderating forums or comments on images and news items.

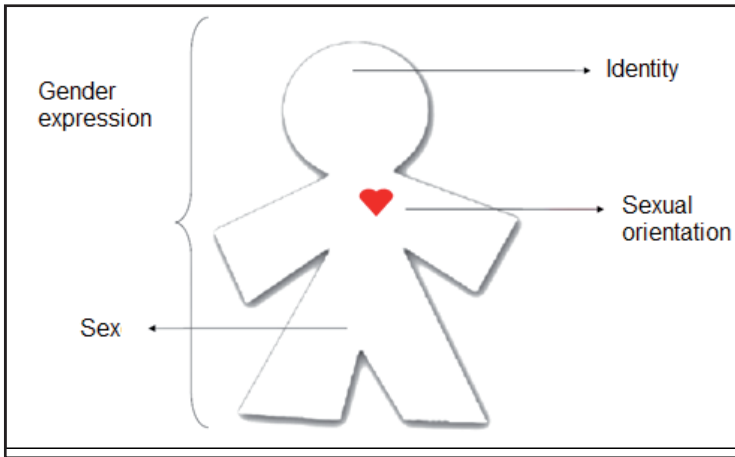
Should content be detected in the media that is inappropriate, discriminatory or stigmatising for LGBTI people, information is provided on how to contact the relevant institutions to pass on any suggestions, complaints or queries.

The final section of resources includes a list of organisations and associations of LGBTI people which can be used as a source of information, as well as a bibliography on the reality and needs of LGBTI people of all ages and backgrounds.

# Glossary

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The terms in this glossary attempt to clarify the key concepts related to the social construction of gender. It should be noted that many of these concepts are evolving and currently under debate. In alphabetical order.



**Asexual:** A person who does not feel sexual attraction for anyone.

**Binarism:** Social construct that dichotomously categorises people's activities, behaviours, emotions and anatomy into two genders: male and female.

**Biphobia:** Aversion to bisexuality or to bisexuals.

**Bisexual:** Person who feels sexual attraction or a romantic attachment towards both men and women.

**Cisgender:** Person whose sense of gender corresponds with their birth sex according to their biological characteristics.

**Diverse families:** The family is a social unit made up of a group of individuals bound together by ties of marriage, biology, emotion or affinity. Family structures are as diverse as the people within a family: single parent, with a father and mother, two mothers, two fathers, etc.

**Drag queen:** A transvestite with an exuberant, sophisticated way of dressing, often to perform on stage.

**Gay:** Man who feels sexual attraction or a romantic attachment towards other men.

**Gender:** Series of characteristics of cultural origin regarding patterns of behaviour and identity which form the basis for the socially established distinction between men and women. Gender is not static or innate but a socio-cultural construct which has varied and may vary over time. Not to be confused with a person's sex. Although the male gender is socially attributed to the male sex and the female gender to the female sex, they are not the same concepts.

**Gender dysphoria:** Person's feeling of disgust or disagreement with their birth sex. Medical term.

**Gender expression:** A person's social behaviour irrespective of their birth sex and gender identity.

**Gender identity:** Person's self-concept of gender. This is related to people's identity, with the roles socially attributed to men and women. It need not coincide with a person's biological sex and has nothing to do with their sexual or romantic orientation.

**Gender role:** Series of behaviours and activities socially attributed to each of the sexes, which vary depending on the culture.

**Hermaphrodite:** An incorrect term used to refer to intersexuals.

**Heterosexual:** Person who feels sexual attraction or a romantic attachment towards people of the opposite sex.

**Homophobia:** Aversion to homosexuality or to homosexuals.

**Homosexual:** Person who feels sexual attraction or a romantic attachment towards people of the same sex. This term should not be used to avoid the psychiatric notion it originally comes from. It's better to use the term "gay" or "lesbian", as appropriate.

**Homosexual parenthood:** Relation existing between two lesbian mothers or two gay fathers and their sons and/or daughters resulting from a filial relationship in legal terms.

- **Homosexual fatherhood:** Relation existing between two gay fathers and their sons and/or daughters resulting from a filial relationship in legal terms.
- **Homosexual motherhood:** Relation existing between two lesbian mothers and their sons and/or daughters resulting from a filial relationship in legal terms.

**Intersexual, person with intersexual variations or DSD (differences of sex development):** Person who has a number of variations in sexual characteristics which do not appear to entirely fit the standard binary notion of male or female. It is not a pathology. This term is evolving.

**Lesbian:** Woman who feels sexual attraction or a romantic attachment towards other women.

**Lesbophobia:** Aversion to lesbianism or lesbians. Often included within the term *homophobia*.

**LGBTI:** Abbreviation for the terms *lesbian, gay, bisexual, transgender and intersexual*. There are also other acronyms, such as LGBTIQ+ which includes Q for *Queer* and a + sign for *other*.

**Pansexual or omnisexual:** Person who may feel a sexual attraction for any other person, irrespective of their sex, gender or sexual or romantic orientation.

**Queer:** Person who, according to the queer theory, does not believe in the traditional binary division of genders and refuses to identify themselves as a man or a woman or with any specific sexual or romantic orientation. Unlike the dualist notion of gender, some theories claim there are more than two genders while others reject the concept of *gender* because they believe it to be a construct that limits human nature.

**Sex:** Series of biological characteristics, especially genetic, organic and hormonal in nature, used as a basis to establish the distinction between men and women. It does not necessarily determine a person's behaviour and must not be confused with gender.

**Sex reassignment:** Process via which transsexuals alter their bodies to more closely resemble the body assigned to the gender they identify with. This may include hormonal treatment and/or surgery for genital reassignment. The term *gender confirmation* is also used in the Anglo-Saxon context. The expression "sex change" should be avoided as it's not accurate, although widely used.

**Sexual orientation, sexual and romantic orientation:** A person's tendency to feel sexual attraction or a romantic attachment towards another person or people. Three sexual orientations are usually distinguished: heterosexuality, homosexuality and bisexuality, although there are others.

**Trans, trans person:** Term used in a similar way to *transgender*, to include a person's various disconformities regarding sex/gender. See *transgender*.

**Transgender:** Broad concept including people with a gender disconformity, such as transsexuals and/or people who don't exactly identify themselves as a man or a woman according to the traditional notion of gender, irrespective of whether this person has undergone surgery.

**Transphobia:** Aversion to transgender identification or transgender people, such as transsexual men or women.

**Transsexual:** Transgender person whose sense of gender does not correspond with their birth sex according to their biological characteristics. Being transsexual does not imply any particular sexual or romantic orientation (a transsexual may be gay, lesbian, heterosexual or bisexual).

**Transsexual man:** Person who, when born, has the genital and biological organs corresponding to the female sex but who, psychologically and in their life, identifies with the male gender.

**Transsexual woman:** Person who, when born, has the genital and biological organs corresponding to the male sex but who, psychologically and in their life, identifies with the female gender.



**Transvestite:** Person who adopts the external mannerisms, clothing and accessories socially considered to belong to the opposite sex. A transvestite does not necessarily desire any sex reassignment as they may identify entirely with their birth sex.

# Guidelines

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## LANGUAGE

### **1. Use inclusive language, avoiding expressions that discriminate or ridicule.**

Some expressions are deeply rooted in the collective imaginary and help to reinforce stereotypes and stigmatise the people referred to. Care must be taken to avoid using discriminatory language that could encourage the spread or continuation of stereotypes associated with LGBTI people.

Fiction and entertainment programmes must be particularly careful as, given their typical format and tone, they are more likely to include this kind of language. The use of disrespectful language is only acceptable when the plot includes a character who discriminates against people due to their sexual or romantic orientation, gender identity or gender expression.

Please consult the table at the end of these guidelines with expressions to be avoided and inclusive expressions.

### **2. Become familiar with and accurately use the concepts of *gender identity* and *sexual and romantic orientation*.**

When talking about LGBTI people, the concepts of *gender identity* (feeling you are a man or woman) and *sexual and romantic orientation* (feeling attracted to men and/or women) should be known, understood and appropriately used to ensure there is no misunderstanding.

To raise awareness of different gender identities, sexual orientations and differences in sexual development, it must be made clear which group is being referred to, always using the correct terminology or preferably using terms that include the majority. For example, not supposing that talking about gays and lesbians includes all LGBTI people.

### **3. Increase the visibility of transgender men and women and respect and use their chosen gender.**

When talking about transgender people, you should identify whether they are transgender men or women to ensure both cases are visible. Care should also be taken to use the corresponding gender and to respect the gender chosen by the person when referring to them, using the correct pronouns when they are mentioned to avoid any discriminating grammatical constructions.

Respectful language should be used, avoiding sensationalist, condescending or commiserating perspectives.

### **4. Do not treat transgender identification and intersexuality as pathologies.**

Transgender identification and intersexuality are not new nor are they a disorder. Neither are they a question of individual choice.

In this respect, when fictional plots include transgender and intersexual characters, they should not limit themselves to subjects related to medical procedure but represent them in a diverse way.

In those cases where it's essential to talk about the medical procedure these people are going through, it should be made clear that this is not a whim or merely cosmetic surgery. A transgender person believes they have always been a man or a woman and, for this reason, we should talk about *sex reassignment* and not *sex change*.

### **5. Increase the visibility of under-represented LGBTI people.**

In general, women, the elderly, migrants and minors are less represented in the media and even more so in the case of LGBTI people. We therefore recommend increasing their visibility with the appropriate media treatment. For example, regarding language, terms such as *grandma* or *granddad* should be avoided when referring to older LGBTI people as this may not be accurate in their case.

### **6. Use precise language and a neutral tone to avoid double meanings.**

People can interpret discourse in different ways depending on the tone used, the accompanying gestures or particular words or expressions employed. These can lead to misunderstandings and negative connotations, double meanings, sarcasm or ridicule. This also happens in written communication when inverted commas or italics are used inappropriately, since they can alter the meaning or intention of the words. It's therefore advisable to take care when writing or narrating texts.

## **7. Treat all people as normal and do not refer to a person as LGBTI if this information is not needed to understand the message.**

Using an adjective as a noun does not always help to mainstream a situation. In this respect, be it in a news item, interview, fiction, entertainment or advertising, a person does not need to be referred to as LGBTI if this has nothing to do with the message. This ensures people are treated equally. For instance, terms should be used such as a *partnership*, *married couple*, *family*, etc. without specifying the condition of the people within these groups. This should only be indicated when strictly necessary to understand the information being given.

This mainstreaming approach should also be used when talking to an interviewee, avoiding any questions that assume their condition.

## **VISUAL RESOURCESS: IMAGES AND VIDEOS**

### **1. Promote pluralised graphic and audiovisual representation, avoiding stereotyping LGBTI people.**

Information on the diversity of sexual and romantic orientation and gender identity should be illustrated with images that help to understand the various spheres and roles of LGBTI people in their daily lives.

The media should adopt the necessary mechanisms to ensure people's images and data are protected to avoid possible violations of image, reputation and privacy rights.

News should avoid any morbid, marginal or sensationalist representations, etc. and fiction shouldn't focus on such representations. In general, stereotypes of LGBTI people should be avoided when these merely serve to fuel society's prejudices.

Images or videos representing LGBTI people should not be associated with physical expressions or gestures, ways of dressing or tones of voice that ridicule or poke fun at them due to their gender identity or sexual or romantic orientation.

Women and men should not be presented in an exclusively decorative role, nor should any physical part of them be emphasised, especially when this is associated with certain aesthetic stereotypes.

In the area of news, should the medium in question deem that representations of this type are warranted due to the content of the news item, this must be approached with respect and care, and with the person's consent.

## **NEWS**

### **1. Encourage a realistic view of LGBTI people and avoid presenting a stereotypical or negative perspective.**

The media are a good means of combating the use of stereotypes and raising awareness of the plurality of society. The lives of LGBTI people are therefore similar to the lives of everyone else and don't revolve around their gender identity or sexual or romantic orientation. Consequently, the presence of LGBTI people should not be limited to a single subject but they can appear in any area of the news. LGBTI people are highly diverse and varied and this perspective should be included in the news and any differences normalised.

Stigmatising stereotypes should be avoided, as well as any news focus on LGBTI people that may exclusively show them in a negative light, such as sexually transmitted diseases, HIV/AIDS and prostitution. The aim of this recommendation is not to ignore such situations but rather to ensure other kinds of news stories are also promoted.

### **2. Avoid focusing on sensationalist or clichéd news items.**

When covering the news, relatively morbid or sensationalist elements should be omitted, providing an accurate, respectful treatment and informing about sexual and gender diversity without any clichéd or frivolous approach, taking into account the various social, cultural and political aspects.

### **3. Organisations of LGBTI people should be allowed access to the media.**

One of the ways to give a voice to organisations of lesbians, gays, bisexuals, intersexual and transgender people is for their members to be involved in news, interviews, chats and debates.

As far as possible, the various perspectives offered by the wide range of LGBTI associations and organisations in Catalonia should be incorporated (see the "Resources" section).

#### **4. Disseminate activities and demands made by LGBTI groups.**

The contribution LGBTI people can make to society should be presented in a positive light, highlighting difference as a source of union and mainstreaming. News items should be encouraged about LGBTI people apart from assaults or commemorations, involving them in other sections. The media should also publicise different events and actions by LGBTI groups and organisations and cover these to raise awareness of their work.

#### **5. Inform about assaults and the resources available for victims due to their sexual or romantic orientation, gender identity or gender expression.**

Society should be made aware of cases of aggression, assault or discrimination due to gender identity, as well as publicising the different ways to report such actions and the resources available to deal with them. It's important to monitor cases and inform on the consequences of such acts (see the "Resources" section).

As in the case of the news treatment of other situations of violence, dignity should be respected and the anonymity of the people affected should be preserved, as well as respecting their decision to publicise or keep secret their identity. The presumed innocence of the alleged aggressors should also be taken into account.

If minors are involved, care should be taken in how the news is handled, especially in items where they appear as victims, witnesses or guilty parties. The media must apply all mechanisms possible to protect children or teenagers, making sure they cannot be identified and respecting their image, reputation and privacy rights.

#### **6. Use of institutional sources and of experts in LGBTI-related news items.**

In those news items about issues related to LGBTI people, tried and tested sources of information should be used, diversified and institutional, as well as consulting qualified and specialised people and groups.

## **FICTION, ENTERTAINMENT AND ADVERTISING**

### **1. It should be normal for LGBTI people to appear as characters in series, films, entertainment programmes and advertisements.**

Fiction, entertainment and advertising are good tools to combat discrimination and stereotypes as they represent models of reality. In this respect, LGBTI

people should be included in these areas as identities to be shown, boosting their presence and visibility.

LGBTI people and families should be represented as authentically as possible, showing them in all kinds of everyday situations. Showing their experiences with their families, at work, with friends, etc. but ensuring they're not defined solely by their sexual or romantic orientation or gender identity.

## **2. Avoid stereotypical, simplistic representations.**

When creating characters or developing plots, LGBTI people of any age, background and economic class should be shown. The range of possibilities is almost infinite. Fiction, entertainment and advertising should not solely use certain associations that already form part of the collective imaginary.

They shouldn't only represent the typical clichés which, for instance, present gays as young, attractive, urban males with high purchasing power and/or mincing mannerisms; lesbians as unattractive women or with a masculine appearance and behaviour, or transgender people as frivolous, focusing the plot on their transition, or on them working as prostitutes.

## **3. Show the real diversity of families in society.**

Far from the standard family model of a mother, father and their children, today society has many different types of families. If fiction, entertainment and advertising include these in their discourses, they will become more visible and mainstream.

It's also recommended not to exclusively link families' acceptance of their children's sexual orientation or identity with the idea of suffering. Rather the wide range of attitudes and reactions that can occur should be shown.

## **4. Strike a balance between the limits of humour and respect for LGBTI people**

Using humour, irony and satire about sensitive issues can be a sign of an advanced society but it should be remembered that associating humour with the exclusion of a group due to their gender identity or sexual or romantic orientation may be offensive for the members of such groups.

The media are asked to be responsible with humorous discourses when these focus on LGBTI people and to take into account the discrimination suffered by such people when certain jokes are made.

## **5. Encourage reflection when intolerant characters are represented.**

Fictional characters are sometimes represented with intolerant attitudes towards other people due to their sexual or romantic orientation, gender identity or gender expression. In such cases, in line with the characters, the use of discriminatory or upsetting expressions and language is acceptable.

If the plot includes such characters, as far as possible the narrative discourse should introduce some kind of reflection regarding these undesirable attitudes or should at least not endorse them.



# Expressions to be avoided and inclusive expressions

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This table contains a number of expressions and terms that should be avoided in news, fiction, entertainment and advertising, together with the corresponding inclusive expressions. The last three expressions, although not incorrect, should preferably not be used in order to ensure a more accurate and mainstreamed treatment.

Should a fictional plot include characters with intolerant attitudes towards LGBTI people, it's logical for such characters to use some of the expressions that otherwise should be avoided. In such cases, as indicated in these GUIDELINES, the plotline should not reward such undesirable attitudes.

<b>EXPRESSIONS TO AVOID</b>	<b>INCLUSIVE EXPRESSIONS</b>
<i>Hermaphrodite</i> , as a pejorative an inaccurate term for an intersexual or DSD person	<i>Intersexual / DSD</i> (differences of sex development)
<i>Sex change</i>	<i>Sex reassignment</i> or <i>gender confirmation</i>
<i>Dyke</i> or <i>lesbo</i> , to refer to a lesbian	<i>Lesbian</i>
<i>Tranny</i> or <i>transvestite</i> , to refer to a transsexual	<i>Transsexual / trans person</i>
<i>Poof</i> , <i>left-footer</i> , <i>fairy</i> , <i>shirtilifted</i> , <i>queen</i> , <i>faggot</i> , <i>fag</i> , <i>pansy</i> , <i>bum bandit</i> , <i>fruit</i> , <i>homo</i> , as a pejorative word for a gay	<i>Gay</i> or $\emptyset$
<i>Normal person</i> , to refer to someone in contrast to a LGBTI person	<i>Person</i> or <i>heterosexual</i>
<i>Bugger</i> , as an expression with negative connotations	$\emptyset$
<i>Sissy</i> , to say something is insubstantial	$\emptyset$
<i>Woofter</i> , <i>nance</i> , or <i>poof</i> , to say someone is incapable of doing something	$\emptyset$
<i>Sissy</i> , <i>namby-pamby</i> or <i>limp-wristed</i> to refer to a man with feminine behaviour or gestures	$\emptyset$
<i>Butch</i> , <i>macho</i> or <i>bulldyke</i> , to refer to a woman with masculine behaviour or gestures	$\emptyset$
<i>Bat for the other side</i> , to refer to being gay	$\emptyset$
<i>Left-fielder</i>	$\emptyset$
<i>Homosexual</i>	It's better to use <i>gay</i> or <i>lesbian</i> to increase the visibility of the specific group in question
<i>Lesbian couple</i> , <i>gay couple</i> , <i>homosexual couple</i> , <i>trans couple</i> , etc.	It's better to use <i>couple</i> or <i>married couple</i> . Using an adjective does not always help to mainstream the concept
<i>Parents</i> , per referir-se a una família	<i>Family</i> , <i>families</i> or <i>fathers and mothers</i> . This includes the different types of families existing in society

Nota: the symbol  $\emptyset$  means the terms or expressions should not be used.

# Reporting on inappropriate content

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Anyone who believes LGBTI people have been represented inappropriately or that certain content is inappropriate or stigmatising for LGBTI people can take their complaint to the following institutions:

## **Defensa de l'Audiència of the Catalan Audiovisual Council.**

Media users can contact the Catalan Audiovisual Council (CAC) to pass on any complaints, opinions, suggestions or queries, be it related to programming or advertising on any radio or TV station, public or private, or to audiovisual content on the internet.

Link: [www.cac.cat](http://www.cac.cat), click on the “Protection of the audience” section

## **Àrea per a la Igualtat de Tracte i No-discriminació de Persones Lesbianes, Gais, Bisexuals, Transgènere i Intersexuals of the Direcció General d'Igualtat of the Departament de Treball, Afers Socials i Famílies of the Generalitat de Catalunya**

The Catalan government has set up an [inbox](#) (only available in Catalan) to receive comments, questions, complaints and suggestions or to complain about incidents against LGBTI people. It should be noted that the law also establishes a system for infringement and penalties.

Link to the LGBTI website of the Catalan government:

[http://treballiaferssocials.gencat.cat/ca/ambits\\_tematics/lgtbi](http://treballiaferssocials.gencat.cat/ca/ambits_tematics/lgtbi) (only available in Catalan)

Email: [arealgbt.tsf@gencat.cat](mailto:arealgbt.tsf@gencat.cat)

# Resources

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## ORGANISATIONS

In the Catalan government's directory you can find all the major organisations and associations of LGBTI people in Catalonia.

<<http://treballiaferssocials.gencat.cat/ca/ambitstematics/lgtbi/directororientats/>>

## UNIVERSITY RESEARCH GROUPS

**CEdGE** Centre d'Estudis de Gènere (Universitat Pompeu Fabra)

<<https://www.upf.edu/web/genere/inici>>

**Centre Dona i Literatura** (Universitat de Barcelona)

<<http://www.ub.edu/cdona/>>

**Cos i Textualitat** (Universitat Autònoma de Barcelona)

<<http://cositextualitat.uab.cat/>>

**DIGECIC:** Discurs, Gènere, Cultura i Ciència (Universitat de Girona)

<<http://www.udg.edu/tabid/23872/language/ca-ES/Default.aspx>>

(Only available in Catalan)

**GenTIC:** Gènere i TIC (Universitat Oberta de Catalunya)

<<http://gender-ict.net/>>

**GETLIHC:** Grup d'Estudis de Gènere: Traducció, Literatura, Història i Comunicació (Universitat de Vic - Universitat Central de Catalunya)

<<http://mon.uvic.cat/estudisdegenere/>>

(Only available in Catalan)

**GRÈC:** Gènere, Raça, Ètnia i Classe (Universitat Rovira i Virgili)

<<http://www.urv.cat/dfilcat/grups-de-recerca/genere-rac-etnia-classe-grec/index.html>>

(Only available in Catalan)

**IIEDG:** Institut Interuniversitari d'Estudis de Dona i Gènere

<<https://www.iiedg.org/es>>

**Tàcita Muta** - Grup d'Estudis de Dones i Gènere a l'Antiguitat (Universitat de Barcelona)

<<http://www.ub.edu/tacitamuta/>>

(Only available in Catalan)

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BRITISH BROADCASTING CORPORATION (BBC) (2010). *[Portrayal of Lesbian, Gay and Bisexual People on the BBC. Executive Summaries and Recommendations.](#)*

FÒRUM D'ENTITATS DE LES PERSONES USUÀRIES DE L'AUDIOVISUAL

- (2010) *[Les formes de discriminació per motius d'orientació sexual i d'identitat de gènere en el mitjans de comunicació audiovisual. Recomanacions.](#)*
- (2013) *[Superar els estereotips en els mitjans de comunicació audiovisual.](#)*

FEDERACIÓN ESTATAL DE LESBIANAS, GAYS, TRANSEXUALES Y BISEXUALES (FELGTB)

- (2010) *[Guia para el tratamiento informativo de las noticias relacionadas con la transexualidad.](#)*
- (2013) *[Decálogo para la inclusión de personas bisexuales.](#)*
- (2013) *[Glosario de términos relacionados con la bisexualidad.](#)*

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OFCOM (2015). [\*Thinking outside the box: supporting the television broadcasting industry to increase diversity.\*](#)

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TRANS MEDIA WATCH.

- [\*Media Style guide.\*](#)
- [\*Understanding non-binary people. A guide for the media.\*](#)
- [\*Approaches to avoid.\*](#)

UNIVERSIDAD DE BUENOS AIRES (2007). [\*Medios de Comunicación y Discriminación: desigualdad de clase y diferencias de identidades y expresiones de géneros y orientaciones sexuales en los medios de comunicación.\*](#)

# List of organisations and institutions replying to the public consultation

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Associació Sitges Voluntaris Socials - Acció en blau

Afirma't

Casal Lamda - Centre de Documentació Armand de Fluvià

Consell de Col·legis d'Infermeres i Infermers de Catalunya

Consell de la Informació de Catalunya

Consell Nacional de la Joventut de Catalunya

Corporació Catalana de Mitjans Audiovisuals

FLG - Associació de Famílies LGBTI

Fundació Enllaç

## Technical group drawing the guidelines

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