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| <b>Title:</b>              | <b>Gender-inclusive / Gender-neutral Language</b>   |
| <b>Implementation</b>      |    |
| <b>Field(s) of Action:</b> | * Gender-inclusive/Gender-sensitive Organisational Culture  |
|                            | * Structural Integration of Gender Equality   |
|                            | * Engaging Leadership   |
| <b>Objectives:</b>         | * Gender awareness and Bias<br>* Non-discrimination   |
| <b>Target Group(s):</b>    | Management and Leadership<br>Employees  |
| <b>Description:</b>        | In the Max Planck Society, gender-inclusive language is used in all documents and announcements. In consequence, gender-inclusive/gender-neutral language is used in all internal and public, written and oral, digital and analogue Max Planck documents and announcements. The form in which this happens can be chosen flexible:<br>Formulation options include:<br>* Formulating the female and male form,<br>* Use of Asterisk ( * ),<br>* Use of neutral forms<br>The gender asterisk "*" is unambiguous in language and avoids misunderstandings, presents all sexes adequately, contributes to equal rights for all genders and a respectful approach to gender equality, is short and comfortable and target-group-oriented. |
| <b>More information:</b>   | Max-Planck-Gesellschaft e. V. (Germany)<br>Contact: zgb@gv.mpg.de   |

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<https://www.genera-network.eu/> - **Gender Equality Network in Physics in the European Research Area**

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