Expect respect – Sex, gender, Sexuality
Expect Respect

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On Sexism

Earlier in the module, we discussed how sex was codified in the 2010 Equality Act. In this section, we will further unpack the term to explore its societal impacts.

Sex, most typically is a term used to refer to a biological imperative of one’s identity often assigned at birth and reaffirmed at death.

Commonly, society refers to sex in a categorical binary sense of Male and Female and yet, this way of thinking is not scientifically complete. Sex, in fact, is a diverse, multi-expansive form of identity, and a full spectrum is inclusive of Intersex identities. Despite this, sex is a sociologically understood and socially enforced category which lies at the basis of discrimination called sexism.

Sexism perpetuated against those assigned female at birth often take the form of pay inequality, limited career advancement, restrictions on bodily autonomy and violent disregard. Sexism based on the hatred of those assigned female at birth, in the extreme sense, is known as misogyny.

Sexism is also reinforced when it lends individuals to public, projected non-consensual assumptions and expectations based on sex, or gender roles.

Sexism perpetuated against those assigned female at birth often take the form of pay inequality, limited career advancement, restrictions on bodily autonomy and violent disregard. Sexism based on the hatred of those assigned female at birth, in the extreme sense, is known as misogyny.

Misogyny is also reinforced when it lends individuals to public, projected non-consensual assumptions and expectations based on sex, or gender roles.

Gender roles perpetuate negative impact against those assigned female at birth in a duality of ways. First, by enforcing assumptions of one’s interest and ability onto a person. Second, it can also punish someone for expressing and outwardly enjoying abilities, interests or presentations commonly associated with traditional gender roles for folks assigned female at birth—this is called femmephobia.

Though not readily thought of sexism and projected non-consensual expectations of gender roles can also perpetrate harm against those assigned male at birth, particularly when expressed as toxic masculinity.

Toxic masculinity refers to a set of attitudes and ways of behaving stereotypically associated with or expected of men, regarded as having a negative impact on men and on wider society. It involves internalized, strict pressures for men and those assigned male at birth to participate in stereotypically male activity or behaviour, or pressure not to participate in stereotypically female activity or behaviour. Failure to abide by these restrictions results in ridicule, physical harm, mental harm and/or an internalization of negative self-image.

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On Gender(s)
Expect Respect

On Gender

Gender is an identity commonly connected to biology. Gender is commonly understood in terms of cognitive and emotional reality.

Gender is understood as existing on a spectrum, using terms such as “woman,” “man,” or gender-nonconforming (“Gender”) and is not a fixed term.

Gender is discrimination perpetuated against those who do not meet or uphold traditional expectations of gender, not necessarily based on sex.

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On Transphobia

As previously discussed, the 2010 Equality Act also legally protects individuals across the spectrum of sex and gender identities as well as the ability to outwardly express that identity. In other words, it provides a legal basis to protect against transphobia.

Transphobia is discrimination, regulation in the form of negatively impacting expectations, and violence perpetrated against individuals who do not meet or uphold binary expectations related to one’s sex assigned at birth.

A trans person can experience sexism, genderism, and transphobia independently or simultaneously.

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Pronouns

Use of pronouns is society’s common language mechanism by which sex and gender are conferred, recognised, and affirmed by the public. While not fixed, general understandings of pronouns assign the use of “he, him, his” to identities assigned male at birth to denote masculinity in gender. Likewise, pronouns such as “she, her, hers” are commonly used in relating to identities assigned female at birth to denote femininity in gender. Pronouns are not limited to these linguistic signifiers, as individuals may also use “it, they, them”, “Ze and Zir” as an accurate way of being referred.

Variation in pronoun use is a central axis; legitimate linguistic identity markers. They should never be assumed of another person, or disregarded when given.

The University of Kent has developed guidance on the appropriate use of pronouns which can be found here.

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Resources for Support

Combating sexism, genderism and transphobia, at its core, requires forgiving assumptions of a person’s identity and respecting who they share themselves as. It also acts. Please see below as to how the University of Kent is active in co-creating a sex and gender inclusive campus.

Support Against Sexism

The University of Kent is committed to ensuring that no individual is discriminated against either directly or indirectly in terms of their sex. We hold Athena SWAN Bronze status and have a raft of support in places for students with caring responsibilities (regardless of sex or gender identity). We also support all students who are survivors of sexual or domestic assault and violence.

Pregnancy & Maternity Support

We believe that being or becoming pregnant, terminating a pregnancy or having a very young child (including through adoption) should not, in itself, be a barrier to a student starting, succeeding in, or completing a programme of study at the University. We have support in place for students who are pregnant whilst studying, and information for student parents, including guidance on bringing children onto campus, child care options and breastfeeding and baby changing facilities. The Maternity, Parental, Maternity and Students with Caregiving Responsibilities common room is located on the Canterbury site on the ground floor of the Chilham Building at the Canterbury site. See the Student Guide for more information.
NB: Where you get the answer wrong, you are strongly encouraged to retry (until you get it right), before moving to the next question.
Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

Punishing someone for expressing and outwardly enjoying abilities, interests or presentations commonly associated with traditional gender roles for individuals assigned female at birth is called

- Feminism
- Toxic Masculinity
- Gender Roles
- Feminism

1/1

Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Sexism only affects women.

○ True  ○ False

Check

Definition Against

Resources for Support

Jump to...
Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Sexism only affects women.

True False

Sexism can impact men when refusing to meet gender roles and in toxic masculinity.

0 / 1 Retry

Defining Antigay
Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Whereas sex is an identity commonly connected to biology, gender is commonly understood in terms of cognitive and emotional reality.

- [ ] True
- [x] False

You got 0 of 1 points

Discrimination, regulation in the form of negatively impacting expectations, and violence perpetrated against individuals who do not meet or uphold binary expectations related to one’s sex assigned at birth is called:

- Toxic Masculinity
- Gender Roles
- Transphobia

Check
Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

Discrimination, regulation in the form of negativity impacting expectations, and violence perpetuated against individuals who do not meet or uphold binary expectations related to one’s sex assigned at birth is called:

- Toxic Masculinity
- Gender Roles
- Transphobia

True or False: Sex is, in fact, a diverse, multi-expressive form of identity, and a full spectrum.
NB: I don't know why there is a comment about racism when you get wrong the question about sex and gender. It must be a bug in the programming: confusing the comments from different sections.
Quiz: Sex, Gender & Sexuality

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Use of pronouns is society’s common language mechanism by which sex and gender are conferred, recognized, and affirmed by the public.

- [ ] True  - [x] False

You got 0 of 1 points

- [ ] Next
- [ ] Finish

Your result: 6/6

- [ ] Show solution
- [ ] Retry

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