

# BCCAT Practice Guidance - Pronouns and Forms of Address for BC Tribunals

## Forms of Address and Title Procedures for BC Tribunals

### Purpose

- To clarify how parties, witnesses and/or lawyers can advise a tribunal, other parties, and lawyers of their pronouns and form of address.
- To clarify how parties/lawyers/witnesses should address a tribunal member or panel during hearings.
- To improve civility and ensure equal respect for all parties by reducing potentially harmful misgendering and unnecessarily gendered language.

### Notice

At the beginning of any in-person or virtual proceeding when parties are introducing themselves, or lawyers are introducing themselves, their client, witness or another individual, they should provide the tribunals member with each person's name, title (e.g. "Mx./Ms./Mr./Counsel Jones" or no title) and pronouns, if any, to be used when referring to the person during the proceeding. The pronouns to be used in the proceeding are those which the individual feels safe and comfortable using in the context of the proceeding.

If a party or counsel do not provide this information in their introduction, tribunal staff or the tribunal member will prompt them to do so.

At the outset of a hearing, Tribunal Members should introduce themselves to the parties and counsel using a gender neutral title. For example, "Good morning. I am Tribunal Member Surname." Parties and counsel should then use that title when necessary to address the tribunal member during the hearing. Tribunal Members are also encouraged to identify their own pronouns to be using during proceedings.

### Sources

This Guideline was created using the sources below, as modified by the Canadian Bar Association's Sexual Orientation and Gender Identity Community (SOGIC), BC Branch, and the BC Council for Administrative Tribunals (BCCAT).

- [PD-59 Forms of Address for Parties and Counsel in Proceedings.pdf \(bccourts.ca\)](#)
- [NP 24 Form of Address for Parties and Lawyers.pdf \(provincialcourt.bc.ca\)](#)

### Date of Last Revision

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