[**Not using transgender pronouns could get you fined**](http://nypost.com/2016/05/19/city-issues-new-guidelines-on-transgender-pronouns/)

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Employers and landlords who intentionally and consistently ignore using pronouns such as “ze/hir” to refer to transgender workers and tenants who request them — may be subject to fines as high as $250,000.

The Commission on Human Rights’ legal guidelines mandate that anyone who providing jobs or housing must use individuals’ preferred gender pronouns.

As the regulations, updated late last year, point out, some transgender individuals prefer to use pronouns other than he/him/his or she/her/hers.

Examples of less prominent pronouns that some transgender people may choose, according to the city, are: “ze,” which is the third person singular, such as he and she; and “hir,” which is the third person plural, similar to they.

The legal enforcement is in line with the city’s guidance on discrimination based on gender identity or expression.

“Gender expression may not be distinctively male or female and may not conform to traditional gender-based stereotypes assigned to specific gender identities,” the city advises.

The city insisted that accidentally misusing a transgender person’s preferred pronoun is not against the law and would not be subject to a fine.

The updated regulations are meant to address “situations in which individuals intentionally and repeatedly target transgender and gender non-conforming people with this type of harassment,” Commission spokesman Seth Hoy told the Post Thursday.

“The Commission issued this guidance last year so that employers and individuals understand what the law says and to ensure that every transgender individual in New York City is treated with the respect and dignity they deserve,” Hoy added.

Penalties of up to $250,000 can be imposed for violations that are deemed to be the result of malicious intent.

The idea of using pronouns other than “he/she” has come to light in the past decade as more people are identifying with “non-binary” gender roles, meaning not traditional male/female.

The Obama administration last week issued a decree mandating that every US public-school district allow transgender students to use the bathroom that matches their gender identities.

“There is no room in our schools for discrimination of any kind, including discrimination against transgender students on the basis of their sex,” US Attorney General Loretta Lynch said.

Questions:

1) Summarize the situation. What are the arguments for and against the new guidelines?
2) Do you believe that persistent use of pronouns that counter a person's gender identity is a form of harassment? Why or why not? Do you think it should be punished? Why or why not?
3) Write your own level 3 question related to this article and answer it.