



Sharing Personal Pronouns and Titles in Board Proceedings

The Nova Scotia Utility and Review Board is committed to conducting proceedings that are open and inclusive. We value respectful and courteous communications with our stakeholders, the public and each other. To help the Board use correct pronouns in our hearings and decisions, we invite parties, lawyers and other participants to share their pronouns and titles with the Board and each other.

Although the Board encourages the sharing of pronouns and titles, the decision to do so is a personal choice. Nobody has to share their pronouns in any Board proceeding if they do not want to.

The use of “he” and “she” as meaning men or women, respectively, is not always correct. An individual’s pronouns and titles may also change over time or depending on the context. The sharing of pronouns is a way to avoid assumptions, especially about gender.

Examples of pronouns include, but are not limited to:

- she/her
- ze/zir
- he/him
- no pronouns
(person’s
name only)
- they/them
- ze/hir

Examples of titles include, but are not limited to:

- Ms.
- Mr.
- Mx.

You may share your pronouns and titles in any document or correspondence filed with the Board in a proceeding or by contacting Mr. Bruce Kiley (*he/him*), the Chief Clerk of the Board, at (902) 424-4448 (ext. 9287) or Bruce.Kiley@novascotia.ca.

At a hearing, you may share pronouns and titles with the Hearing Assistant, who will give this information to the Board. Pronouns and titles may also be shared with the Board when parties introduce themselves on the record at the beginning of the hearing, or when introduced as a witness and sworn or affirmed by the Board.