

HOMOPHOBIC LEVELS OF ATTITUDE

1. **Repulsion-** Homosexuality is seen as a crime against nature. People who identify as gay, lesbian, bisexual, and/or transgender are sick, crazy, immoral, sinful, wicked, etc., and anything is justified to change them (e.g., prison, hospitalization, and negative behavior therapy, including electric shock). Anything which will change them to be more normal or a part of the mainstream is justifiable (e.g. violence, imprisonment, shock therapy, conversion therapy, etc.)
2. **Pity-** Pity is heterosexual chauvinism. Heterosexuality is more mature and certainly to be preferred. Any possibility of becoming straight should be reinforced and those who seem to be born *that way* should be pitied, the poor dears.
3. **Tolerance-** Being different is just a phase of development that ... most people 'grow out of.' Thus, they should be protected and tolerated as one does a child who is still learning. LGBT people should not be given positions of authority (because they are still working through adolescent behaviors).
4. **Acceptance-** Acceptance still implies there is something to accept, characterized by such statements as, "You're not gay to me, you're a person," "What you do in bed is your own business," "That's fine as long as you don't flaunt it." Acceptance ignores the pain of invisibility, the stress of being in the closet, and does not acknowledge that another's identity may be of the same value as their own.

POSITIVE LEVELS OF ATTITUDE

5. **Support-** Works to safeguard the rights of LGBT people. Such people may be uncomfortable themselves, but they are aware of the climate and the irrational unfairness in our society.
6. **Admiration-** Acknowledges that being LGBT in our society takes strength. Such people are willing to truly look at themselves and work on their own personal biases.
7. **Appreciation-** Values the diversity of people and is willing to confront insensitive attitudes. These people are willing to combat homophobia, biphobia, and transphobia in themselves and in others.
8. **Nurturance-** Assumes the differences in people are indispensable in society. They view LGBT people and culture with genuine affection and delight, and are willing to be LGBT advocates.