

## HANDOUT: **Putting Ally Behaviors into Action**

**What should the staff person do?**

### **Scenario 1**

A group of seniors is enjoying some free time in the recreation room at a senior center. Walking by, a staff member overhears them making disparaging remarks about gay people.

**What should the site manager or staff member do?**

### **Scenario 2**

Outside each apartment in a seniors-only complex, there is a case where residents can display their name, photos and anything else they want. Three residents on the same floor placed rainbow flags outside their doors in celebration of Pride month. The next day, all three rainbow flags were taken down.

**What should other staff members who are witnessing the behavior do?**

### **Scenario 3**

A transgender senior comes in for lunch. She is a regular visitor to the center. She shows her ID, which lists her gender as male and her name as Daniel, but she goes by the name Dorothy. Some staff members, including the lunch supervisor, continue to call her Daniel and use "he" when referring to her.

**How might the facility respond?**

#### **Scenario 4**

Two senior women share a room at an assisted-living facility. One of the women is visited by her gay grandson and his boyfriend. The other woman in the room complains to facility staff that she wants her roommate to be moved because homosexuality is "against her religion."

**How would you and your staff handle this situation with Robert and Eugene?**

#### **Scenario 5**

Two senior men in your facility, Eugene and Robert, begin an intimate relationship. Robert was previously married to a woman and has two adult children who visit him regularly. You notice that Robert introduces Eugene to them as his new friend. During one visit, Robert's children enter his room without knocking and see the two men in bed cuddling. The children are outraged, blaming Eugene for this behavior, and demand that you stop their relationship by not allowing Eugene to spend time with Robert.

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**How would you discuss this situation with Robert's children?**