



Top Tips: Coming Out at Work

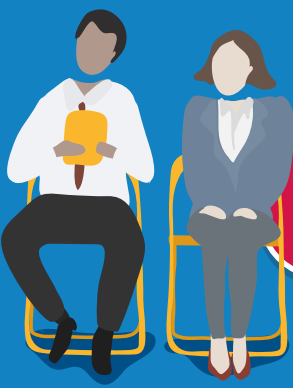
A significant amount of LGBT people do not feel comfortable 'coming out' at work. This means they don't want to disclose their sexual orientation and/or gender identity to colleagues or management, due to fear of discrimination.

Showing your workplace is committed to diversity is the best way to make employees feel comfortable being themselves in the workplace.

Here are 10 ways to do this:

01 Have an equality policy that protects LGBT individuals in your workplace

02 Actively broadcast your equality policy to all employees



1 in 5

LGBT individuals aren't open with anyone at work about their sexual orientation

03 Have clearly defined bullying reporting procedures and encourage their usage

04 Support staff through diversity and inclusion training, including specialist training for line managers

2 in 5

bisexual individuals aren't open with anyone at work about their sexual orientation



05 Have a clear statement on diverse recruitment, and cut out bias in the recruiting process

06 Collect diversity data based on pay, and during the exit process. Use this data to inform and improve LGBT inclusion



1 in 4

transgender individuals aren't open about their gender identity

07 Encourage the creation of an LGBT network group

08 Smaller organisations can make use of external LGBT networks



2 in 5

non-binary people aren't open about their identity at work

09 Encourage your senior management to promote and support LGBT equality

10 Display LGBT-friendly materials in the workplace to show you support diversity and inclusion

