



EQUAL POLICIES AND BENEFITS

- Include sexual orientation in global non-discrimination and anti-harassment policies.
- Include gender identity and expression in global non-discrimination and anti-harassment policies.
- Recognize same-sex couples and their families with full, equal access to all company benefits.
- Ensure that global health coverage includes complete health benefits for transgender employees.

TALENT MANAGEMENT & PROFESSIONAL DEVELOPMENT

- Establish and support LGBT employee resource groups.
- Recruit, hire, and offer mentoring to LGBT employees through tools such as LBGTCareerLink.
- Provide leadership development experiences specifically for LGBT employees.
- Track recruitment and career development metrics for LGBT employees who choose to self identify.

WORKPLACE CLIMATE

- Provide diversity training with specific reference to LGBT issues—such as Out & Equal’s Building Bridges Training—for all employees.
- Use anonymous climate surveys to measure effectiveness of LGBT diversity policies and programs.
- Include LGBT diversity objectives in management performance goals.
- Communicate routinely to all employees how the organization supports its LGBT workforce.

COMMUNITY COMMITMENT

- Support non-profit groups working for LGBT equality.
- Sponsor and encourage visible participation in LGBT cultural events.
- Include LGBT images in marketing and advertising strategies.
- Include LGBT owned businesses in supplier diversity program objectives.

ADVOCACY & CORPORATE RESPONSIBILITY

- Be a visible role model for LGBT workplace equality in the community.
- Support public policy efforts that protect LGBT workplace equality.
- Actively oppose any attempts that would limit or restrict LGBT workplace equality.
- Share leading practices on LGBT workplace equality by supporting the Out & Equal Workplace Summit!

Out & Equal is committed to ending employment discrimination for lesbian, gay, bisexual, and transgender employees. We believe that people should be judged by the work they do, not by their sexual orientation or gender identity. Every day, we work to protect and empower employees to be productive and successful—so they can support themselves, their families, and contribute to achieving a world free of discrimination for everyone.

Learn more about Out & Equal’s programs and services online:

www.OutandEqual.org