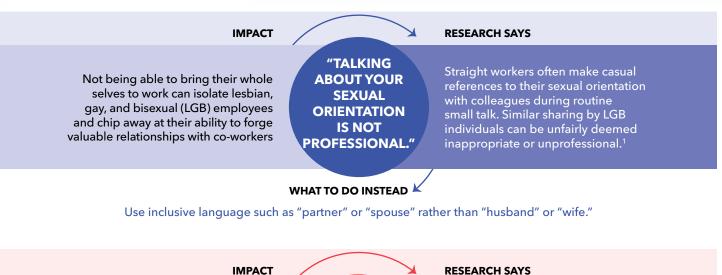
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SEXUAL ORIENTATION IN THE WORKPLACE

Words reflect workplace culture. Even when we have the best intentions, our words can reinforce negative stereotypes around sexual orientation. We must recognize that our words matter and take action by using words that create inclusive environments where people feel both that they are valued and that they belong.



Depending on the situation, outing colleagues can have serious repercussions on their emotional and/or physical well-being, employment, economic stability, personal safety, and/or religious or family situations.²

"YOU KNOW THEY'RE GAY.

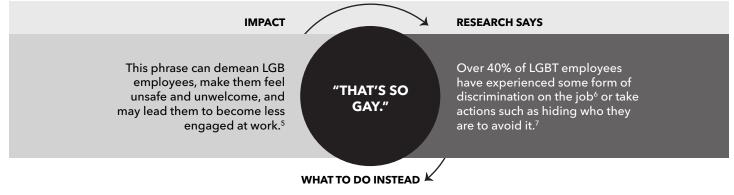
RIGHT?"

RESEARCH SAYS

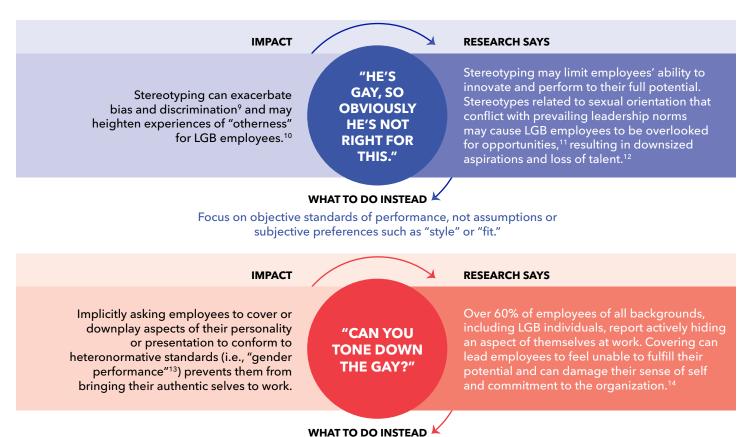
Coming out is a deeply personal individual choice and process that rarely happens just workers hide who they are in the workplace to some extent, with nearly half choosing to be

WHAT TO DO INSTEAD

Ask colleagues how you can best be an ally for them while respecting their privacy.⁴



Interrupt derogatory language, offensive comments, and "jokes" to let people know that this kind of language is not okay.8



Get to know colleagues who are different from you,

and engage in courageous conversations to broaden your perspectives.

FLIP THE SCRIPT

EDUCATE YOURSELF

Learn the terminology¹⁵ and ask LGB colleagues about their experiences. PAY ATTENTION Be cognizant of your word choices, assumptions, and level of personal sharing.

DEMONSTRATE ALLYSHIP Affirm the experiences shared by LGB individuals, and challenge assumptions and behaviors that can lead to prejudice and exclusion.



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