

How to support LGBTQIA+ young people in your workplace

This guide has been developed based on the feedback and recommendations of LGBTQIA+ young people. It should not be considered an exhaustive list of ways to help and ACYP would recommend that if any person wants to support the LGBTQIA+ young people in their lives, they should have a conversation with those young people about how best to do so.



Harassment and discrimination



Call out harassment and discrimination, and hold employees accountable for homophobic, transphobic and biphobic behaviour.



Don't tell the LGBTQIA+ employee to change their behaviour or appearance to avoid being a target.

Episodes of bullying, harassment and discrimination are unacceptable and cause LGBTQIA+ young people to feel unsafe.



Inclusive language



- Introduce yourself using your pronouns and provide scope for employees to do the same.
- Use young people's preferred names and pronouns.
- Provide name badges for all staff with pronouns displayed.
- Use gender neutral and inclusive language, recognising the diversity in all people.

Young people highlighted the importance of using gender neutral and inclusive language to make them feel safe, respected and included in the workplace.



Signs of inclusivity



- Put public displays of support around your workspace, including stickers, flags, signs and posters to show that your workplace is LGBTQIA+ inclusive and supportive.
- Promote and support all employees to get involved in LGBTQIA+ celebrations and events such as Mardi Gras, Pride Month, Wear it Purple Day and International Day Against Homophobia, Biphobia, Interphobia and Transphobia.
- Provide access to all-gender bathrooms.

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Remember:

Be genuine. Any efforts to be supportive of the LGBTQIA+ community must be genuine to support inclusivity and not a tokenistic gesture.