



How to be LGBT In the Workplace: The Dos & Don'ts

Brought to you by: Rollins College Center for Career & Life Planning
Originally Recorded: 2013; Updated 7/2015

Agenda:



Introduction

What do you want from an employer?

Knowing the law

Knowing your **HR**resources

Resources for students

Strategies for coming out.

In conclusion/FAQs

Introduction:

- My name is Andrew Shipman
- Graduating from Rollins College with B.A. in International Business, and a minor in Spanish Language
- I am an openly gay male student
- I have a background in LGBT Business Non-Profits
- Am excited to Answer your questions!



What do you want from your employer?



What do you want from your employer?



Ability to be **open** about sexual orientation

Healthcare benefits and beneficiaries

Protections against harassment

Resources in coming out

Available Employee Resource Groups

Knowing The Law:



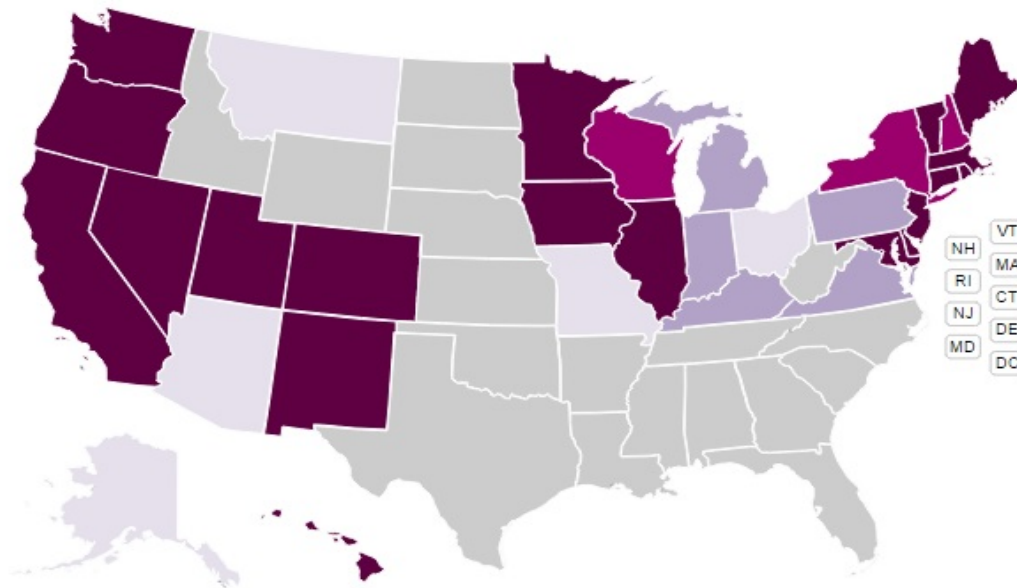
Knowing The Law:

- There are no federal protections on discrimination based on sexual orientation/gender identity
- ENDA- Employment Non-Discrimination Act
- Laws vary state-to-state, and sometimes county-to-county
 - Constantly changing number of states



Knowing The Law:

MAPS OF STATE LAWS & POLICIES



- ⚠️ State Partially Supports
- ✅ State Supports
- ❌ State Does Not Support



STATEWIDE EMPLOYMENT LAWS & POLICIES

The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

- States that prohibit discrimination based on sexual orientation and gender identity
- States that prohibit discrimination based on sexual orientation only
- States that prohibit discrimination against public employees based on sexual orientation and gender identity
- States that prohibit discrimination against public employees based on sexual orientation only

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.



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International

Marriage

Parenting

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Your Elected Officials



HRC's searchable database allows you to see where your elected officials stand on federal legislation that affects the lesbian, gay, bisexual and transgender (LGBT) community, as well as

whether or not they support marriage for gay and lesbian couples.

Using the search functions below you can find Senators' and Representatives' positions on marriage as well as their co-sponsorship of key bills in the current 112th Congress. Additionally, if they were in office during the 111th Congress, their HRC score will be noted.

As bills continue to be reintroduced and new cosponsors are added to existing bills, our team will update this information periodically. Should you have specific questions, please contact legislation@hrc.org.

Don't miss our comprehensive resource on [all members' positions on marriage equality](#). To view individual members' positions on marriage equality, use the search tools below and click on an individual member's profile.

ATTEND AN HRC EVENT

Meet other supporters while advancing LGBT equality. Attend an event today!

SHARE YOUR STORY

We want to hear from you! Tell us how the fight for equality touches your life.



CAMPAIGN: Love Conquers Hate

Stand in solidarity with LGBT people in Russia and around the world.

TAKE ACTION



CAMPAIGN: Pass ENDA Now

Knowing Your HRResources:



- Look for **organizational certifications:**



- Look for **Employee Resource Groups**

- Ex:





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CORPORATE EQUALITY INDEX 2015

**Rating American Workplaces on Lesbian,
Gay, Bisexual and Transgender Equality**

Rating U.S. Workplaces on LGBT Equality

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Human Rights Campaign Foundation's 2015 Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual and transgender employees.

In the 2015 CEI report, 366 major businesses — spanning nearly every industry and geography — earned a top score of 100 percent and the distinction of "Best Places to Work for LGBT Equality."

[READ THE REPORT](#)[SEARCH OUR DATABASE](#)[ABOUT THE CEI](#)[WORKPLACE RECOGNITION](#)



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EMPLOYER DATABASE



[Private Sector Search](#) | [Government Sector Search](#)

To make multiple selections or to deselect one from the select boxes:
hold down the Control key on a PC, or Apple/Command key on a Mac when selecting.

EMPLOYER

Employer Name

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KEY POLICIES

Employers with non-discrimination policies that include sexual orientation

Select One ▼

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All Private Sector Employers (for-profit) ▲
Not-For-Profit Organizations
Unions
Colleges & Universities ▼

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We're a grassroots force of more than one million people fighting for equality for all.

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Meet other supporters while advancing LGBT equality. Attend an event today!

FEATURED BLOG POSTS

[The New York Times Shares Examples of Discrimination Facing LGBT Community](#)
July 15, 2015

[HRC Children, Youth and Families Program Director: "The Kids Are Alright. Really."](#)
July 15, 2015

[Senate Fails to Pass Critical Protections for LGBT Youth](#)
July 14, 2015

[Fortune Magazine Highlights Transgender Inclusion in the Workplace](#)
July 14, 2015

[Picking Up the Pieces: The Sentencing of Michael Johnson](#)
July 14, 2015

FEATURED RESOURCES



LGBT CareerLink

LGBT CareerLink

[University](#) >

[Community](#) >

[Out Equal Books](#) >

[LGBT CareerLink](#) >

[Global Resource Guide](#) >

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What LGBT CareerLink offers

Find jobs at diversity-friendly companies and research careers by networking with your LGBT and allied colleagues. Whether you are an employer or an LGBT professional looking to build your career, LGBT CareerLink offers tools and resources focused on LGBT inclusion in the workplace. Membership is free for LGBT job seekers and competitive subscription packages are available for employers of all sizes. Call 415-694-6511 for more information.

For Job Seekers

- Post your resume for free
- Access advanced job searching options
- Create e-mail alerts for new job listings

For Employers and Recruiters

- Choose from annual subscriptions, job posting packs, featured job listing and featured employer advertising to meet your recruiting needs
- Search for quality LGBT and ally job candidates
- Easily access online analytics



[Workplace Summit](#) >

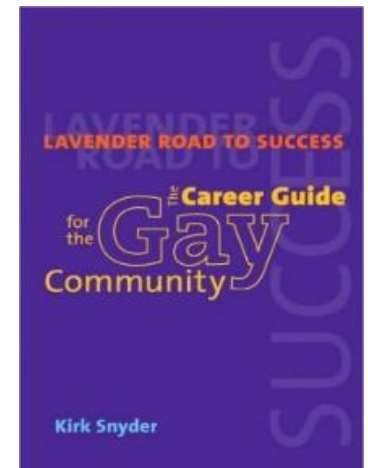
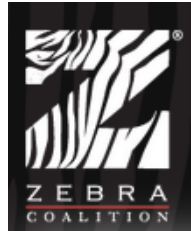
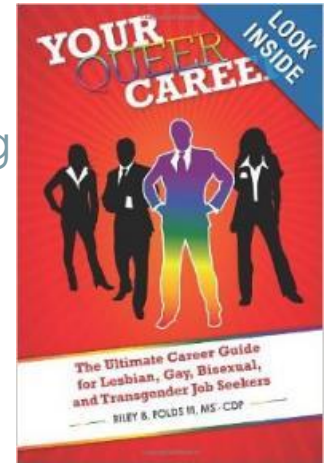


[Out & Equal University](#) >

Resources For Students:



- Career Center Resources:
 - Safe Zone Trained Staff can provide 1-1 career counseling
- On-Campus Resources:
 - Center for Inclusion & Campus Involvement
 - Lucy Cross Center for Women & Their Allies
 - Spectrum Student Group
- Orlando Resources:





Resources For Students:

- LGBT Business Conferences
 - Connects you to LGBT friendly careers and employers
 - Technology, Business, Leadership





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NETWORK NEWS

EVENT RECAP: FINANCIAL PLANNING 101



POSTED ON SEP 17, 13 : [EVENTS](#), [UPDATES](#)

At the "Financial Planning 101" event on September 12th, O4U alumni gathered at Credit Suisse's NYC Headquarters and gained pearls of wisdom in estate planning from Eric Berger of Credit Suisse Wealth Management and Barbara Lynn Pedersen of Emmet Marvin, a Tax and Estate law firm. The workshop

GLOBAL PERSPECTIVES: O4U FEATURED IN THE UK



POSTED ON SEP 8, 13 : [UPDATES](#)

Out for Undergrad is making international headlines! In a recent piece on LGBT student leaders in the United Kingdom's Independent newspaper, Out for Undergraduate board member Garrett Hall discusses the rise of LGBT students in government youth organizations and the importance of visibility for LGBT community leaders. "Prominent,

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A very interesting read on the Employee Non-Discrimination Act that's before Congress and trans-friendly work environments:
http://www.huffingtonpost.com/michael-ruderman/creating-trans-friendly-workplaces_b_4210407.html

... by our very own Michael Ruderman!

Creating Trans-Friendly Workplaces: Congress Needs to Catch Up to

Facebook social plugin



Lesbian Gay Bisexual Queer Transgender Questioning Ally

Be Educated. Be Prepared. **Be Empowered.**

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OVERVIEW OF LGBTQ AT LOCKHEED

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CERTIFICATION ASSESSMENT**

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Receive
occasional
updates on
happenings.

First Name

Last Name

Email

Strategies For Coming out:



Coming out: almost half do not tell anyone

**Completely
out**



136 people

**Told a few
colleagues**



986 people

**Only told
my boss**



10 people

**Have not
told anyone**



1,029 people

Strategies For Coming out:

- Find Support within the organization
 - From **HR** Department or Other LGBT individuals
- Relax. Have the conversation that you are comfortable having
- Make a plan
- Find a way to signal your views/lifestyle
- Do what feels comfortable



Strategies For Coming out:





Strategies For Coming out:



In conclusion/FAQs:

- You are awesome!
- Visit some of the resources discussed and learn more
- Stay informed!
- Ask questions!
 - Career Center @ Rollins College
- Get involved!



FAQs:

- Message me

- ashipman@rollins.edu



- Contact the career center

- careercenter@rollins.edu ■

(407)-646-2195

