

Equal and non-discriminatory workplace

Do your part

> Know the laws

Employers have an obligation to promote equality and non-discrimination in a purposeful and systematic manner. Discrimination based on sexual orientation, sexual identity or expression, or family structure is prohibited by legislation on equality and non-discrimination.

> Address inappropriate behaviour and be supportive

Telling queer and transgender jokes, propagating stereotypes, gossiping about others and harassment are not appropriate in the work environment. Address inappropriate behaviour – does your workplace have guidelines for this? Let your LGBTQIA+ coworker know that you are there to support them if necessary and address any issues that arise with your supervisor.

> Respect the right of self-determination

Respect what your coworker tells you about their sexual orientation, name, gender and gender expression. Don't question your LGBTQIA+ coworker's experience of discrimination. Everyone has the right to identify or not identify themselves, to be closeted or to come out and to change their mind.

> Identify attitudes

How do your own possible attitudes, even inadvertently, affect the way you interact and treat your coworkers? Attitudes are often the result of a lack of knowledge or understanding. Both reinforce prejudice and stereotypes.

> Watch what you say

Use inclusive and gender-neutral language: supervisor, spouse, "esteemed listeners". You don't need to master all the terminology used by and referring to the queer community. In addition to what is being said, it is important to consider how it is said and who can say it. Are some people allowed to talk about their relationships and others are not? Are LGBTQIA+ coworkers asked to keep their lives and issues to themselves?

> Have you experienced discrimination or harassment?

Remember, you aren't alone. In addition to the law, you have the support of the authorities and trade unions. Report any discrimination or harassment concerning yourself or LGBTQIA+ coworkers to your employer in person and in writing as well as to the workplace shop steward, occupational safety and health representative or your own trade union.

If measures to eliminate discrimination or harassment are not taken, submit a complaint to the Ombudsman for Equality (gender) or Non-Discrimination Ombudsman and/or the Regional State Administrative Agency (sexual orientation).

LGBTQIA+ (RAINBOW COMMUNITY) REFERS TO:

People who belong to sexual minorities:
gay, lesbian, bi- and pansexual, asexual, aromantic

People who belong to gender minorities:
Transgender, non-binary, crossdresser, intergender, queer

WHY IS IT IMPORTANT TO SUPPORT DIVERSITY IN THE WORKPLACE?

- > Increases well-being at work
- > Enables employees to give their best at work and dare to creatively seek new solutions to challenges
- > Improves interaction and teamwork
- > Boosts company image and attractiveness as a workplace



Akava



#OPENTOKNOWLEDGE