

Gender Identity Factsheet

Brief overview

Gender Identity refers to an individual's internal sense of their own gender, which may or may not align with the sex assigned to them at birth. Fostering an inclusive workplace for individuals of diverse gender identities is crucial for creating a supportive and equitable environment.

Workplace considerations

- 1. Inclusive Policies** - Develop and enforce non-discrimination policies that explicitly include gender identity as a protected category.
- 2. Gender-Neutral Facilities** - Provide gender-neutral restrooms and facilities to accommodate individuals of diverse gender identities.
- 3. Preferred Pronouns** - Encourage employees to specify and use their preferred gender pronouns, creating a more respectful and inclusive workplace.
- 4. Name Change Policies** - Implement policies that facilitate the seamless process of updating names on identification documents and email systems for employees who undergo name changes to align with their gender identity.
- 5. Transgender-Inclusive Healthcare** – If you offer healthcare benefits to your employees, ensure that the coverage is inclusive of transgender healthcare.

Notable dates

May – Women's health month

November – Men's health month