

Sexual Orientation Factsheet

Brief overview

Sexual Orientation refers to an individual's emotional, romantic, or sexual attraction to people of the same and/or opposite gender. Creating an inclusive workplace that respects diverse sexual orientations is essential for fostering a positive and productive work environment.

Workplace considerations

- 1. Non-Discrimination Policies** - Clearly articulate and enforce non-discrimination policies that explicitly include sexual orientation as a protected category.
- 2. Inclusive Benefits** – Make sure that any employee benefits provide the same cover for same-sex partners.
- 3. Inclusive Language** - Promote the use of inclusive language in all communications to create a welcoming environment for individuals of all sexual orientations.

Notable dates

LGBT History month - February
Pride month - June