Trans-inclusive Workplaces Guide

publication, socio-economic rights

TGEU's '**Trans-inclusive Workplaces: A Guide for Employers and Businesses**' is a toolkit and call for action.

Trans people can be found in all sectors of work – from teachers and police officers, accountants, to shop assistants and carers. **They are as diverse as the rest of the population**. When an employee comes out as trans at work, it can come as a complete surprise to the employer. This is often because the employee may not have previously expressed their gender identity for fear of ridicule and/or discrimination.

Many large organisations recognise the benefits of having a workplace that is welcoming of a diverse workforce. All employees can benefit, for an organisation that is forward-thinking and welcoming of diverse people encourages employees to be more open about their identities. Trans people who have been supported at work prove to be happier, healthier, more productive and loyal employees.

TGEU
Transgender Europe

TRANS-INCLUSIVE WORKPLACES

Guidelines for Employers and Businesses

Stephen Whittle
Lewis Turner

This publication builds on TGEU's previous work on anti-discrimination and human rights, providing a **guide for employers and businesses on how best to support trans employees in the workplace**. This guide covers what makes a trans-friendly workplace, how to support a trans person at work and how to word questionnaires to ask if someone is trans. It also provides a basic guide to what it means to be trans and the importance of providing support to trans employees.

This publication has been produced with financial support from the Rights, Equality and Citizenship Programme of the European Union, the Open Society Foundation, and the Government of the Kingdom of the Netherlands. The contents of this publication are the sole responsibility of the authors and Transgender Europe, and can in no way be taken to reflect the views of the European Commission, the Open Society Foundation, or the Dutch Government.

Download report

Find out more about Trans People's EU Employment Rights and National Gender Recognition Laws.