

# Homophobia In Our Workplace

Courtesy of Outfront Minnesota  
310 38<sup>th</sup> Street East, Minneapolis, MN 55409  
(612) 822-0127

GLBT=Gay, Lesbian, Bisexual, Transgendered

Yes    No    Unsure

- |                          |                          |                          |  |
|--------------------------|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 1. Our forms ask clients if they are “married, single, widowed or divorced.”   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 2. Staff refer to “partners” rather than “husband, wife, or spouse” when speaking with clients, or with each other.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 3. We advertise our services in the GLBT media.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 4. GLBT individuals are listed in our organization’s brochures and statements of who we serve.   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5. Sexual orientation and gender identity are listed in our anti-discrimination (EEO) policy.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 6. We have GLBT material such as magazines and newspapers in our waiting room area and/or our staff lounge.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 7. Homophobic comments and jokes are not tolerated among staff or clients.   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 8. If I were a GLBT client, I would feel safe being open about my sexual orientation or gender identity at this agency.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 9. We advertise staff openings in the local GLBT press.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 10. Our personnel policy (Family Leave Act) includes paid emergency leave for death or illness of unmarried partners, or their children.                             |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 11. There are, or have been, “open” GLBT people on our staff.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 12. If I were GLBT, I would feel comfortable having a photograph of my partner in my workspace.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 13. GLBT staff members are comfortable bringing their partners to staff social events.   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 14. Our organization recognizes and values the families of all of its employees by including domestic partners and dependents in its benefits package.               |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 15. We have regular contacts and referrals with the GLBT communities.  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 16. Our agency has had in-services on GLBT issues.   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 17. GLBT issues and policy are covered in staff orientation and/or volunteer training.   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 18. When suicide, alcohol and drug abuse, or at-risk sexual behaviors are addressed, potential connection to sexual orientation/gender identity issues is discussed. |