



RESOURCE GUIDE

Building Inclusive Workplaces for Transgender Employees

2023 Edition

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In this resource guide, we provide:

Like any inclusion strategy, when considering what it takes to build an inclusive workplace for transgender and gender non-conforming employees, policy alone will not be enough. In addition to having clearly stated policies and healthcare benefits that are inclusive and supportive of transgender and gender nonconforming employees, communication and education of all employees are equally important.

- **Quick facts** about the transgender landscape
- Links to **resources** to get the conversation started and to support educating employees; and
- Links to **sample policies and procedures** that support transgender and gender non-conforming employees including transition guidelines, sample transition policies and procedures, a guide to transgender healthcare benefits and inclusive bathroom guidelines

RESOURCES FOR STARTING THE CONVERSATION

- [Getting the Language Right: The Transgender Conversation](#)
- [As A Trans Ally I Will...](#)
- [Trans Ally Resources from Straight for Equality](#)
- [When it Comes to Transgender Workplace Inclusion Are You Resting on Your CEI Laurels?](#)

Transgender Quick Facts

- 82 percent of Fortune 500 companies include gender identity in nondiscrimination policies, compared to just 3 in 2000. (The Transgender Community by the Numbers, 2017)
- According to the Human Rights Campaign Corporate Equality Index, the number of employers worldwide that “provide at least one transgender-inclusive healthcare coverage plan” rose from 49 in 2009, to 278 in 2013, and are now at 647 in 2017. (Human Rights Campaign)
- The US transgender population faces a rate of unemployment three times higher than the general population. (2017 Workplace Equality Fact Sheet, 2017)
- Over a quarter (27%) of the transgender population report they were not hired, were fired, or were not promoted in 2015 due to their gender identity or expression (2017 Workplace Equality Fact Sheet, 2017)
- 80% of the transgender population who were employed in 2015 experienced harassment or mistreatment on the job, or took steps to avoid it. (Lesbian, Gay, Bisexual, and Transgender Workplace Issues, 2017)
- 78% of transgender people report feeling more comfortable after transition, and believe their workplace performance improved. (Lesbian, Gay, Bisexual, and Transgender Workplace Issues, 2017)



EXAMPLES OF TRANSITION POLICIES AND PROCEDURES

- [Model Workplace Employment Policy from Transgender Law Center](#)
- [NASA Guidelines on Gender Transition](#)
- HRC's [Template for Gender Transition Guidelines](#)

TRANSGENDER-INCLUSIVE BENEFITS FOR EMPLOYEES AND DEPENDENTS

- [HRC's Resource on Transgender-Inclusive Healthcare Coverage](#)
- [Transgender Law Center's Transgender Health Benefits Guide](#)

BATHROOMS

- OSHA's [Guide to Restrooms for Transgender Workers](#)
- Seramount's [Let's Talk About Bathrooms](#) Resource Guide

