



YOUR QUEER CAREER

OUT AT WORK

- Is it important for you to be out at work?
- What identities are you currently out with (if any)? What identities do you want to be out with?
- What does out look like for you?
- What sort of "activities" would you like to participate in at work?
- What concerns do you have? What hopes do you have?
- What supports need to be in place for you to be out?

LAWS AND PROTECTIONS

- In what state and region are you looking to pursue your career?
- What is the current climate in that location? What climate are you seeking?
- What laws, policies, and protections exist for you if you do choose to be out?
- Do these laws, policies, and protections cover each of your identities?
- Does the employer or institution have a written non-discrimination policy and/or an equal opportunity statement? Does it specifically cover sexual orientation and/or gender identity/expression? Is the company or institution ranked on the Human Rights Campaign Corporate Equality Index? If so, what rating have they earned?

ADDITIONAL CONSIDERATIONS

- Does the workplace have a written dress code?
- What is included in the dress code and what are the consequences for not following the dress code? Does the workplace have gender inclusive bathrooms?
- Does the workplace have a LGBTQ+ employee resource group or affinity group?
- ~~What is the workplace's policy on religious observance and expression?~~



ADDITIONAL RESOURCES

Movement Advancement Project
Out for Work
LGBT CareerLink
Out for Undergrad
The Pipeline Project Internship Program
Out Professionals
Your Queer Career (Book)
Out and Equal
Family Equality Council
The GLBT National Help Center
Gay & Lesbian Advocates & Defenders (GLAD)
Human Rights Campaign (HRC)
HRC Buyers Guide
Parents, Family & Friends of Lesbians and Gays
Lambda Legal Defense and Education Fund
National Lesbian and Gay Law Association

Transgender Law Center (TLC)
Advocates for Informed Choice (AIC)
Gay, Lesbian & Straight Educators Network
Gay and Lesbian Medical Association (GLMA)
National Gay and Lesbian Chamber of
Commerce (NGLCC)
Lambda Literary
Pride at Work
Out and Equal Workplace Advocates
American Veterans for Equal Rights (AVER)
OutServe-SLDN
Gay & Lesbian Association of Retiring Persons
Services & Advocacy for Gay, Lesbian, Bisexual
& Transgender Elders (SAGE)
Diversity Best Practices
Diversity Inc