

LGBTIQA+ inclusive workplaces



a guideline for employers



**Victorian Equal Opportunity
& Human Rights Commission**

Employees

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Did you know the law protects you from experiencing LGBTIQ+ discrimination at work in Victoria? Under the Equal Opportunity Act, employers must eliminate discrimination against employees on the basis of gender identity, sex characteristics or sexual orientation.

Download the Victoria Equal Opportunity and Human Rights Commission's fact sheets in a range of languages to find out more about LGBTIQ+ employee rights at work: www.humanrights.vic.gov.au/resources/guideline-lgbtqa-inclusive-workplaces/

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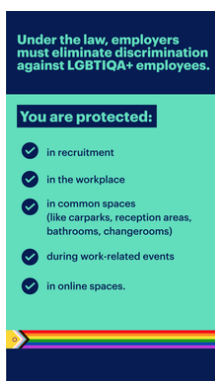
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Social media: animation

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Digital: news

The Victorian Equal Opportunity and Human Rights Commission's *Guideline: LGBTIQ+ Inclusive Workplaces* is an essential tool with practical information about LGBTIQ+ employees' rights at work under the Equal Opportunity Act.

The guideline provides 5 minimum standards that employers should meet to create inclusive workplaces and comply with their legal duty to prevent, not just respond to, discrimination against LGBTIQ+ employees.

It also comes with factsheets to help employees understand how they are protected at work from discrimination on the basis of gender identity, sex characteristics and sexual orientation. The fact sheets cover clear examples of what constitutes LGBTIQ+ discrimination at work and how you can take action if you experience it.

Download the fact sheets in a range of languages at:
www.humanrights.vic.gov.au/resources/guideline-lgbtiqa-inclusive-workplaces/

Images



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Employees

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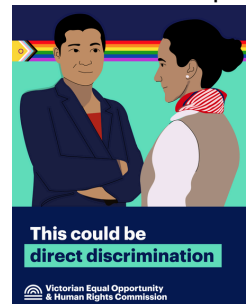
Case studies social media, web and presentations

Imagine you're Skye, a non-binary person who applies for a job as a flight attendant. The recruitment team are concerned that hiring Skye might make other employees or customers feel uncomfortable because Skye uses they/them pronouns and does not present in a traditionally 'male' or 'female' way. So, the team decides to hire another candidate who is not as qualified.

This could be direct discrimination. Find out more about how the law protects you from discrimination on the basis of gender identity at work.

Download the Victorian Equal Opportunity and Human Rights Commission's fact sheet in a range of languages: www.humanrights.vic.gov.au/static/1def1d5a1bf01b28b8473f3153e9330b/Resource-LGBTIQA_Factsheet_Gender_EN_18-June-2025.pdf

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Imagine you're Huy, who has hypospadias - an innate variation in his sex characteristics that means he can't use a urinal and needs access to a cubicle with a toilet. Huy feels uncomfortable using the male bathroom at work because there is just one cubicle and that is often occupied. Huy would rather use the accessible toilet but he needs an access pass to use it, so he asks his boss. Huy's boss says no because 'our policy is that only people with mobility issues are allowed to use the accessible toilet'.

This could be indirect discrimination. Find out more about how the law protects you from discrimination on the basis of sex characteristics at work.

Download the Victorian Equal Opportunity and Human Rights Commission's fact sheet at in a range of languages: www.humanrights.vic.gov.au/static/d23957847aa9d814699c59b4d640d008/Resource-LGBTIQA_Factsheet_Intersex_EN_18-June-2025.pdf

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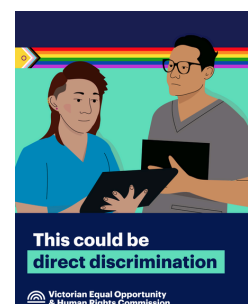


Imagine you're Kristen, a lesbian who works at a small dental practice. Her wife Lana recently gave birth to their first child. When Kristen applies for leave under the company's parental leave policy, her manager says this leave is only available for biological parents – and Kristen is not, so her request is denied.

This could be indirect discrimination. Find out more about how the law protects you from discrimination on the basis of sexual orientation at work.

Download the Victorian Equal Opportunity and Human Rights Commission's fact sheet in a range of languages at: www.humanrights.vic.gov.au/static/828b2b64824c6dde00ccdb32d58db39/Resource-LGBTIQA_Factsheet_Sexual-Orientation_EN_18-June-2025.pdf

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Social media: static post

Did you know the law requires employers to eliminate LGBTIQ+ discrimination at work in Victoria? Under the Equal Opportunity Act, it is unlawful for employers and other employees to discriminate on the basis of gender identity, sex characteristics or sexual orientation.

Download the Victorian Equal Opportunity and Human Rights Commission's guideline in a range of languages to find out more about LGBTIQ+ discrimination and how to comply with the Equal Opportunity Act:

www.humanrights.vic.gov.au/resources/guideline-lgbtqa-inclusive-workplaces/



Social media: animation

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Social media: explainer

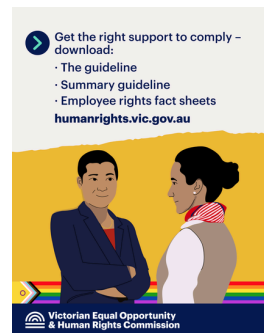
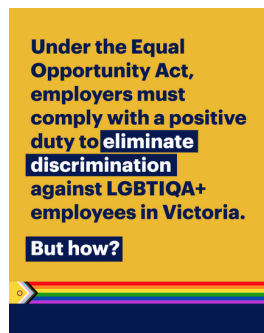
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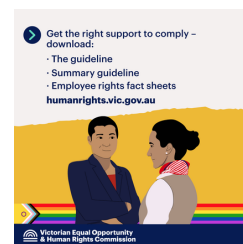
Download our new guideline in a range of languages to find out more about LGBTIQ+ discrimination and how to comply with the Equal Opportunity Act

www.humanrights.vic.gov.au/resources/guideline-lgbtqa-inclusive-workplaces/

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Digital: news

The Victorian Equal Opportunity and Human Rights Commission's *Guideline: LGBTIQ+ Inclusive Workplaces* is an essential tool with practical information and actions to help employers in Victoria comply with their legal duty to eliminate discrimination against LGBTIQ+ employees under the Equal Opportunity Act.

The guideline offers clear information on what LGBTIQ+ discrimination is and where it occurs in workplaces.

It provides 5 minimum standards that employers should meet to create inclusive workplaces and comply with their legal duty to prevent, not just respond to, discrimination against LGBTIQ+ employees.

The guideline lists out the actions that employers can take immediately to meet the 5 minimum standards.

Find out more about how employers can meet their legal duty to prevent and respond to LGBTIQ+ discrimination at work under the law in Victoria.

Download the guideline in a range of languages at:
www.humanrights.vic.gov.au/resources/guideline-lgbtiga-inclusive-workplaces/

Images



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Email signature 650 x 200 px



Case studies social media, web and presentations

What happens when an application form for a job requires applicants to choose between male or female gender? It could be indirect discrimination.

In workplaces, indirect discrimination might be a policy, practice or process that may not seem discriminatory on the surface but disadvantages LGBTIQ+ people when applied.

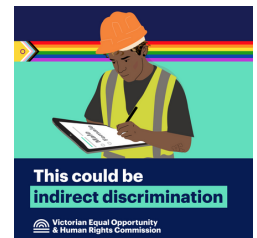
Find out more about your legal duty to eliminate discrimination on the basis of gender identity at work.

Download the Victorian Equal Opportunity and Human Rights Commission's 'Guideline: LGBTIQ+ Inclusive Workplaces' in a range of languages at: www.humanrights.vic.gov.au/resources/guideline-lgbtiqa-inclusive-workplaces/

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Rupert was born with XXY chromosomes (sometimes known as Klinefelter syndrome). He chooses to disclose to a close friend at work that he has an innate variation of sex characteristics and word gets out around the office that he is intersex. Rupert's colleagues begin asking him inappropriate questions about 'what he has down there', which Rupert finds intimidating and offensive.

This may be direct discrimination based on sex characteristics, as well as sexual harassment.

Find out more about your legal duty to eliminate discrimination on the basis of sex characteristics at work.

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Charlotte is a bisexual employee of a law firm. Charlotte brings her girlfriend Dani to the law firm's end-of-year celebration at the local pub. Sean, one of Charlotte's colleagues, knows that Charlotte is bisexual and asks her if she and her girlfriend would be up for a threesome 'because I know that's what you bisexuals are into'.

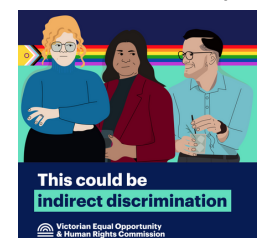
Even though this happened outside the office, the behaviour still took place at a work-related event and could amount to both discrimination and sexual harassment under the Equal Opportunity Act. Find out more about your legal duty to eliminate discrimination on the basis of sexual orientation at work.

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Find out more about the *Guideline:* *LGBTIQA+ inclusive workplaces*

> humanrights.vic.gov.au/resources

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