

MANAGER'S GUIDE TO LGBT+ INCLUSION

Know the policies

Read, understand, and use the NUIG Equal Opportunity and Gender Identity & Expression Policies

Understand the Terminology

What's offensive and what's not, understand commonly used terms and put them into practice

Provide Awareness Training

Talk to HR, OVPED to discuss training for your team. Ensure your team is aware of unacceptable behaviours.

Be Mindful of your own Assumptions

Try to adapt a habit of not assuming and not relying on stereotypes. Use inclusive language.

Create an Inclusive Environment

Be active and visible in your support of inclusion. Display visible support and talk regularly about inclusion.

Respect Confidentiality

Understand the sensitivity around disclosure. Never act surprised, always support.

Share and Engage

Respond to questions in a way that will educate and inform. Support NUIG's initiatives and be a role model.

Gain knowledge of challenges

Get to know the challenges that can face LGBT+ colleagues and students. Set up a meeting with LGBT+ leadership.

RESPOND to Discrimination

Respond directly to homophobia and transphobia and address destructive comments quickly.