



## **LGBTQ awareness: Encouraging respectful workplaces**

**Monday, October 2, 2017 (Toronto, Ontario)** - Serving with Pride believes that a respectful workplace is one that is safe, supportive and recognizes and values diversity in all forms.

It is a place where people, at all levels, are open and courteous to the ideas of others and it is a place where people are willing to apologize when mistakes are made.

It is a place where people are treated and treat others fairly and with respect; conflict is addressed in a positive and respectful manner; and disrespectful behavior, harassment and bullying, are not tolerated.

It is crucial to understand that our words have huge impact, both positively and negatively. The use of profanity or derogatory terms is not professional nor respectful. Using disparaging language in any context, whether to humiliate or bully LGBTQ colleagues or whether to communicate an idea, can have legal (Ontario Human Rights Code violations and internal code of conduct investigations) and social consequences. Disrespectful language impacts the way in which you and your organization are perceived.

To be “politically correct” is to believe that language and practices which could offend sensibilities (as in matters of gender identity, sex or race) should be eliminated.

Serving with Pride encourages everyone to educate themselves in the potential sensibilities of LGBTQ people and to think about how your words affect their wellbeing in our workplace.

Visit [www.servingwithpride.ca](http://www.servingwithpride.ca) for resource material and LGBTQ definitions or watch for upcoming LGBTQ 101 workshops. The next one is taking place on Thursday, November 16, 2017 in London, ON.

Be kind to one another.

**Media enquiries:**

Jean Turner

Serving with Pride, Vice-president

[jturner@servingwithpride.ca](mailto:jturner@servingwithpride.ca)

226-920-8193