

Current LGBTQ Issues in the Workplace



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How to have an open discussion on LGBTQ issues in the workplace

- How to start the conversation
- What's the right way to talk about the T in LGBTQ?
 - Gender identity, gender expression
- Gender diverse and being aware of that population



Drafting workplace policies that comply with the law and articulate an inclusive company culture

- Updating policies
- Policy components
- Gender identity and gender expression
 - Best practices

How to respond when employees tell you they are transitioning gender

- First impression is critical
- Transition plan
 - Milestones to consider (fluidity)
- Set up training to educate and open the conversation
- Solidarity
- Setting and following precedent

How to handle complaints of discrimination and harassment

- Components
 - Intake
 - Investigation
 - Determination
 - Resolution: appropriate corrective action
- TTEC practice of extending everywhere

Current Legislation in Colorado

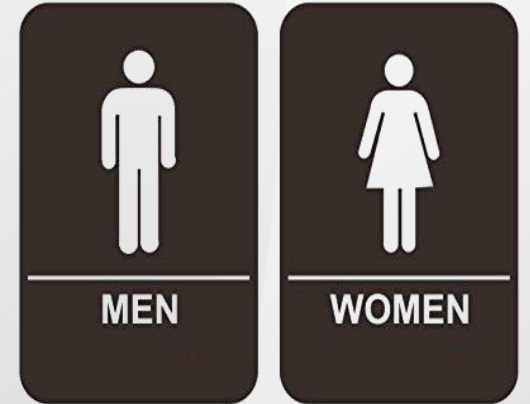
- Actually, not so current
 - CADA, *C.R.S. 24-34-401 et seq.*
- Back to proposed regulations?
- Gender markers: Male, female, or X – what impact with benefits? New hire paperwork?



Restroom access, dress codes, and customer reactions



- Access based on gender identity
 - Best practices
 - How to address conflicting issues
 - Safety v. convenience
- Update to apply to modern workforce
 - No dress code?
 - Best practices
 - Self-selection?
 - Removal of gender references
- Clients and customers



Q & A



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Thank You



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