

# Trans-inclusive Workplaces Guide

[publication](#), [socio-economic rights](#)

TGEU's '**Trans-inclusive Workplaces: A Guide for Employers and Businesses**' is a toolkit and call for action.

**Trans people can be found in all sectors of work** – from teachers and police officers, accountants, to shop assistants and carers. **They are as diverse as the rest of the population.** When an employee comes out as trans at work, it can come as a complete surprise to the employer. This is often because the employee may not have previously expressed their gender identity for fear of ridicule and/or discrimination.

**Many large organisations recognise the benefits of having a workplace that is welcoming of a diverse workforce.** All employees can benefit, for an organisation that is forward-thinking and welcoming of diverse people encourages employees to be more open about their identities. Trans people who have been supported at work prove to be happier, healthier, more productive and loyal employees.



# TRANS-INCLUSIVE WORKPLACES

Guidelines for Employers  
and Businesses

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This publication builds on TGEU's previous work on anti-discrimination and human rights, providing a **guide for employers and businesses on how best to support trans employees in the workplace**. This guide covers what makes a trans-friendly workplace, how to support a trans person at work and how to word questionnaires to ask if someone is trans. It also provides a basic guide to what it means to be trans and the importance of providing support to trans employees.

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Find out more about [Trans People's EU Employment Rights and National Gender Recognition Laws](#).