

**Homophobia and the Workplace**

According to research by the Human Rights Campaign:

* **46%**of LGBT+ workers say they are closeted at work, compared to **50%**in HRCF's groundbreaking 2008 [Degrees of Equality](https://www.hrc.org/resources/degrees-of-equality) report;
* **1-in-5**LGBT+ workers report having been told or had coworkers imply that they should dress in a more feminine or masculine manner;
* **53%**of LGBT+ workers report hearing jokes about lesbian or gay people at least once in a while;
* **31%**of LGBT+ workers say they have felt unhappy or depressed at work;
* The top reason LGBT+ workers don't report negative comments they hear about LGBTQ people to a supervisor or human resources: **They don't think anything would be done about it** — and they don't want to hurt their relationships with coworkers.

**What can employers do to address homophobia at work?**

1. Revise policies and procedures manual to ensure policies are inclusive and zero tolerance policies are in place.
2. Conduct LGBT sensitivity trainings
3. Ensure there is space for dialogue at all levels in the agency.

Note: No Southern States have LGBT+ protection for employment, housing, and public accommodations.

<https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide>