

## Resources referenced on learning platform on the protected characteristics of Sexual Orientation and Gender Reassignment.

### Sexual Orientation:

Taking action in LGBTI+ inclusion

These Stonewall resources offer insights into LGBTI+ staff experiences in workplaces and tips on how to actively promote LGBTI+ inclusion:

- [Stonewall Scotland, Work Report](#)
- [Top 10 tips for LGBTI inclusion in the workplace](#)

Taking action in bisexual inclusion  
Bisexuality and workplace barriers

Understanding bisexuality and the barriers that bisexual individuals may experience in the workplace can help us begin to recognise the areas of improvement required to be more inclusive.

- [An introduction to bisexuality](#)
- [The Bi Umbrella](#)
- [Bisexual visibility in the workplace](#)

Actions you can take for bisexual inclusion

The following resources offer ways in which you can incorporate your understanding into actions to tackle inequality in the workplace and to continue to promote an inclusive culture.

- [Bi inclusion tips](#)
- [How to be a bi ally](#)
- [Roadmap to bisexual inclusion](#)

## 1. Further reading and resources

These additional resources give further insight into bisexual equality, experiences and further reading that may be of interest from a variety of sources:

- [What makes a good ally to the bi community?](#)
- [Bisexual Inclusion in LGBT, Equality and Diversity](#)
- [Bisexuality and Beyond](#)
- [The Kinsey Scale and the Klein Grid](#)

### **Gender Reassignment and Transitioning:**

Our commitments to trans equality

We are committed to ensuring that our trans and non-binary colleagues are valued for who they are, for the perspectives that they bring and for the contribution they make to delivering for the people of Scotland. Our commitment to enhancing trans and non binary equality and inclusion reflect our organisational values that we are inclusive and kind.

Our [Trans and non-binary equality and inclusion policy](#) explains our commitments, everyone's roles and responsibilities of individual and support available.

There are also [supporting procedures for the trans and non binary equality and inclusion policy](#) that have been developed to support all colleagues to implement and embed the actions and principles detailed in the policy. This provides practical guidance for colleagues who are transitioning in the workplace, and the managers, colleagues and Directorate for People colleagues who are supporting them.

Understanding trans discrimination

The Equality and Human Rights Commission resource [Gender reassignment discrimination](#) provides a short video and self-directed reading to give an

overview of what gender reassignment discrimination is and the different areas this covers.

If this directly impacts you in the workplace, our [Grievance Policy](#) provides further information and support.

Reports from Stonewall, Galop and Scottish Trans Alliance offer insights and findings to grow your understanding of why trans inclusion matters:

[LGBT in Britain - Trans Report](#)

[Transphobic hate crime report](#)

[Non-binary report](#)

Taking action in trans inclusion

The Scottish Government have provided the following factsheet to help individuals understand what is meant by [gender recognition](#) in Scotland.

Stonewall have a [trans inclusion in the workplace hub](#) where you can access supporting resources on embedding trans equality in the workplace and gain an understanding of trans inclusion. This Stonewall resource provides further [Trans Q&A](#) for understanding.

Trans micro-behaviours

Micro-behaviours are subtle actions and behaviours. These can be nonverbal behaviours and down to subtle comments, expressions and tones of voice. They influence how included or

excluded the people around us feel. You can refer to our general area on [micro-behaviours](#) for further understanding

[Trans and non-binary microaggressions](#) can help you understand how microaggressions can show up and appear day to day for trans and non binary people. You can also learn [how to counteract these microaggressions](#)