

# 5 Tips for supporting non-binary employees in the workplace



## Inclusive policies and practices

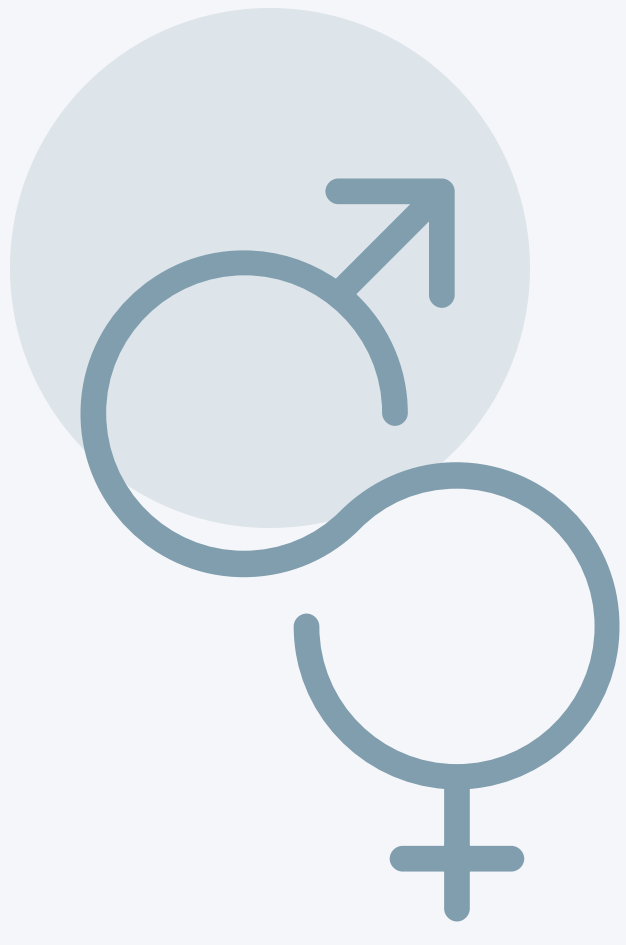
Enhance workplace inclusivity by revising policies and practices to accommodate non-binary individuals. HR play a crucial role in developing and implementing comprehensive policies that effectively prevent discrimination and harassment based on gender identity, including specific guidelines for gender transitioning. AdviserPlus recently provided assistance to a major retailer to support them in successfully launching a gender transitioning policy.

# 1

# 2

## Training and education

Provide training and education to all employees to raise awareness and understanding of non-binary identities and related issues. This can include workshops, presentations, or online modules that cover topics such as gender diversity, respectful language usage, and the importance of creating an inclusive workplace for all individuals. This can help to prevent discrimination in the workplace.



## Pronoun inclusion

It's important to note that not all non-binary individuals will have the same experience or identify with the same labels. Gender identity is deeply personal, and each person's understanding and expression of their gender may be unique to them. To support this, HR can encourage and facilitate the use of inclusive pronouns in the workplace. This can involve incorporating pronoun fields in email signatures, employee profiles, and internal communication systems. HR can also educate employees on the importance of using correct pronouns and create a supportive environment where employees feel comfortable sharing their pronouns.

# 3

# 4

## Employee resource groups

HR can support the formation of Employee Resource Groups (ERGs) or Affinity Groups specifically focused on supporting non-binary individuals or the broader LGBTQIA+ community. These groups can provide a safe space for employees to connect, share experiences, and advocate for inclusive policies and practices within the organisation.

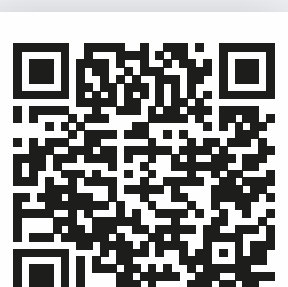


## Review and update benefits

HR can review and update their employee benefits package to ensure it is inclusive of the needs of non-binary individuals. This can include offering gender-neutral options for health insurance plans, parental leave policies that accommodate diverse family structures, and other benefits that address the specific needs and concerns of non-binary employees.

# 5

Overall, it's important for HR to foster a culture of inclusivity and acceptance throughout the organisation, starting with leadership support and ongoing efforts to create a safe and welcoming workplace environment for all employees, regardless of their gender identity.



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