



UNIVERSITY OF
NORTHERN COLORADO

Center for Career Readiness

YOUR QUEER CAREER

OUT AT WORK

- Is it important for you to be out at work?
- What identities are you currently out with (if any)? What identities do you want to be out with?
- What does out look like for you?
- What sort of “activities” would you like to participate in at work?
- What concerns do you have? What hopes do you have?
- What supports need to be in place for you to be out?

LAWS AND PROTECTIONS

- In what state and region are you looking to pursue your career?
- What is the current climate in that location? What climate are you seeking?
- What laws, policies, and protections exist for you if you do choose to be out?
- Do these laws, policies, and protections cover each of your identities?
- Does the employer or institution have a written non-discrimination policy and/or an equal opportunity statement? Does it specifically cover sexual orientation and/or gender identity/expression? Is the company or institution ranked on the Human Rights Campaign Corporate Equality Index? If so, what rating have they earned?

ADDITIONAL CONSIDERATIONS

- Does the workplace have a written dress code?
- What is included in the dress code and what are the consequences for not following the dress code? Does the workplace have gender inclusive bathrooms?
- Does the workplace have a LGBTQ+ employee resource group or affinity group?
- Does the workplace participate in events that support the LGBTQ+ community?
- If there is insurance coverage, does insurance cover domestic partner benefits?
- If there are benefits, does health coverage cover transitioning costs?
- If there are benefits, does the family leave policy cover your partner(s) and/or family?
- If partnered, are the benefits inclusive of the clients' partnership(s) status?

QUESTIONS TO GET TO KNOW A COMPANY

- What's the overall climate in your workplace?
- Are any of your co-workers openly LGBTQ+?
- What are workplace relationships like? Do people discuss their personal lives?
- How are LGBTQ+ people supported?
- What is the perspective and approach from leadership?
- What does advocacy and allyship look like within this company?



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ADDITIONAL RESOURCES

Movement Advancement Project	Transgender Law Center (TLC)
Out for Work	Advocates for Informed Choice (AIC)
LGBT CareerLink	Gay, Lesbian & Straight Educators Network
Out for Undergrad	Gay and Lesbian Medical Association (GLMA)
The Pipeline Project Internship Program	National Gay and Lesbian Chamber of
Out Professionals	Commerce (NGLCC)
Your Queer Career (Book)	Lambda Literary
Out and Equal	Pride at Work
Family Equality Council	Out and Equal Workplace Advocates
The GLBT National Help Center	American Veterans for Equal Rights (AVER)
Gay & Lesbian Advocates & Defenders (GLAD)	OutServe-SLDN
Human Rights Campaign (HRC)	Gay & Lesbian Association of Retiring Persons
HRC Buyers Guide	Services & Advocacy for Gay, Lesbian, Bisexual
Parents, Family & Friends of Lesbians and Gays	& Transgender Elders (SAGE)
Lambda Legal Defense and Education Fund	Diversity Best Practices
National Lesbian and Gay Law Association	Diversity Inc