



Support an Inclusive Workplace

To foster a workplace of respect and inclusiveness of all coworkers, supporting everyone no matter what their sexual orientation or gender identity is, a good place to start is to understand the terms in **LGBTQIA+**—the abbreviation of the words people prefer to describe themselves.

Here is a basic glossary for LGBTQIA+

L = Lesbian. A woman whose physical, romantic, and/or emotional attraction is to other women.

G = Gay. Describes people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian is the preferred term for women. (Note: Avoid identifying gay people as “homosexuals,” an outdated term considered derogatory and offensive to many lesbian and gay people.) (Source: GLAAD)

B = Bisexual. Someone who is attracted to people of their gender and other gender identities.

T = Transgender. An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth.

Q = Queer. A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer can also refer to those questioning their gender identity or sexual orientation. (Source: HRC)

I = Intersex. Refers to people who naturally have biological traits that do not match what is typically identified as male or female.

A = Asexual. Refers to people with no or low sexual attraction to any gender. “A” can also refer to **Ally**—people who identify as cisgender/straight (their personal identity and gender correspond with the sex assigned at birth) and believe in social and legal equality for LGBTQIA+ people.

+ = Sometimes added to LGBTQIA+ to include people who may not identify with the terms above.

It’s important to respect a person’s own terminology and/or pronouns (such as *them* or *their* rather than *he*, *she*, *his* or *her*) to describe themselves.



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For more resources, go to:

1. <https://outrightinternational.org/content/acronyms-explained>
2. <https://www.glaad.org/reference/lgbtq>
3. <https://www.hrc.org/resources/glossary-of-terms>



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