



Survey of LGBT Members

Report of Outcome

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Introduction

As part of an Equality studies training programme, organised by the Irish Congress of Trade Unions, P.S.E.U. President Fiona Lee and Billy Hannigan, Deputy General Secretary developed a project which qualified for EU funding under an EU challenge fund.

Currently, there is no data available to the Union to indicate that Lesbian, Gay, Bisexual or Transgender (LGBT) members are satisfied that their workplace is free from discrimination and the project involved a survey of members. **The survey was intended to inform what actions, if any, the Union might need to take to address any concerns these members might have.**

The survey was developed with the assistance of GLEN (Gay & Lesbian Equality Network). The ICTU also assisted.

The survey was distributed to members in the Union's magazine and an on-line version of the survey was accessible through the Union's web site www.pseu.ie.

Respondents were assured that replies would be treated in the strictest confidence and were given an opportunity to nominate a charity of choice for cash prizes to a total value of €750.

The text of the survey as it issued is attached to this report.

The format followed in the report involves taking each of the questions asked and providing data in relation to the answers received. It should be noted that a significant proportion of the respondents are heterosexual and the analysis disaggregated these respondents in some instances.

In a number of instances respondents did not answer/skipped a question and where % figures are shown these % figures represent the proportion of respondents to the question.

Total number of responses

The total number of replies received was 153. Of those replies 68 were from LGBT persons.

The following tables summarise the responses received:

Place of Employment		
	LGBT	ALL
Government Department/Office	85.3%	88.9%
Public Service Body or Agency or Authority	10.3%	7.2%
Commercial Semi-State Body	1.5%	2.0%
Private Sector	2.9%	2.0%

Union Membership		
	LGBT	ALL
A member of PSEU	92.6%	96.1%
A member of another Union	4.4%	2.6%
Not a member of a Union	2.9%	1.3%

Job Role		
	LGBT	ALL
Services/Security	2.9%	1.3%
Clerical	7.4%	7.2%
Middle Management	83.8%	84.9%
Senior Management	0.0%	0.7%
Specialist/Technical role	5.9%	5.9%

Age Profile		
	LGBT	ALL
18 to 25	4.5%	2.6%
26 to 35	37.9%	33.1%
36 to 45	34.8%	30.5%
46 to 55	19.7%	28.5%
56+	3.0%	5.3%

Gender Profile		
	LGBT	ALL
Male	70.6%	49.3%
Female	29.4%	50.7%
Transgender	0.0%	0.0%
Sexual orientation		
	LGBT	ALL
Gay	64.7%	28.9%
Lesbian	19.1%	8.6%
Bisexual (attracted to both men & women)	16.2%	7.2%
Not Sure/Questioning sexual orientation	0.0%	0.0%
Heterosexual (attracted to the opposite sex)	0.0%	55.3%

Which of the following best describes how “out” you are at work?	LGBT
I am not out to anyone	9.0%
I am out to at least one person	35.8%
I am out to about half of the people with whom I work	14.9%
I am out to most of the people with whom I work	23.9%
I am out to all of the people with whom I work	16.4%

Are you “out” to your immediate line manager/supervisor?	LGBT
Yes	40.3%
No	59.7%

Does your employer have an equal opportunity or diversity policy that covers lesbian, gay, bisexual and transgender people?	LGBT	All
Yes	48.5%	41.8%
Yes but it does not cover transgender people	2.9%	2.7%
No, employer has no policy	7.4%	4.1%
Do not know	41.2%	51.4%

Is your employer's policy in relation to lesbian, gay, bisexual and transgender people?	LGBT	All
Well known to all or most employees	15.2%	19.6%
Well known to a minority of employees	13.6%	8.0%
Not very well known at all	71.2%	72.5%

In the past year have you personally been subjected to any of the following in your workplace because you are--or someone believed you to be--lesbian, gay, bisexual or transgender?	LGBT Response Percent	LGBT Response Count
Discrimination	42.1%	8
Harassment	10.5%	2
Bullying	10.5%	2
Physical Abuse	0.0%	0
Emotional Abuse	5.3%	1
Verbal abuse	31.6%	6

Do you know of any work colleague(s) in your workplace who is (are) LGBT?	LGBT	All
Yes	77.6%	66.7%
No	22.4%	33.3%

Do you know of any senior manager(s) in your workplace who is (are) LGBT?	LGBT	ALL
Yes	35.8%	32.7%
No	64.2%	67.3%

How do you believe that decisions concerning your promotion, transfer or assignment to other roles have been influenced because you are--or someone believed you to be--lesbian, gay, bisexual or transgender?	LGBT
Influenced Negatively	19.4%
Not influenced at all	80.6%
Influenced Positively	0.0%

Respondents were asked to elaborate on their replies to this question and the following responses were received:

1. *Male Supervisors have been homophobic referring to me as a girl! Homophobia was always an undercurrent at tea breaks. I stopped going to breaks. Basically they were insecure and inadequate and carried on like overgrown schoolboys.*
2. *They don't know I am gay to influence the decision*
3. *Post interview feedback focussed somewhat on style and mannerisms, which in some ways could have been interpreted as comments that the "gay vibe" should be toned down*
4. *It certainly delayed when I was promoted*
5. *New to Organisation*
6. *I do not know if it was taken into consideration. (5 responses)*
7. *Not possible to prove (2 responses)*
8. *I have not achieved the "developmental" level within my field to be considered promotable*
9. *Have no definite proof but could have been a factor*
10. *Not applicable to me (2 responses)*
11. *Occasion has not arisen. This is my first posting.*
12. *Only because I am not 'out' to most*
13. *Promotion through open competition/ assignment by civil service commission*
14. *The underlying assumption is that you are heterosexual. For women, that means having a boyfriend or husband. If you don't have a boyfriend or a husband, you are assumed to be single and some sort of spinster!*
15. *I feel as I am out, there is a sexuality bias in the Department, but I also feel that there is a gender bias here to.*
16. *Do not believe my sexual orientation had any impact or influence. (2 responses)*
17. *My personal opinion is that sexual orientation doesn't affect promotion prospects.*
18. *Nothing to do with promotion*
19. *I think whoever wrote this questionnaire should have thought about it and worded the questions coherently.*

In Question 15 people were asked to describe any negative experiences encountered at work because “you are--or someone believed you to be--lesbian, gay, bisexual or transgender”

1. *Yes harassment based on my sexuality that led to set of serious allegations being made that were found to be utterly baseless eventually*
2. *Having survived a Christian (?) Brothers Concentration camp / school, I was able to ignore it. I have "survived". Isolation however has been the price.*
3. *Not being spoken too, ignored when I meet some colleagues at a&e.*
4. *I'm a caregiver. If my patient found out, I probably wouldn't be working for this person any longer*
5. *No (12 responses)*
6. *Mostly people are quite open and accepting, but occasionally let the guard down and make comments openly which they ordinarily not make - I have never been hurt by these "accidental" utterances etc, but a weaker character could be. In a former position a colleague and myself were hassled by a superior officer to admit that we were in a relationship, despite neither of us having come out to that superior. Under pressure we both came out publicly to the group present, while at the same time having to remind the superior that two gay people could be friends and nothing more, if we so chose. A proper apology was made by the superior following this uncomfortable incident.*
7. *Remarks negative made about those types of people*
8. *I work in DFA and I am not paid an allowance for my legal partner even though this allowance is paid to those in Enterprise Ireland at the married rate.*
9. *Mainly verbal*
10. *In current job in Civil Service: No. In previous job in Private Sector firm: Some verbal harassment when I started in company. It ended when I said I would bring a formal complaint to HR if perpetrator did not stop.*
11. *Some snide remarks made by managers.*
12. *I was forwarded an email with a homophobic joke by another member of staff.*
13. *Many years ago I would have experienced snide remarks at social events associated with work e.g.: Promotion / leaving / retirement / Christmas parties. Refusal of request to discontinue paying contributions to the spouses & children's fund, as my partner would not benefit from it.*
14. *Being ignored and feeling left out*
15. *I am out to 3 Colleagues 2 of whom are gay. None of us are openly out but have been subjected to whispering campaigns and innuendo in company to force us to declare our sexuality.*
16. *Jokes smart comments foul language mostly verbal & emotional. One colleague to whom I came out refuses to accept it.*
17. *Am not out and have had to listen to homophobic remarks but not been able to speak out for fear of discrimination*
18. *Just general remarks*
19. *Not be allowed to have male pop star on the wall. Viewed as displaying my sexuality too much. Indirect comments. Employer backed me up fully. In interest of office etiquette removed the poster*
20. *N/A (3 responses)*
21. *My immediate superior in my previous Dept told me that gay people were animals and they had no right to life, let alone any other rights.*
22. *Sly comments have been made in my presence but not directed at me, as it is known that I would not tolerate them. Some comments can be heavily veiled. Other, not 'out' members of LGBT community, would, however, be affected by such comments.*
23. *General conversations between staff on everyday matters often involves homophobic remarks and therefore I have not come 'out' to work colleagues even though I am 'out' to my family and friends.*
24. *Overhearing a couple of colleagues making general anti-gay remarks. However, they are a minority.*
25. *Another member of staff told people I was gay and that I wanted the word spread.*
26. *There are managers I cannot come out to, because of the constant homophobic comments.*
27. *In a work-related social situation a few years back, I was the subject of some off-colour homophobic "humour". I wasn't present at the time but was told about it later. In general, I sometimes find that colleagues' carelessness about their prejudices can colour their language.*

- It's not directed at me but it's still a little annoying to have to point out the inappropriateness of what they might say.*
28. *Was removed from promotion list...a long time ago.*
 29. *Whispered comments, smart remarks etc. Being excluded / people afraid to be friendly in case others think they're gay by association.*
 30. *I have been told by colleagues/friends at work that other workplace members have made negative comments about my sexual orientation.*
 31. *None at work. However in my dealings with my union I did request them to investigate the Spouses and Children's pension scheme, as it is grossly unfair towards gay members, as they are not allowed to marry. The union wrote back to me basically telling me that they couldn't be bothered.*
 32. *General homophobic comments made in conversation with colleagues who do not know I am gay. Failure to provide any recognition to same sex partners during overseas postings.*
 33. *My line manager went on a tirade, comparing gay people to paedophiles. It was extremely upsetting, and no action was taken despite bringing it to the attention of a more senior manager. The view was that the manager in question had strong religious beliefs, and rather than discipline him, we should be more careful in what we discuss. The implication was that the responsibility was on the staff to "not upset" the line manager in question. I was not comfortable in telling the senior manager that I am LGBT, based on that response.*
 33. *I have in a previous Government Department experienced verbal abuse because of my sexual orientation. This always involved straight men. To my shame, I didn't report the incidents. I felt that one person's word would not hold weight against a group.*
 34. *Some sly name calling/muttering, but that was a long time ago*
 35. *Jeering of LGBT staff. Crude jokes about LGBT people by Line Managers, as supposed humour. Slagging of people, if they are successful and unmarried comments that they must be gay or lesbian, and all they need are(decent prohibits me from continuing)*

Would you define the negative experiences you have encountered as:	LGBT	Response Count
Discrimination	52.8%	19
Harassment	27.8%	10
Bullying	19.4%	7

Can you indicate how you were affected by negative experiences you have encountered at work because you are--or someone believed you to be--lesbian, gay, bisexual or transgender?	LGBT	Response Count
Your Health\Well Being was affected	24.3%	9
Your Work Performance was affected	24.3%	9
Caused you to take time off work	0.0%	0
Your career opportunities were affected	8.1%	3
Other (please specify)	43.2%	16

The following responses were received by way of “Other please specify”:

1. *Health / Wellbeing affected; Caused me to take time off work and my career opportunities were affected.*
2. *Feel slighted and inferior*
3. *Not affected (4 responses)*
4. *Caused slight / temporary hurt & upset*
5. *All of the above to some degree.*
6. *I tried not to let it bother me*
7. *Not applicable (2 responses)*
8. *Upsetting/ angering/ isolating*
9. *Some stress, making sure to stay off the radar.*
10. *It was just low-grade annoyance.*
11. *I wouldn't say that I was adversely affected. I was fortunate that I had a support network in that particular workplace so I felt that I could talk about this issues. I was advised by friends to report the incidents but declined to do so.*
12. *Have not experienced any negative experiences. (2 responses)*

13. *I'm past the stage of paying any heed to what others think about me but it does show what some individuals are really like!*
14. *Not really bothered*
15. *General disappointment, particularly regarding failure to recognise same sex partners.*

Please indicate how the following statements best describe your view of your own workplace:		
	Agree (Figures shown in Brackets are for all respondents)	Disagree (Figures shown in Brackets are for all respondents)
LGBT employees are treated with respect.	61.5% (75.6%)	38.5% (24.4%)
LGBT employees must be secretive to their colleagues about their sexuality	46.3% (33.1%)	53.7% (66.9%)
LGBT employees must be secretive to management about their sexuality	53.0% (37.3%)	47.0% (70.7%)
The atmosphere for LGBT employees is uncomfortable	41.5% (29.3%)	58.5% (32.8%)
LGBT employees feel accepted by colleagues	60.9% (67.2%)	39.1% (42.1%)
Colleagues' comments indicate a lack of awareness of LGBT issues	67.2% (57.9%)	32.8% (42.1%)
LGBT employees fear unfair treatment because of their sexual orientation.	54.7% (43.7%)	45.3% (56.3%)
LGBT identity does not seem to be an issue	44.4% (60.3%)	55.6% (39.7%)
My employer provides a supportive atmosphere for LGBT people	32.8% (49.1%)	67.2% (50.9%)
LGBT employees are free to be themselves	40.0% (56.3%)	60.0% (43.7%)
The atmosphere for LGBT employees is improving	70.8% (78.1%)	29.2% (21.9%)

Please indicate how the following statements best describe your view of your own Trade Union:

	Agree (Figures shown in Brackets are for all respondents)	Disagree (Figures shown in Brackets are for all respondents)
LGBT members are treated with respect.	81.0% (88.5%)	19.0% (11.5%)
LGBT members must be secretive about their sexuality	34.9% (27.0%)	65.1% (73.0%)
Colleagues' comments indicate a lack of awareness of LGBT issues	59.0% (51.4%)	41.0% (48.6%)
LGBT members fear unfair treatment because of their sexual orientation	45.0% (39.6%)	55.0% (60.4%)
LGBT identity does not seem to be an issue	61.3% (72.1%)	38.7% (27.9%)
My Union provides a supportive atmosphere for LGBT members	65.0% (76.7%)	35.0% (28.7%)
LGBT members are free to be themselves	59.0% (71.3%)	41.0% (28.7%)
The atmosphere for LGBT members is improving	82.3% (87.7%)	17.7% (12.3%)

If you were treated unfairly at work in the past because you are--or someone believed you to be--lesbian, gay, bisexual or transgender please indicate where you went to receive assistance?

	LGBT	Response Count
Line Management	11.5%	3
Employer HR\Personnel Department	3.8%	1
Employer's Employee Assistance Officer	3.8%	1
Local Branch of Union	7.7%	2
Union Head Office Official	7.7%	2
Family Member \Friends\Relatives	34.6%	9
Equality Authority	0.0%	0
Solicitor/FLAC	0.0%	0
LGBT organisation	3.8%	1
Other (please specify)	26.9%	7

The following responses were received by way of “Other please specify”:

1. Support group
2. My Partner
3. Sexual Violence Centre (2 responses)
4. My G.P.
5. It depends on the context as to which of the above would be relevant.
6. 1) In any bullying issue I would be most likely to try to raise the issue in the immediate working environment where the problem emerged. If this provided no solution, then I would go to the union branch, line management etc.

Please indicate in order of preference (1,2,3 etc) where you would be most likely to seek assistance if you were being treated unfairly at work because you are--or someone believed you to be--lesbian, gay, bisexual or transgender?

Order of Preference (LGBT Responses)											
	1	2	3	4	5	6	7	8	9	10	Response Count
Line Management	23.5% (12)	23.5% (12)	5.9% (3)	11.8% (6)	7.8% (4)	2.0% (1)	5.9% (3)	2.0% (1)	7.8% (4)	9.8% (5)	51
Employer HR/Personnel Department	12.5% (6)	27.1% (13)	20.8% (10)	8.3% (4)	2.1% (1)	10.4% (5)	2.1% (1)	4.2% (2)	12.5% (6)	0.0% (0)	48
Employer's Employee Assistance Officer	11.6% (5)	14.0% (6)	18.6% (8)	9.3% (4)	11.6% (5)	11.6% (5)	2.3% (1)	16.3% (7)	4.7% (2)	0.0% (0)	43
Local Branch of Union	9.5% (4)	19.0% (8)	21.4% (9)	11.9% (5)	16.7% (7)	0.0% (0)	9.5% (4)	4.8% (2)	7.1% (3)	0.0% (0)	42
Union Head Office Official	4.7% (2)	14.0% (6)	27.9% (12)	14.0% (6)	11.6% (5)	16.3% (7)	4.7% (2)	0.0% (0)	4.7% (2)	2.3% (1)	43
Family Member/Friends/Relatives	58.8% (30)	7.8% (4)	5.9% (3)	7.8% (4)	2.0% (1)	3.9% (2)	0.0% (0)	3.9% (2)	9.8% (5)	0.0% (0)	51
Equality Authority	4.4% (2)	11.1% (5)	6.7% (3)	20.0% (9)	15.6% (7)	17.8% (8)	17.8% (8)	4.4% (2)	2.2% (1)	0.0% (0)	45
Solicitor/FLAC	2.5% (1)	5.0% (2)	5.0% (2)	12.5% (5)	15.0% (6)	12.5% (5)	12.5% (5)	25.0% (10)	10.0% (4)	0.0% (0)	40
LGBT organisation	11.4% (4)	8.6% (3)	14.3% (5)	8.6% (3)	14.3% (5)	2.9% (1)	14.3% (5)	14.3% (5)	11.4% (4)	0.0% (0)	35
Other – please specify	20.0% (2)	50.0% (5)	10.0% (1)	10.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	10.0% (1)	10

In Question 22 people were asked to “name three things your employer should do to ensure full equality and participation of LGBT people in the workplace?”

The following responses were received:

1. Acknowledge presence of lgbt employees in workplace.
2. Circulate information on inclusion policy
- 3.. Ensure that family friendly policies are not directed solely at the "typical" family unit
4. It should be compulsory for all staff to attend an equality course.
5. Treat them as normal individuals. LGBT is not a disease
6. The Government needs to enact adequate equality legislation as employers are bound by current legislative restraints
7. Just allow people be who they are
8. Awareness campaign of Bully & Harassment procedures of LGBT staff
9. Educate staff
10. Promote greater awareness that there are LGBT staff and customers
11. Extend bereavement leave to partner's of someone deceased
12. Educate people
13. Be open about it in the first instance.
14. Make it known that the issue may exist and would be accepted
15. Increase visibility - mark international anti homophobia day/pride etc.
16. Publicise properly its equality and diversity policy
17. More information on courses run
18. Recognise partners immediately and retrospectively
19. Understanding
20. Treat everyone equally
21. Provide training to all supervisors & managers on LGBT issues
22. Protect Employees against harassment & bullying
23. Make it clear to staff that discrimination based on sexuality will not t be accepted
24. Extend the spouses and children's fund to cover same sex relations
25. Ensure anti discrimination matters are made part of induction courses
26. Partners should be recognised for Pension entitlements
27. More emphasis in Equality Training
28. Employers do ensure equality in the work place
29. Equality Officer should ensure the policy is provided to all staff & regularly communicate with them
30. All the policies in the world will not change people & prejudices
31. Full information regarding Departments policies re: LGBT
32. Treat them fairly
33. Issue equality policy statement
34. Take more robust action against negative behaviour
35. Ensure everyone is aware there is a policy of equality for all.
36. My workplace simply doesn't lend itself to open participation
37. There should be no discrimination
38. Hold lgbt awareness day
39. Posters / notices stressing LGBT equality
40. Discourse - it should be discussed and an email summary circulated.
41. Should take a stand against homophobic, racist and other such bigoted remarks
42. Condemn and discipline homophobic, racist and other bigoted remarks in the workplace
43. Treat all employees with respect
44. Language inclusive of lgbt people & their relationships in all communications with staff
45. Appoint a LGBT liaison officer which would provide a point of contact for issue resolution
46. Provide a comprehensive policy covering all LGBT issues
47. Take disciplinary action against the bigoted comments and remarks.
48. Establish an interdepartmental LGBT network
49. Institute equality in lgbt terms and conditions e.g. marriage leave
50. Improve sanctions against those who harass lgbt people- esp. outside contractors
51. Involve them decisions concerning LGBT issues
52. Try not to create too much of a difference out of it e.g. colleagues not LGBT colleagues
53. Provide documentation such as leaflets in communal areas

54. Develop and circulate diversity policy
55. Include LGBT issues in certain training course (esp. Induction and pre-posting training)
56. More awareness of issues in top management
57. Actively discipline those who engage in discrimination zero tolerance
58. Not discriminate
59. Do not treat a persons sexual preference as an issue
60. Provide "sensitivity training to all new staff (at whatever grade they are recruited) - see example of equality authority's training programme for new staff
61. Reprimand offenders severely
62. Make it clear that same sex couples are treated equally (e.g.) special leave for care etc.
63. Set up & circulate clear guidelines for bringing discrimination matters to proper authorities
64. Possibly someone who is out in each workplace could be nominated as a representative for LGBT Issues
65. Posters
66. Courses & Forums to be held regularly to educate staff & address issues & concerns
67. Make employees more aware of unacceptability of derogatory remarks
68. Ensure on Managers Training Course there is an area on treating staff equally
69. Disciplining staff who engage in anti-gay actions
70. Problem resolution - if a problem occurs, a stated methodology for treating it
71. Should remind staff regularly of the department's equal opportunity or diversity policy
72. Ensure that all staff are treated fairly and equally
73. Do not discuss personal information told in confidence
74. HR liaison officer for lgbt people where issues of concern can be raised (staffed by someone with appropriate knowledge of issues) & this service widely promoted
75. Ensure all employees are aware of this policy
76. Actively encourage LGBT people - starting at the top - to be out at work
77. Train staff, where possible, in sensitivity to diversity, i.e. the difference between a joke and a derogatory comment
78. Provide a point of contact where LGBT staff may discuss their concerns
79. Include a specification for partners, and associated family, in bereavement or emergency leave options.
80. There should be a concerted effort from Training Unit to liaise with organisations like GLEN - this would ensure that LGBT issues can be understood.
81. Don't see any difference in their working abilities
82. Increase awareness of equality principles - these are largely unknown
83. Recognise gay partnerships
84. Awareness of responsibilities of LGBT staff
85. Issue regular circulars on the rights of LGBT staff
86. Have a policy for LGBT members.
87. Publicise policy
88. Ensure LGBT people are not harassed or bullied
89. Equality training which covers LGBT issues
90. Include the policy in staff induction training
91. Positively support LGBT members.
92. Awareness
93. Ensure any benefits/schemes available to married couples can be extended to the partners of gay employees.
94. Organise talks on LGBT issues - I get the impression that older members of staff, particularly those from the countryside, could do with some education on the issue.
95. Designate a member of HR staff responsible for LGBT
96. LBGT Policy should be widely known to all employees.
97. I work for Dept Foreign Affairs- the main problem is the lack of recognition of partners- so your partner can't get a diplomatic passport, their air fares aren't paid for, you can't bring them with you on posting (unless it is EU)
98. Include same sex partners in marital allowances
99. Set out procedures to follow if a complaint is made
100. Include some reference to LGBT and fairness/equality in safety statements
101. Allow groups to meet in work time
102. Deal effectively with any incident of bullying/abuse involving any member of staff.
103. Full access to rights
104. Make it clear that everyone will be treated the same regardless of sexuality - no discrimination either positive or negative.
105. Have a written lgbt equality policy
106. Be supportive
107. Be aware that not everyone will be as tolerant as the next.
108. Advertise helpline no's in the workplace
109. Make diversity training mandatory for all staff
110. Support formation of rainbow groups and in other EU Government Departments

111. Review all policies to LGBT proof them
112. Be open
113. We are all God's children
114. Mark pride through display of posters, lunchtime seminars etc.
115. Recognise that LGBT families exist.
116. Ensure that LGBT people are not subjected to discrimination because of these new procedures
117. Need to have positive role models of LGBT staff who are out in workplace.
118. Mailshot
119. Be pro-active especially line managers & stop the "smart talk" the moment it starts & follow up with discipline if needed
120. Condemn remarks made by Pope Benedict XVI
121. New entrants informed equality policy exists.
122. Intolerance to poking fun, unsuitable jokes, jibes etc
123. Should publish a policy re treatment of LGBT customers and fellow staff members.
124. Should publish a specific guide in relation to LGBT staff and a code of conduct for staff members and how our LGBT customers are to be treated.
125. Should never come up in conversation
126. Training for line managers. Supervisors
127. Address LGBT issues with regard to Customer Service - the experience of LGBT staff could be invaluable here.
128. Reinforce the message that sexual orientation has no effect on career prospects, as I know other people in my workplace do fear this even though I don't think it's an issue
129. Demonstrate acceptance by behaviour and management style
130. Publicise the positive aspects of diversity in the workplace, and to respect such diversity
131. While I am not in favour of positive discrimination, I would welcome an approach similar to what has existed for women in the senior management - i.e. targets that for example 40% of APs are now women. As 10% of men are gay, and approx 3% of women are lesbian if an approach was given to promote LGBT members, their visibility would be seen as a role model for new Civil Servants.
132. Sexual orientation shouldn't be an issue in the work place
133. Do not engage in positive discrimination either.
134. Have good sensible harassment/bully/discrimination policies
135. No discrimination of staff for cover duties (e.g. Christmas and holiday) due to 'lack of family responsibilities'
136. Make people more comfortable...put up LGBT supportive posters in offices
137. As an employee of Revenue the organisation should encourage Government to introduce equality in to the tax laws.
138. Ensure policy properly and fully implemented
139. Ensure LGBT people have support in the workplace
140. When giving line manager training, ensure that line managers are made aware that some of their staff members may be LGBT
141. Encourage open discussion among equals re: work, family, social life, relationships, etc.
142. Integration
143. Be aware that gay employees exist and treat them with respect.
144. Put up posters drawing attention to LGBT friendly policy
145. Work towards recognition of same sex partners (and unmarried partners of opposite sex) on overseas postings
146. Mentoring schemes
147. Be impartial to all allegations and treat both parties fairly until the investigation is carried out
148. Ensure that managers are equipped to deal with any complaints made by LGBT Members
149. Be fair in all work assessments for promotion etc -sexual preference should not influence rating.
150. Make bullying/harassment/discrimination a zero tolerance issue.

In Question 23 people were asked to “name three things your Union should do to ensure full equality and participation of LGBT people in the workplace?”

The following responses were received:

1. Acknowledge presence of lgbt employees in workplace
2. Treat LGBT as ordinary colleagues, don't delineate sexuality so much
3. Make it known in a public way i.e.: at conference, that the issue is a reality for some people & provide documentation / time devoted to issues at conference
4. Implement policies
5. Ensure Departments publicise and follow equality and diversity policies
6. Doing well
7. Survey like this
8. Publicise
9. Drop GLEN like a hot potato. It does not speak for LGBT people
10. Continue to keep members informed of rights
11. Help in campaigning for equality for LGBT union members.
12. Take any action necessary to compel Dept of Finance to extend the spouses and children's fund to cover same sex relationships
13. Print guidelines of how they wish to help the employees stamp out discrimination
14. Unions should fight for Partners to be recognised for Pension entitlements
15. Publish suggested best-practice policy documents
16. Just treat everyone equally, their personal lives are their own and should not be brought into the workplace
17. Same as above, plus include heterosexual people in LGBT discussions
18. Treat gay members with respect.
19. Uphold the rights of all members equally
20. 1) Continue to push for legislative changes on gay marriage, civil partnership unions and the issue of what constitutes a 'spouse' or 'partner'
21. Inform members clearly about what it has done for LGBT issues to date
22. Provide minority interest groups (in place of conference for women)
23. Set up a link on the website for victims to LGBT discrimination
24. Give members more information regarding how to defend LBGT members should the need arise
25. Mail shot information leaflet to all Union members.
26. Give full support those discriminated against because of their sexuality
27. Be aware of those occupations in the public service were being out is not that simple e.g. healthcare or social service provision
28. Advertise helpline no's in magazine
29. Roll out training
30. Support formation of rainbow groups and in other EU Government Departments
31. Adopt a clear policy on addressing the appalling discrimination against partners and investigate the situation as regards the Enterprise Ireland Allowances
32. Awareness
33. Try to set up channels of communication and participation that do not rely on Branch Officers passing up or down word. Use the web-site: designate a senior official as a contact person.
34. Insist on equality of rights
35. Appeal to the mistier of Justice to introduce civil marriage to help protect LGBT families
36. Ensure that LGBT people are not placed in the spot light because of No 1 above
37. Possibly someone who is out in each workplace could be nominated as a Union representative for LGBT Issues
38. Training
39. Clear guidelines for members in best conduct
40. Condemn remarks made by Pope Benedict XVI
41. Disciplinary actions against anti-gay members
42. Publish findings
43. Problem resolution - if a problem occurs, a stated methodology for treating it
44. Publically state that all LGBT members are welcome, and will not be discriminated against within the Union, as many do not know the Union stance.
45. Have more features in the magazine i.e. Gay Pride and New Civil Registration Bill from a personal angle
46. Same treatment as other members

47. Ongoing articles in PSEU's Review alerting people to international discrimination, torture, executions etc of LGBT people
48. In the newsletter, include articles on positive experiences of being out at work and the need to guard against workplace homophobia
49. Workshops organised by LGTB groups would be useful
50. Provide an officer to look after LGBT matters
51. Continue to pursue policies with employers that promote equality
52. Don't see any difference in their working abilities
53. Increase awareness of equality principles - these are largely unknown
54. Treat gay people like any other member
55. Dedicated section in the Review magazine for LGBT issues (equal to say Eircom of CA/Paperkeeper claim)
56. Use the review magazine to promote awareness
57. Assist in the campaign for the introduction of civil partnership/civil marriage.
58. Carry on promoting LGBT partnership rights at national level
59. Co-operate with employers to devise training programs for staff
60. Request compliance with best-practice from all public sector/civil service bodies
61. Lobby the Dept of Finance to extend all benefits/schemes for married people to gay members and their partners.
62. Ensure LGBT people are not harassed or bullied
63. 2) Organise talks on the issue.
64. Put up Workplace Posters/Regular articles in PSEU mag.
65. Provide talks by openly gay senior officials (to all members) to highlight issues
66. Create an environment in PSEU Head Office where people of all gender are comfortable
67. Ensure that the support given in cases of bullying/harassment/discrimination is based on the fact that the person was bullied at all, not on the issue of sexuality. Why someone is bullied or harassed is irrelevant.
68. Set up initiatives to liaise with Departments/Offices to create awareness
69. Continue to speak out on relevant issues
70. Provide assistance through a head office employee / official who is trained to deal with such issues as may arise for the individual who is LGBT.
71. Circulate information to all members
72. Provide inclusive training course for LGBT members, as for women members etc
73. Appoint a dedicated officer (assign one)
74. Talk about it
75. Set up a forum or Council that is open to all LGBT members on their own nomination (without going through Branches). Talk to Carole Towle in Unison in London who has done excellent work in this area in a similar Union.
76. Insure bullying & harassment are dealt with severely
77. Broaden associations with other LGBT groups other than GLEN – as many LGBT people DO NOT agree with GLEN's stance on civil partnership.
78. Enrol the assistance of normal LGBT people rather than relying on those who would hijack the work for their own soap-box
79. Need to have positive role models of LGBT Union members who are out.
80. Awareness campaign
81. Statement of process to be followed if you are affected directly or witness to discrimination
82. Give honorary membership to Senator David Norris
83. Name names
84. Intolerance to poking fun, unsuitable jokes, jibes etc
85. Have LGBT features more regularly in the magazine e.g. how civil partnership etc will affect us. Need a LGBT member fear a back lash if they were to announce their partnership, within their department?
86. Advertise the fact that LGBT members are welcome and deserve to be treated with respect in all matters.
87. Should not be isolated as a group
88. Be visibly represented at Pride events and parades - banners, etc.
89. A wider understanding and an education on LGTB issues of some Branch members would be practical.
90. Sexual orientation shouldn't be an issue in the work place
91. Ensure that LGBT members are adequately represented at Council level
92. I'm happy that the union does treat gay people fairly and takes equality issues seriously
93. LGBT forum within the Unit, like the Younger members, and female members.
94. Continue to act in an open way in support of LGBT issues
95. Assist in the campaign for full equality in terms of tax legislation
96. Publicise statistics on established instances of discrimination to enable monitoring of problem and of progress over time
97. Ensure LGBT people have support in the workplace

98. Ensure branch officer training involves sensitivity to LGBT issues
99. Lobby the Government to extend civil marriage to gay people.
100. 3) Carry more articles in the review (and less advertising, since it's now online and I imagine there isn't the same need for corporate sponsorship).
101. Campaign for inclusion of same sex partners in all areas as per marital spouses
102. Keep all union representatives informed of the issues facing LGBT employees. Set out steps to be taken by the Reps should they be approached by someone who was unfairly treated? Reps are the first contact point for members
103. Put something into conference material that shows the PSEU has a zero tolerance on discrimination towards LBGT members
104. Nominate Union officer to deal with any LGBT issue that might arise

Charity Draw

Question 24 asked for a nominated charity for three awards of €250 each.

The following are the three charity winners.

Cope Foundation – Brandon Branch
Irish Hospice Foundation
National Council for the Blind

Question 25 asked “ If you would like an official from the Union to contact you to discuss any concerns you have in relation to your workplace because you are LGBT please provide contact details here”:

These are to be followed up

Question 26 asked “ If you would be willing to become involved in Union activities on LGBT issues or, indeed, generally please provide contact details here”:

These are to be followed up

Word of Thanks

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Fiona Lee
President

Billy Hannigan
Deputy General Secretary

