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Pride 365 Tips for Employers with Employees working from home



Be Mindful: Coming Out is the most personal thing a person chooses to do. Many people living with family throughout the pandemic may not have come out at home (especially those under 35), so be mindful with jokes or comments whilst corresponding via instant message, calls or video chat that could out them before they are ready.

Resource Allocation: Make resources available to all staff without being asked. Communicate the availability of resources and associated budgets and services often, and encourage employees to make use of them.

Work is Still Work: Whether working from home or an office, clear HR and managerial support pathways should be available to discuss how individuals are coping with their workload and circumstances. Reassure your employees that seeking managerial support is always an option, regardless of their work environment.

Social Support: Social support should be encouraged and facilitated. Remote company events and online social conversations are essential to combating feelings of isolation and loneliness. They have been proven to boost mood and morale and encourage feelings of community and belonging.

Flexibility: Effective work spaces may be a challenge for those who have been displaced, living in temporary accommodation, or thrown out of their family homes. Being flexible to changes in location, and access to resources, is vital to minimise unnecessary and unwarranted anxiety and embarrassment.

Bereavement and Leave: Traditional HR processes for bereavement and compassionate leave typically exclude time off for friends and chosen family. These are often the most significant people in the lives of the LGBTQ+ community. Being aware of the impact of loss at this time is essential, but it's also important to be mindful of how the loss of someone might affect your LGBTQ+ employees.

Concern and Reaction: If you are seriously concerned about the welfare and wellbeing of an employee, LGBTQ+ or not, reach out to them privately and offer support. If you've provided in-house resources and directed the individual to external helplines and organisations but are still concerned for them, consider calling a LGBTQ+ or mental health helpline on their behalf to alert the support team of their situation. It is vitally important however to do this as a very last resort, as unwelcomed help can sometimes have an adverse effect.

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