

Employer Assessment Questions

1. What is your hiring policy & practice regarding transgender job seekers?
2. Are your hiring and workplace policies available to the public? On your website?
3. Does your discrimination policy include gender identity?
4. Have you employed transgender employees in the past?
5. Are there transgender employees currently working at your business?
6. Has your staff had any diversity trainings? What kinds of diversity trainings?
7. Do you have medical benefits that covers a) mental health benefits, b) hormone therapy, c)sexual reassignment surgery, d)none of the above, 3) all of the above
8. Does your business have an LGBT affinity group? What kinds of other working groups do you have?
9. Does your business have gender neutral bathrooms? If not, is there safe bathroom access for transgender individuals at your place of business? Do you have a safe bathroom access policy?
10. Does your job application and hiring forms include transgender as a choice in the gender options section?
11. Does your HR department have a process for hiring transgender employees? Do they understand issues that might come up with background checks?