

STONEWALL WEI BRONZE AWARD CRITERIA

Section 1: Policies and Benefits

- The organisation must have a policy that includes an explicit ban on discrimination, bullying and harassment based on sexual orientation (1.2A)
- The organisation must have a policy that includes an explicit ban on discrimination, bullying and harassment based on gender identity and gender expression (1.2B)
- The organisation must have a policy to support employees who are transitioning with work-related guidance for an employee who is transitioning (1.5A)
- The organisation must have a policy to support employees who are transitioning with work-related guidance for managers and/or HR staff on how to support an employee who is transitioning (1.5D)

Section 2: The Employee Lifecycle

- The organisation must include a statement on valuing diversity, explicitly inclusive of LGBT people, in all job packs and pages (2.1B)
- When being inducted into the organisation, all new employees must receive an explicit message on the organisation's commitment to LGBT inclusion (2.3A)
- The organisation must provide all-employee training on compliance with its discrimination, bullying and harassment policies, including information about its policy and legislation (2.5A)
- In the past year, information about LGBT identities and experiences must have appeared in internal communications (2.6A/B/C/D)

Section 3: LGBT Employee Network Group

- The organisation must have an LGBT employee network group, a Diversity & Inclusion group with formal LGBT representation, or a formal agreement with an external network in the sector/region (3.1)