

What would you do?

It Is Friday afternoon and you're talking with your team about what everyone has planned for the weekend...

- A young woman who was recently hired casually mentions that she has plans with her girlfriend to watch *Love Lies Bleeding* now that it is available on Amazon.
- To your knowledge, she has not come out to anyone on the team or mentioned her personal life at all since she started.
- Afterward one of your colleague mentions it and wonders if that was her way of coming out. They ask whether the team should have acknowledged it in some way.



What would you do?

A new person has joined your team. They identify as non-binary, present in an androgynous way, and have asked you to use the pronouns they/them...

- One of your direct reports lets you know privately that this makes him very uncomfortable and shares with you that he is not sure he will be able to work with this person.
- He states that he will not use they/them because in his opinion, it is grammatically incorrect.
- He also states that he would not be comfortable using the bathroom with the new person when your team returns to the office.



What would you do?

A colleague just self-identified using the term genderqueer. After they leave the meeting one of your teammates mentions that they are “fine with the gay thing” but that this is just too much.

- The coworker who made this comment has been, in your view, fairly accepting of people who are LGBTQ+ to this point.
- This coworker seems frustrated and mentions that she’s worried that if she makes a terminology mistake, it will reflect badly on her.
- You have a good working relationship with this coworker.



What would you do?

A colleague, who you consider to be a friend, has told you that they are transitioning from female to male. You've got a lot of questions, but you're ready to be supportive...

- Another member of your team has been heard referring to your friend as a “freak” and saying that they better not see them in the men’s restroom when you return to the office.
- The comments didn’t sound threatening but felt unkind and created a tense environment for the team.
- You have a fairly good relationship with the person who made the negative comments.



What would you do?

A coworker recently told you her child is transgender. You are the only person at work who knows.

- You were in a meeting together with six other people on your team when someone made a joke about people who are transgender.
- Most people laughed along, but some looked uncomfortable. Your friend looked upset, but was unwilling to speak because it would entail outing her child.
- While you assume that the person who made the joke didn't have hurtful intentions, it's clear that the impact of the joke has been significant.

