



## Creating a Safe and Welcoming Workplace

Recent research on company culture shows that when employees and their colleagues feel they are treated fairly regardless of race, gender, sexual orientation, or age, they are 9.8 times more likely to look forward to working.

We can all afford to grow in our ability to create a safe and welcoming workplace. Here are a few suggestions that everyone can implement to create an inclusive workspace:

- Model respectful behavior toward everyone.
- Honor and celebrate your colleagues' identities.
- Do not tolerate gossip, jokes, disrespectful language, or bullying.
- Know and uphold your organization's policies on discrimination, respect, diversity, inclusion, and behavior.
- Understand the behaviors your employer expects from all their employees.
- Speak with HR if you need clarification or help dealing with harassment/bullying and supporting an inclusive environment for your team.
- Treat everyone's life, relationships, and belief systems as equally important.
- Don't refer to LGBTQIA+ people as having a "lifestyle." We are all, simply, individuals.
- Don't assume that LGBTQIA+ people are different from heterosexual or cisgender people, or have unusual lives.
- Ask, use, and respect each individual's preferred personal pronouns.
- Access the EAP to help you understand and meet the needs of LGBTQIA+ individuals.

### Confidential Therapy

Free and confidential short-term therapy sessions are available face-to-face, by phone, or video.

### Work-Life Resources

- Child/Eldercare Support
- Financial Services
- Legal Services
- Health & Wellbeing
- Peer Support Groups

**We are here for you and your family.**

Visit the member website to get support and access free tools and resources to help create a more diverse and inclusive workplace.

**Call Uprise Health: 800-395-1616**  
[members.uprisehealth.com](https://members.uprisehealth.com)