

For Immediate Release

Creating Safe Space for the LGBT Workforce

Five in a Series of Eight: Career Advice Available to Publish

AUSTIN, TX [October 2008] It is common for people to feel stress at work, either from personal or work-related issues. Ten percent of the corporate population is gay, lesbian, bisexual and transsexual (GLBT). This group often faces more stress than most because they frequently have to conceal their sexual orientation. This additional stress to one's job can lead to a bad working climate.

Common Stress Factors

Three common issues the LGBT community faces are harassment, discrimination, and hostility from other employees. Most lesbian, gay, and transsexuals don't feel included at work because they have to keep a part of their identity a secret. This is because harassment and discrimination can take up-front, pervasive forms or take place in a discreet manner. Also, many may not be sure of their co-workers degree of acceptance. All of these can lead to a fear of being discriminated against, which results in negative work satisfaction.

"We spend energy finding ways to lie about our weekend activities. We are afraid to pierce our ears, shave our legs, shape or polish our nails, or style our hair, because someone might figure it out. The first step to civil rights for crossdressers is not to have to fear firing or harassment if our transgender status becomes known," quoted by Crossdresser Workplace Issues. (www.tgender.net)

Employment Protocol

Anti-discrimination policies are put in place so minorities feel free and open at work. However, according to Allen Ellis and Associate Professor Ph. D, Ellen Riggle, authors of *Sexual Identity on the Job: Issues and Services*, most policies don't include sexual minorities. Having these policies add support and are related to a higher level of job satisfaction. To support sexual minorities, human resource managers should integrate gay, lesbian, and transsexual employees and give a safe space to disclose their sexual orientation. According to the sexual minorities, most employers lack the skills necessary to effectively address this group.

Advice

Having support groups for sexual minorities can boost company morale and production. Having a safe space and allowing disclosure can increase production and overall job satisfaction. CEO of the Ginac Group, Linda Ginac advises, "Look for companies that have an inclusive moment. Feeling safe at a company will increase your confidence while interviewing or working." Ginac feels strongly about advocacy and encourages positive social advocacy for gay, lesbian, and transsexuals. This could include lobbying for equal working rights or implementing better non-discrimination policies that include gay, lesbian, and transsexuals.

Added stress at work can lead to low productivity and a bad working climate. It is important to have an employment protocol to alleviate extra stress and to train managers on how to address the gay, lesbian, and transsexual population.

About the Ginac Group

The Ginac Group, Inc. is a leading provider of career development services. The company serves individuals, including chief executive officers and a host of other professionals in corporations and government agencies, as well as Fortune 500 and start-up businesses.

The Company's business consists of Career Development Services, career exploration and transition service and National Society of Career Management, training and certification for helping professionals. Founded in 1999, Ginac Group is headquartered in Austin, Texas. For more information, visit www.ginacgroup.com.

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