

Disclaimer: The Swiss LGBTI Label association does not guarantee the completeness and correctness of this sample questionnaire. The evaluation and awarding of the label is based exclusively on the answers and evidence entered in the online self-declaration tool.

1. Mission Statement & Strategy

- 1.1 Does your company have a diversity strategy that also takes LGBTI issues into account and/or do you pursue corresponding goals without an explicit strategy?

2. Project Developments & Measures

- 2.1 Has your company developed projects or taken simple measures on the topic of LGBTI in the last twelve months?

3. Leadership & Organisation

- 3.1 Is there a function/person in your company that specialises in LGBTI issues?

- 3.2 Are there employees in your company who visibly and/or publicly address LGBTI issues in particular?

4. External Communication & Cooperation

-
- 4.1 Is there a specific statement on LGBTI on the website/in the entrance area of your business?
-
- 4.2 Has your company explicitly approved and/or financially supported the participation of employees in LGBTI events in the last 24 months?
-
- 4.3 Has your company participated in public LGBTI events and/or taken on a patronage for a corresponding event in the last twelve months?
-
- 4.4 Has your company made a positive public statement on LGBTI equality/inclusion in the last twelve months?
-
- 4.5 In the last 12 months, has your business advertised with messages/images that explicitly depict or at least suggest an LGBTI context/alternative family models?

5. Personnel

5.1 Have you defined measures to address bullying and discrimination based on sexual orientation, gender identity, sex characteristics or family form?

5.2 Are sensitive disciplinary measures taken if employees bully or discriminate against others on the basis of any of the above characteristics?

5.3 Have you explicitly targeted LGBTI jobseekers in the last twelve months?

5.4 Do you make new employees aware of how to interact with each other and of information and counselling services on discrimination in the workplace?

5.5 Are your internal documents and forms designed to be civil status and gender neutral and do they include alternative family models?

5.6 Do you specifically address the issue of trans and/or intersex in the workplace?

5.7 As an outed LGBTI person, do you or other employees act as role models within your company?

6. Quality Management

- 6.1 Have you "taken the pulse" of your employees (satisfaction or working atmosphere) in the last 12 months? Did you also ask about bullying and discrimination?

7. Legal Requirements, Mandatory Guidelines & Professional Recommendations

- 7.1 Are marriage and registered partnership completely equal in your company/organisation?
-
- 7.2 Are there any other special measures in your company/organisation that have not been mentioned so far?

Appendix: Explanation of terms

Intersex

'Intersex' is a term used to describe the natural variations in sex characteristics in relation to reproductive organs/internal or external sex/genitals, hormone structure and/or levels, and/or chromosome patterns that differ from the socially constructed binary definitions of male/female.

Intersex individuals usually have a male or female gender identity.

en.wikipedia.org/wiki/Intersex

Nonbinary Gender

Nonbinary people do not or only partially identify with either of the two binary genders 'female' or 'male'.

en.wikipedia.org/wiki/Non-binary_gender

Trans(gender)

'Trans' refers to when a person's internal knowledge of their gender identity does not match the gender assigned at birth. The process of socially, physically, and/or legally adapting to the gender to which an individual identifies is called 'transition'.

www.transwelcome.ch/en/information/what-is-trans