



Appendix A

LGBT-Inclusive Workplace Climate Questionnaire

Job–Gender Context

Item	Response options
1 At my workplace, personnel of my gender typically do not hold my job.	1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree nor agree; 4 = Agree; 5 = Strongly agree
2 At my workplace, personnel of my gender are uncommon.	1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree nor agree; 4 = Agree; 5 = Strongly agree
3 What is the gender of your direct supervisor?	Female; Male; Do not know/do not want to answer

LGBT-Inclusive Policies, Practices, and Resources

Item	Response options
1 At my workplace, diversity is included in the mission statement and/or set of core values.	Yes / No
2 At my workplace, employees are provided with information about my employer's anti-discrimination policy.	Yes / No
3 At my workplace, employees are provided with information about my employer's LGBT network.	Yes / No
4 At my workplace, LGBT employees are provided the same spousal benefits as heterosexual employees regardless of current legislation in my country.	Yes / No
5 At my workplace, LGBT employees are provided the same parental leave benefits as heterosexual employees regardless of current legislation in my country.	Yes / No
6 At my workplace, social events are organized that involve the partners and families of LGBT employees.	Yes / No
7 At my workplace, LGBT-inclusive language is used in internal communication.	Yes / No
8 At my workplace, LGBT-inclusive language is used in external communication.	Yes / No
9 At my workplace, transgender people are provided with inclusive health benefits (e.g., coverage for sexual reassignment surgery, medical treatments, counseling, short-term disability, paid medical leave).	Yes / No
10 At my workplace, gender-neutral language is used.	Yes / No
11 At my workplace, there are gender-neutral public restrooms.	Yes / No
12 At my workplace, there are gender-neutral dress codes.	Yes / No
13 My employer has done enough to create an environment where LGBT people are comfortable being open about their sexual orientation/gender identity.	Yes / No
14. At my workplace, the following policies, practices, and/or resources are in place/available:	
14.1 LGBT diversity policy/strategy.	Yes / No

Item	Response options
14.2 LGBT employee satisfaction surveys.	Yes / No
14.3 At my workplaceDiversity audits.	Yes / No
14.4 At my workplaceAccessibility to LGBT networks and groups.	Yes / No
14.5 At my workplaceLGBT information readily available.	Yes / No
14.6 At my workplaceOn-site counseling for LGBT employees.	Yes / No
14.7 At my workplaceFormal grievance process for LGBT employees.	Yes / No
14.8 At my workplaceSpousal benefits for LGBT employees, their partners, and families.	Yes / No
14.9 At my workplaceParental leave for LGBT employees.	Yes / No
14.10 At my workplaceOther benefits for LGBT employees (e.g., legal protection, if not offered by the country where I am employed).	Yes / No
14.11 At my workplaceNone of these.	Yes / No