



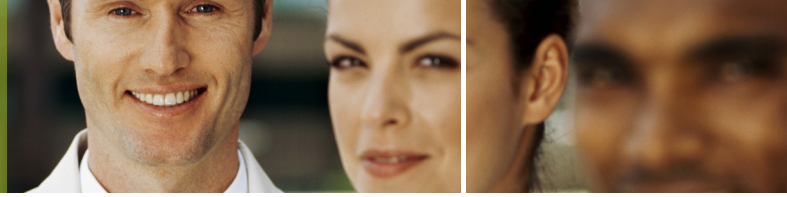
INTERNATIONAL BUSINESS EQUALITY
INDEX2011

INDEX 2011



THE MOST
LGBT **FRIENDLY**
CORPORATIONS
IN THE WORLD

SURVEY QUESTIONS



1

IN 2010, DID YOUR CORPORATION HAVE A DIVERSITY & INCLUSION PROGRAM?

A diversity & inclusion program is a comprehensive program that assists corporations in positively managing diversity. These programs often include, among other activities, the following: diversity training for management and staff; the formation and promotion of minority employee groups and programs providing for diversity in procurement.

2

IN 2010, DID YOUR DIVERSITY & INCLUSION PROGRAM COVER LGBT ISSUES EXPLICITLY?

“Explicitly” means that the words “gay”, “lesbian”, “bisexual”, “transgender” or their equivalents are used in the wording of the program, policies and procedures, along with attention to the main issues at stake for LGBT people such as LGBT employee resource groups, same-sex spouse’s benefits, supplier diversity, etc.

3

IN 2010, DID YOUR CORPORATION HAVE ONE OR MORE MANAGERS WHOSE RESPONSIBILITIES INCLUDED LGBT ISSUES?

This position does not necessarily need to be dedicated 100% to LGBT issues, and may cover LGBT issues in several countries at a time.

4

IN 2010, DID YOUR CORPORATION HAVE A WRITTEN POLICY PROHIBITING DISCRIMINATION BASED ON, AND USING WORDS REFERRING TO “SEXUAL ORIENTATION”?

Anti-discrimination policies prohibit any form of discrimination on a list of grounds at all stages of employment, including recruitment, distribution of promotions and termination of employment. Sexual orientation refers to a person’s sexual and emotional attraction to people of the same and/or different sex; in colloquial language often described as lesbian, gay, straight or bisexual.

SURVEY QUESTIONS

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IN 2010, DID YOUR CORPORATION HAVE A WRITTEN POLICY PROHIBITING DISCRIMINATION BASED ON, AND USING WORDS REFERRING TO TRANSGENDER PEOPLE?

Anti-discrimination policies prohibit any form of discrimination on a list of grounds at all stages of employment, including recruitment, distribution of promotions and termination of employment. Transgender are people whose gender identity and/or gender expression differs from the sex they were assigned at birth.

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IN 2010, DID YOUR INTERNATIONAL RELOCATION POLICIES INCLUDE LGBT EMPLOYEES AND THEIR SAME-SEX SPOUSES?

Specifically, are written policies in place with clear references to LGBT employees and their “same-sex spouses” or variations on this term such as “same-sex partners”, “significant others”, “domestic partners”, etc.

7

IN 2010, DID YOUR CORPORATION PROVIDE UNIVERSAL DIVERSITY AWARENESS TRAINING THAT DEALS WITH THE SPECIFICS OF SEXUAL ORIENTATION?

This training does not have to be mandatory but must be available for all employees. It can be part of a larger training session and it might be offered in the form of seminars, educational sessions, online or other forms. Sexual orientation refers to a person’s sexual and emotional attraction to people of the same and/or different sex; in colloquial language often described as lesbian, gay, straight or bisexual.

8

IN 2010, DID YOUR CORPORATION PROVIDE TRANSGENDER AWARENESS TRAINING?

This training does not have to be mandatory but must be available for all employees. It can be part of a larger training session and it might be offered in the form of seminars, educational sessions, online or other forms. Transgender are people whose gender identity and/or gender expression differs from the sex they were assigned at birth.

SURVEY QUESTIONS



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IN 2010, DID YOUR CORPORATION'S PARTNER BENEFITS ALSO APPLY TO YOUR LGBT EMPLOYEES?

All partner benefits offered by the corporation to its employees must be identical, regardless of sexual orientation or gender identity. It also needs to be written in the policy.

10

IN 2010, COULD YOUR LGBT EMPLOYEES CONTACT SOMEONE IN YOUR CORPORATION TO SPECIFICALLY DISCUSS ISSUES OF HARASSMENT?

The contact person must have clearly identified in his/her job description the ability to manage sexual orientation and gender identity related issues. The contact person does not need to be exclusively in charge of LGBT issues and can be in charge of these issues in several countries at a time. Harassment refers to any act or conduct that it is unwelcome to the victim, which could be regarded in relation to the victim's sexual orientation / gender identity as offensive, humiliating or intimidating. It can include spoken words, gestures or the production, display or circulation of written words, pictures or other material.

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IN 2010, DID YOUR CORPORATION HAVE AN LGBT EMPLOYEE RESOURCE GROUP?

LGBT employee resource groups might be local, regional, national or global. Chapters of an LGBT resource group are virtual or non-virtual groups that are affiliated to the principal LGBT resource group of the corporation. Access to such groups may be available by attending an inperson meeting, via the Internet, telephone or through other means of regular communication. If such group does not exist in certain countries, the employees must have access to one in the corporation by the means of the Internet or by joining a regional or global employee resource group.

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IN 2010, DID YOUR CORPORATION HAVE A SUPPLIER DIVERSITY PROGRAM?

Supplier diversity is a program that provides minority-owned diverse businesses the opportunity to participate in all areas of procurement and contracting.

SURVEY QUESTIONS

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IN 2010, DID YOUR CORPORATION INCLUDE LGBT OWNED AND CONTROLLED ENTERPRISES IN YOUR SUPPLIER DIVERSITY PROGRAM?

To count as "included" the corporation's supplier diversity program must specify that LGBT owned and controlled enterprises are part of the minority-owned diverse businesses of the corporation's supplier diversity program.

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IN 2010, DID YOUR CORPORATION MAKE ITS COMMITMENT TO THE LGBT COMMUNITY VISIBLE OUTSIDE OF YOUR COMPANY?

This commitment can include speaking engagements, news on the corporation's website, press conferences, press releases, blogs, social media, events and all other outreach measures that illustrate its LGBT inclusive policies and practices or its commitment to promoting equality for its LGBT employees, consumers and suppliers.

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IN 2010, DID YOUR CORPORATION OFFER ANY FINANCIAL OR IN-KIND SUPPORT TO LGBT ORGANIZATIONS OR EVENTS?

Financial or in-kind support can include actions such as the purchase of tickets to LGBT events, publicity, free use of corporation's space, event sponsorship, donations to LGBT organizations, pro bono work, travel and entertainment donations, etc. In this context, financial or in-kind support does not include internal activities.