



‘Finding an Equal Place at Work’

The Model LGBTI+ Workplace Policy for Trinidad and Tobago

(A Policy for Adoption or Adaptation)

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*An initiative of CAISO: Sex and Gender Justice in partnership with the Equal
Opportunity Commission and the British High Commission Port of Spain.*



CONTENTS

Foreword 2

PURPOSE 3

SCOPE 3

POLICY STATEMENT 3

OBJECTIVES 4

LEGISLATION AND RELATED POLICIES 4

 Legislation 4

 Policies 4

DISCRIMINATION AND HARASSMENT 5

PRIVACY 5

OFFICIAL RECORDS, NAMES AND PRONOUNS 6

DRESS CODE 6

RESTROOM ACCESSIBILITY 7

TRANSITIONING ON THE JOB 7

SEX-SEGREGATION JOB ASSIGNMENT 7

WORKPLACE BENEFITS 8

WORKER ASSISTANCE PROGRAMME 9

DIVERSITY CHAMPIONS AND WORKER RESOURCE GROUPS 9

TRAINING 10

COMPLAINTS 10

Key Definitions 11

List of Resources 15

Foreword

By Colin Robinson, late Founder and Director of Imagination, CAISO: Sex and Gender Justice

One of the assets of doing business in Trinidad & Tobago is the diversity of our workforce. It's no secret from the management literature that workplaces that encourage and accommodate worker diversity see the returns in their bottom line. Researchers have also begun to document the costs to national economies of anti-LGBTI+ discrimination. Not to mention the economic and psychological harms to the workers themselves and their families. Ensuring LGBTI+ people find an equal place at work is in the interest not just of those workers but many others.

Besides being good for business, making Trinidad and Tobago's workplaces equal is also an ethical question for many, a simple matter of fairness. Some employers and associations seek to champion workplace equality in their fields. Every union in Trinidad & Tobago may have LGBTI+ members, but most are unaware of their concerns or the measures they could be negotiating for in collective agreements, so both employers and unions leave value on the table. In addition to business organisations, non-profits, too, can use guidance in making the spaces within their organisations LGBTI+-friendlier. Labour adjudicators and public sector managers and policymakers can also benefit from locally relevant measures for LGBTI+ workplace inclusion. LGBTI+ workers in non-unionized workplaces, too, may be unsure of how to frame their needs in ways employers might embrace.

For all these users, this short manual is a toolkit. It offers workplaces, small and large, public and private, and the stakeholders around them (employers, workers, workers' associations, labour adjudicators) who wish to take small or large steps towards closing the gaps in LGBTI+ workplace equality measures they can implement to do so. Closing these gaps and ensuring LGBTI+ people find an equal place at work are critical, not just for matters of fairness and equity, but also for the economic resilience of companies and the national economy.

While there are ample international resources on LGBTI+ workplace equality no local tool of this sort existed. This has led CAISO: Sex & Gender Justice to partner with likeminded organisations and institutions to create a guide for members who wished to take positive action in this area. The Equal Opportunity Commission, a national human rights institution, exercising its mission to prepare and publish appropriate guidelines for the avoidance of discrimination, has reviewed the model policy with regard to human rights, local law and best practice.

This policy is the result of an iterative process enabled by the professional services of Dr Wynette Harewood and Janet Peters of the Arthur Lok Jack Global School of Business, who engaged private sector employers, and employees from the LGBTI+ community in Trinidad and Tobago, in its development. Expert reviews of the draft policy were conducted by the Equal Opportunity Commission, Chamber business committees, civil society and other stakeholder groups, to ensure that it was fit-for-purpose, achievable and fully supportive of the LGBTI+ employee's ability to find an equal place at work.

We hope you find the document and its organisation as a model policy useful, and that you will tell us what you valued about it, and how you think it might be improved.

An equal workplace is always a work in progress. **CAISO: Sex & Gender Justice**, in partnership with **the Equal Opportunity Commission** is available to develop and deliver interventions that help you understand and implement the measures in the policy.

Please contact us at info@caisott.org for more information, resources and/or training support.

PURPOSE

This Policy aims to provide a practical set of guidelines for appreciation of and respect for diversity and thus the creation of an all-embracing and productive environment for all employees. Currently in Trinidad and Tobago, while equality of treatment from public authorities is a Constitutional right, the Equal Opportunity Act Chapter 22:03, the main statutory framework addressing discrimination, excludes sexual orientation from its protected statuses, and as such makes LGBTI+ people vulnerable to discrimination, harassment and other indignities within society and their respective workplaces.

Additionally, unmarried same-sex partners in long-term cohabitational relationships are ineligible to have those unions recognised under the Cohabital Relationships Act (Chapter 45:55), while family-related employment benefits hinged on legally recognised relationships therefore treat LGBTI+ people unfairly.

On this basis, the purpose of the policy is to encourage employers to create safe and fully inclusive workplaces, as part of their corporate social responsibility.

SCOPE

This Policy shall apply to all temporary and permanent workers, job applicants, contractors, interns, apprentices, on-the-job trainees and consultants in the employer's employ. This group is hereinafter referred to as "employees."

POLICY STATEMENT

This policy aims to support organisations working with diversity, by creating an inclusive workplace culture, free from any form of harassment, bullying or discrimination. It aims to create a welcoming, safe and productive environment for all employees, regardless of their sex, sexual gender/identity, sexual orientation or gender expression, inclusive of transgender, gender non-conforming and transitioning employees.

OBJECTIVES

The Policy objectives are to ensure that:

- Prejudicial treatment of LGBTI+ employees or applicants for work is eliminated.
- Protection from harassment or negative workplace banter around LGBTI+ status is afforded to employees.
- Persons do not face prejudicial treatment or harassment by virtue of their association with or advocacy for an employee who falls into the LGBTI+ status group.
- Awareness and appreciation of workplace diversity including sensitivity to LGBTI+ issues among all employees.
- All organisations in Trinidad and Tobago, as socially responsible actors, develop and maintain practices for creating safe and inclusive workplace cultures.

LEGISLATION AND RELATED POLICIES

Legislation

- The Constitution of the Republic Trinidad and Tobago; Chapter 1:01
- The Data Protection Act 2011; Chapter 22:04
- The Equal Opportunity Act 2000; Chapter 22:03
- The Occupational Safety and Health Act 2004, Chapter 88:08

Policies

- 2017 National Workplace Policy on HIV and AIDS;
- 2017 Guidelines to Sexual Harassment in the Workplace by The Equal Opportunity Commission of Trinidad and Tobago;
- 2018 Draft National Policy on Gender and Development;
- 2019 Draft National Workplace Policy on Sexual Harassment prepared by Ministry of Labour and Small Enterprise Development;
- 2019 Domestic Violence in the Workplace Policy.

DISCRIMINATION AND HARASSMENT

The organisation is a socially responsible employer and values diversity and inclusion within its workforce. Employers and employees are prohibited from discriminating in any way against employees because of those persons' actual or perceived gender identity, sexual orientation or sexual characteristics, or because they are perceived of having any affiliation or association with persons who are deemed to be in the LBGTI+ status group.

As a responsible employer, the organisation undertakes to create and maintain a safe, healthy and inclusive work environment for all employees including LBGTI+ status groups. Employers are encouraged to include such inclusive language in employee recruitment processes, including but not limited to, job advertisements.

Employees are encouraged to immediately report a grievance in writing, in keeping with the organisation's Grievance Policy, including any incident of discrimination, harassment, workplace banter, threats of violence, or violence based on sexual orientation, gender identity or gender expression.

Organisations will be required to treat each grievance with its usual method of investigation. This might include investigating the incident, taking suitable corrective action including providing company-initiated diversity training to workers and where necessary Employee Assistance Programme (EAP) support to the affected party.

PRIVACY

LBGTI+ employees shall not be prohibited from disclosing their sexual orientation, gender identity or intersexuality, nor face discrimination, threats of violence or oppressive language on account of their sexual orientation, gender identity or intersexuality, its disclosure or their discussion of such.

Employees shall not be required to disclose their sexual orientation, gender identity or sex characteristics without a justifiable, employment-related cause. Unless publicly disclosed by the employees, information obtained by an employer about an employee's sexual orientation, gender identity and sex characteristics, including the sex they were assigned at birth, can constitute medical information or sensitive personal information and shall therefore be

maintained in strict confidentiality in keeping with the provisions of the Data Protection Act 2011 of Trinidad and Tobago (Section 6).

The organisation shall not disclose information without prior consent by the employee to whom it relates.

OFFICIAL RECORDS, NAMES AND PRONOUNS

In the event that an organization is requested by an employee to change that employee's personnel file information to reflect a change in name or gender, a registered Deed Poll shall be required. In the event that the employee wishes payroll and health insurance records to be also amended to reflect a change in name, a registered Deed Poll shall also be required. These files should be maintained with the same restrictions to access as any other sensitive personnel information.

Names and photographs on company badges and identification documents shall be updated within a reasonable time frame to reflect changes in name, gender identity or appearance.

A transgender employee has the right to be addressed by the name and pronoun corresponding to their gender identity even in the absence of a registered Deed Poll.

The intentional or persistent refusal by management or co-workers to honour an employee's gender identity request can constitute discrimination and be deemed a breach of the policy.

DRESS CODE

The dress code of the employer shall not contain provisions that restrict the clothing or hairstyle worn by employees or their appearance on the basis of gender where this serves no business-related function.

Transgender and gender non-conforming employees shall be afforded the right to comply with the employer's dress code in a manner consistent with their gender identity or gender expression.

RESTROOM ACCESSIBILITY

All employees have the right to safe, sanitary, adequate and suitably maintained toilet facilities in keeping with the Occupational Safety and Health Act 2004 of Trinidad and Tobago. This should therefore ensure that no employee suffers adverse health effects from the unavailability of toilet or bathroom facilities.

The employer shall, where reasonably practicable, provide single-occupancy gender-neutral (unisex) toilet facilities which employees who have a need for increased privacy, regardless of the underlying reason, can have the option to utilise.

Regardless to what information an employer may have about any employee's birth-assigned sex, all employees should be allowed to use multi-use toilets that correspond with the gender or gender identity they register with the employer.

TRANSITIONING ON THE JOB

Employees who take the decision to transition shall be afforded support, if required, from the organisation's EAP providers, who should be first screened to ensure their competence to provide such support.

The management and Human Resources unit will provide individual support to transitioning employees to ensure a smooth workplace transition. Counselling, support and or training will also be provided to other employees to assist them in gaining an appreciation of the transitioning employee's status, with the consent of the employee.

All employees, by virtue of this policy and company-initiated diversity education programmes, shall be expected to respect the rights of transitioning employees and to refrain from any negative comments or threats or other acts of violence or discrimination.

SEX-SEGREGATION JOB ASSIGNMENT

For sex-segregated jobs, transgender employees will be classified and assigned in a manner consistent with their gender identity, not their sex assigned birth, as far as is reasonably practical.

WORKPLACE BENEFITS

All benefits will be afforded to LGBTI+ employees in the same way as afforded to heterosexual employees, including:

- Designation of beneficiaries/next of kin
 - LGBTI+ employees will be able to designate their respective partners as official beneficiaries/next of kin for company benefits and other organizational considerations.
- Bereavement Leave
 - LGBTI+ employees will be afforded bereavement leave in keeping with the company's bereavement leave policy, which shall be expanded to recognise same sex partners.
- Time off of work for domestic emergencies, illness of children or dependents
 - LGBTI+ employees will be afforded time off from work in instances of domestic emergencies, illness of children or dependents within the company's time off policy, which shall be expanded to recognise unmarried same sex partnerships and children in such households.
- Maternity/Paternity/ Parental Leave
 - The organisation recognises that employees in the LGBTI+ community who are in same sex relationships can become parents and will afford and will afford such employees paid parental leave consistent with the company's parental leave policy. Employees requesting such leave shall be required to submit documentary proof in support of said leave.
- Non-work-related events
 - For employee social functions and other non-work-related events, employees shall be permitted to invite or have accompany them their companion of choice.
- Health Insurance
 - As far as possible, the organisation will try to negotiate insurance contracts that do not require individual underwriting, including HIV testing, or exclude coverage for pre-existing health conditions, and that include coverage for transition-related care and services. While the organisation gives no undertaking to provide health benefits to the partners of LGBTI+ employees, in cases of same sex relationship, all efforts would be made to negotiate similar type packages to those of cisgender employees.

WORKER ASSISTANCE PROGRAMME

The organisation's Employee Assistance Programme (EAP) with its providers or other appropriate providers shall be expanded to specifically include a provision that enables support to LGBTI+ employees who based on their status are encountering challenges within the workplace, their families or the wider community, and to transitioning employees.

Verification shall be sought and obtained from the selected EAP providers that they are equipped to address issues, which may be faced by employees who are in the LGBTI+ status group.

DIVERSITY CHAMPIONS AND WORKER RESOURCE GROUPS

The organisation is encouraged to establish a volunteer group of Diversity Champions comprising designated employees within business units or departments responsible for instilling a diverse and accepting workplace culture. Diversity Champions can be LGBTI+ or non-LGBTI+ employees who are passionate about promoting workplace diversity and inclusion.

Diversity Champions can support the creation of an accepting, inclusive work culture by *inter alia*:

- Starting open discussions about diversity in the workplace and gathering important information about how safe and secure all employees feel at work;
- Arranging events to celebrate diversity at work;
- Reviewing workplace documents to ensure they speak for all employees including LGBTI+ workers;
- Identifying areas in which the organisation can improve its efforts to be more inclusive and accepting of workplace differences.

In addition, the company is encouraged to support and assist interested employees in establishing a LGBTI+ Employee Resource Group (ERG). An effective ERG can function as a critical resource for assisting LGBTI+ employees and allies across the organisation to create safe and comfortable work environments for everyone.

TRAINING

In order to maintain the tone from the top and create the acceptance and appreciation of different cultures, the organisation in keeping with its human resource development and training strategy initiative, will plan, resource (budget for) and implement, appropriate training in workplace diversity and inclusion ('D&I'). Training on D&I issues can include but is not limited to anti-discrimination training, diversity awareness and leadership training, and workshops on issues specific to LGBTI+ employees.

D&I content will be part of any employee Orientation/ Induction Training Programme, and tailored to employees and managers' different roles in ensuring diversity and inclusion.

COMPLAINTS

The organisation's existing policies and procedures for addressing employee complaints will be amended to include complaints specific to LGBTI+ employees, such as, but not limited to discrimination based on sexual orientation or gender identity, harassment, physical threats, inappropriate or offensive humour or banter, homophobic jokes or slurs.

Complaints, verbal or written are to be treated seriously and appropriate action taken to address the issue.

The Office of the CEO or other delegated official receiving complaints shall reassure the employee of the organisation's commitment to provide a safe and comfortable workplace for all. If the employee is in emotional or psychological distress, they will be assisted in obtaining appropriate help through the EAP or some other appropriate provider.

All complaints will be treated with confidentiality.

Key Definitions

The definitions provided here focus on understanding terms and concepts related to sex and gender diversity in the workplace. They are not intended to label employees but rather to assist in understanding the concepts and experiences this policy addresses. Workers may not always use these terms to describe themselves. Further, a number of less common ways employees covered by the policy may use to describe themselves are not included.

Other definitions included here offer understanding of common terms related to discrimination and diversity in the workplace.

Understanding Sex and Gender Diversity

- **Sex** – refers to physical differences between male and female bodies, including the reproductive system and/or other biological characteristics. Sex is most commonly divided into the categories of male and female; however biological sex is much more diverse (see Intersex definition).
- **Intersex** – Being born with physical or biological sex characteristics, such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns, which do not fit the typical definitions of male or female. These characteristics may be apparent at birth or emerge later in life, often at puberty. Intersex people can have any sexual orientation and gender identity.
- **Gender** – refers to the systems and ideas through which societies and cultures define, enact and enforce differences in expectations, roles and opportunities for people, based on their perceived biological sex. These are socially constructed and can vary across cultures and ethnicities in terms of what is deemed ‘masculine’ and ‘feminine’. While understandings of gender have shifted, unequal power relations in terms of gender still prevail. For example, women are expected to take greater responsibility for childcare and housework in many societies -- referred to as gendered division of labour.

- **Cisgender** refers to a person whose gender identity matches the sex/gender they have been assigned at birth.
- **Gender Identity** refers to a person's internal, deeply-felt sense of being a woman or man or neither. Everyone has a gender identity. Gender identity is also distinct from sexual orientation.
- **Gender expression** refers to how a person expresses their gender to the world. It can include appearance, dress, mannerisms, speech and interactions, which might or might not match their gender identity.
- **Gender non-conforming or non-binary** refers to people whose gender expression does not conform to binary (man/woman) gender expectations.
- **Transgender or Trans** is an umbrella term used to describe people whose gender identity and/or expression does not match the cultural expectations of the sex they were assigned at birth. A person whose sex assigned at birth was female but who identifies as male is a transgender man. A person whose sex assigned at birth was male but who identifies as female is a transgender woman. People of transgender experience may not make this experience part of how they self-identify publicly; they may simply identify as a man or woman. Some people may choose to identify as neither i.e. non-binary or gender non-conforming. A person does not need to identify as transgender in order for an employer's non-discrimination and inclusion policies to apply to them.
- **Transsexual** is an old (outdated) term used to refer to a transgender person who has completed medical procedures to alter their physical characteristics. However, not all trans people choose to undergo such procedures.
- **Transition** refers to a process transgender people undergo to affirm their gender identity. of changing one's gender from the sex assigned at birth to one's gender identity. Not everyone's transition will look the same or have the same arc or elements. Transitioning may involve an extended period of professional counselling or psychotherapy; "coming out" (telling family, friends or co-workers); changing one's legal name and/or assigned sex on identity and other documents (in places where that is legally allowed); and for some but not all transgender people, changes to their bodies through hormones and surgery.
- **Transphobia** refers to a range of negative attitudes, feelings or behaviours towards transgender, gender non-conforming and non-binary people.

- **Sexual orientation** refers to a person's physical, romantic and/or emotional attraction towards other people. Everyone has a sexual orientation, which is part of their identity. This range of behaviours and attractions has been described in various cultures throughout the world. Many cultures use various identity labels to describe people who express these attractions. Sexual orientation is different from gender identity.
 - **Bisexual** refers to a person whose emotional, sexual, and romantic attractions are to both women and men.
 - **Gay** usually refers to a man (but is sometimes used for a woman) whose romantic, emotional, or sexual attractions are to other men.
 - **Heterosexual** refers to individuals whose emotional, romantic or sexual attractions are to individuals of a different sex. Sometimes referred to as straight.
 - **Heterosexism** refers to the assumption that heterosexuality is the only valid sexual orientation. Heterosexism denies and/or stigmatizes any non-heterosexual form of behaviour or relationship.
 - **Homosexual** is an umbrella term used in behavioural science to describe gays and lesbians and their sexual orientation.
 - **Lesbian** refers to a woman whose romantic, emotional, or sexual attractions are to other women.
 - **LGBTI+**, an acronym for lesbian, gay, bisexual, transgender and intersex, is often used as shorthand or umbrella term to refer to sex and gender diversity as a group/community. Sometimes LGBT or LGBT+ is used.
 - **Homophobia** refers to a range of negative attitudes, feelings or behaviours toward people who identify as, or are assumed not to be, heterosexual.

Other Key Terms related to Workplace Diversity and Discrimination

- **Bullying and Harassment** may take several forms including, but not limited to, behaviour, words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, intimidation, threats, physical assaults, inappropriate contact, or violence based on characteristics, including race, ethnicity, gender identity, sex, sexual orientation, ability, religion, or nationality, among other markers of identity.

- **Discrimination** refers to treating or proposing to treat someone unfavourably because of their identity or experience (i.e. race, ethnicity, gender, sexuality, class, ability, religion, nationality, etc.). In the workplace, discrimination can be both formal and informal.
- **Diversity** refers to people of different backgrounds and experiences as represented in the workplace.
- **Employee Resource Groups (ERGs)** also known as affinity groups, or business network groups, are groups of workers who join together in their workplace based on their shared identity, e.g. LGBTI+ status, Women's Support Group, etc.
- **Discriminatory or bias behaviours** refers to any action or statement that suggest discrimination, bias or hostility towards a person or group based on their race, ethnicity, sex, sexual orientation, gender identity, religion or any other personal characteristics. This includes but is not limited to hate speech, bigoted slurs, drawings and symbols.
- **Hate speech** is not always based on hate, but a range of attitudes including dominance, fear and others. It refers to written or oral expressions, including slurs, drawings and symbols, intended to intimidate or to incite harm or hostility towards a person or group based on any shared characteristics, including race, ethnicity, gender identity, sex, sexual orientation, ability, religion, or nationality, among other markers of identity.
- **Inclusion** refers to creating an environment in which people's differences and experiences are valued and even viewed as a business advantage. Inclusive work environments must be intentionally designed, nurtured and supported.
- **Sensitive Personal Information** refers to information on a person's (a) racial or ethnic origins; (b) political affiliations or trade union membership; (c) religious beliefs or other beliefs of a similar nature; (d) physical or mental health or condition; (e) sexual orientation or sexual life; or (f) criminal or financial record.

List of Resources

CAISO: Sex and Gender Justice

CAISO is a feminist Civil Society Organisation (registered non-profit) committed to ensuring **wholeness, justice and inclusion** for Trinidad and Tobago's LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) communities, by **developing analysis, alliances and advocacy**.

Email: info@caisott.org

Phone: 1-868-28-CAISO (22476)

Website: <https://caisott.org>

Location/Mailing Address: #1 Robinson Ville, Belmont, Trinidad and Tobago

Wholeness and Justice is a programme managed by CAISO: Sex & Gender Justice that expands access by diverse Intersex, Trans, Bisexual, Lesbian, Gay (ITBLG+) people in Trinidad and Tobago to wholeness, justice, and health and human services. The programme provides support through the combination of legal, social work, peer navigation and referral services, as well as the enrolment of allies. The programme's services include crisis intervention and emergency support, legal advocacy, counselling, competence-building of justice and service systems, strategic litigation, policy advocacy, and community-level outreach.

Email: wholenessandjustice@caisott.org

Phone: 1-868-28-CAISO (22476)

For more info, visit: <https://caisott.org/wholeness-and-justice>

Equal Opportunity Commission

The *Equal Opportunity Commission* was established by Section 26(1) of the Equal Opportunity Act 2000, for the purpose of exercising the jurisdiction conferred upon it by that Act. The Equal Opportunity Commission (EOC) was appointed on the 21st April, 2008 with a mandate to work towards the elimination of discrimination and the promotion of equality and good relations between persons of different statuses. The *Equal Opportunity Act* seeks to protect citizens against discrimination as it relates to employment, education, the provision of goods and services and the provision of accommodation.

Phone: 1-868-672-0928

Website: <https://equalopportunity.gov.tt/>

Location: 55-57 Manic Street, Chaguanas, Trinidad and Tobago

For sensitisation session and general enquiries, email: communications@eoc.gov.tt

To lodge a complaint: <https://equalopportunity.gov.tt/lodge-complaint-options/>

Ministry of Labour, HIV Workplace Advocacy Unit

Duke Place, Level 4, 50-54 Duke Street, Port of Spain, Trinidad and Tobago

Phone: 1-868-299-0300 ext. 2010 | 2171

Email: hivadvocacy@gov.tt

Website: <https://www.labour.gov.tt/empowerment/hiv-workplace-advocacy-unit>

International Labour Organisation, Caribbean Office

ILO Decent Work Team and Office for the Caribbean,

6 Stanmore Avenue, Port of Spain, Trinidad and Tobago

Phone: 1-868 625-0524 | 1-868 623-7704

Email : ilocarib@ilo.org | Website: <https://www.ilo.org/caribbean/>

Policy Interventions and Advocacy

The **Add All Three to the Equal Opportunity Act Campaign** is a call by a broad coalition of organisations to add protections based on LGBTI status, as well as age and health conditions, to the 20-year-old law. The Equal Opportunity Commission has made similar recommendations since 2011. Expanding the law's protections to include overlooked groups has also been a recommendation of every major international human rights review that Trinidad and Tobago has undergone since 2000. Over 25 diverse domestic and regional groups have championed these legislative amendments in various ways over recent years. Notwithstanding the significance of Justice Devindra Rampersad's ruling in 2018 in *Jones v AG of Trinidad and Tobago*, the LGBTI+ community remains at risk of discrimination and violence. There is, to date, no legislation which explicitly offers protection on the basis of sexual orientation or gender identity. CAISO has been advocating for legislative changes, particularly of the **Equal Opportunity Act**, to expand protections for LGBTI+ people for over a decade.

For more information, visit: <https://caisott.org/add-all-three-campaign>

2020 LGBTI+ Policy Agenda (developed by the Alliance for Justice & Diversity)

This shared Policy Agenda includes expanding protection against discrimination, as well as other important human rights issues and concerns. Launched in October 2020 and developed in consultations with LGBTI+ communities and organisations, the policy includes 13 Action Points shared with all government ministries and agencies. These are specific calls to action to address the following concerns: *State Capacity and Training on Human Rights; Discrimination in and Access to Employment, Healthcare, Housing and Goods/Services; Poverty and Homelessness; Comprehensive Sex Education; Gender Based and LGBTI Violence and Policing; Legislative and Policy exclusions and blind spots.*

To review the **policy agenda**, visit: <https://caisott.org/2020-lgbti-policy-agenda>.

The **Alliance for Justice and Diversity (AJD)** is a social justice coalition led by seven Trinidad and Tobago's LGBTI+ civil society organisations. In addition to issues related to sexuality and gender identity, these organisations work together to prevent gender-based violence, strengthen school safety, improve policing, and champion protection against discrimination based on age, health conditions, and LGBTI+ status. For more on AJD: <https://justicediversitytt.wordpress.com>.

Resources list will be updated as needed and available on the CAISO website:

<https://caisott.org/lgbti-workplace-policy>