

Supporting LGBTQ+ Faculty & Staff

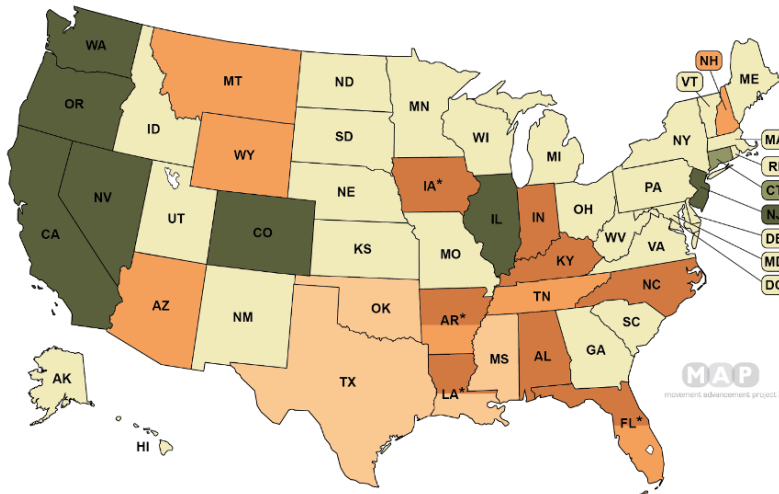


There are over 350,000 LGBTQ+ teachers in the U.S.

Currently, LGBTQ+ educators are facing increasing levels of intimidation and hostility across the country. They and their allies are being [targeted](#) by [parents' organizations](#), [traditional](#) news outlets, and on [social media](#), [doxxed](#), made the subject of [complaints to school boards](#) and [false police reports](#), and limited by [restrictive legislation](#) from teaching inclusive lessons, supporting LGBTQ+ students, and being out at work.

Every year since...[2015 when] the Supreme Court...ruled that the fundamental right to marry is guaranteed to same-sex couples, state legislative sessions have been awash in bills aimed at curbing the rights LGBTQ+ people. The number of anti-LGBTQ+ bills introduced has spiked from 100 in 2015 to more than 570 in 2023—77 of which passed. In addition to these anti-LGBTQ+ bills, businesses and employees are contending with other major shifts in public policy, including attacks on...voting rights, school curricula, and more. All of these changes are against a backdrop of heated, polarized political rhetoric. ([Out & Equal](#))

“Don’t Say Gay or Trans” School Censorship Laws in 2025



- State law explicitly requires LGBTQ inclusion in state curricular standards (7 states)
- State law requires state education department to create LGBTQ-inclusive model curriculum, but does not require schools to use it (1 state)
- State has none of these LGBTQ-specific curricular laws (26 states, 5 territories + D.C.)
- State law restricts how schools can discuss "homosexuality" in specific curricula (e.g., sex education) (see note) (4 states)
- State law requires advance parental notification of any LGBTQ-related curricula and allows parents to opt their children out (or requires opt-in) (7 states)
- State law explicitly censors discussions of LGBTQ people or issues throughout all school curricula (i.e., "Don't Say LGBTQ") (8 states)

We prepared this guide to highlight the needs of LGBTQ+ employees and help our schools assess their systems of support and protection for us.

This guide synthesizes the recommendations of major organizations that support LGBTQ+ professionals and the insights of LGBTQ+ educators from public, private, and boarding schools across the country.



Recommendations

Create Fair & Inclusive Working Conditions

1. Health insurance

- Choose policies that will cover the **full range of gender-affirming care**. (Basic questions to ask your insurance company to assess coverage can be found [here](#); resources at the end of this guide provide detailed guidelines for inclusive care).
- Choose policies that offer **fertility preservation and IVF coverage** that is not limited to treatment for infertility.

2. Parental leave & family-building

- Provide paid **family leave for adoptions** as for births.
- Standardize parental leave** length regardless of parent's gender.
- Consider whether your school can offer **financial assistance for adoption and surrogacy**, including travel.

3. Facilities

- Provide **gender neutral restrooms** throughout all facilities.
- Allow community members to **self-identify when using gender-exclusive facilities** (restrooms, locker rooms, dorms, etc.).

4. Human resources

- Conduct equity audits on talent processes and pay**. Ensure that your organization isn't perpetuating pay gaps between LGBTQ+ and non-LGBTQ+ employees, whether that's in starting salary, merit increases, promotions, or otherwise.
- Take steps to **mitigate bias** in hiring and evaluation.
- Regularly collect information on LGBTQ+ employees' experiences**.
- Provide opportunity for LGBTQ+ leaders** to influence decisions. If your company doesn't have LGBTQ+ administrators, consider why and take action to remedy this lack of participation.
- Consult a guide to support employees who request support transitioning** their gender at work. (An excellent one is available on [pgs. 36-42 of this document](#) from the HRC).



Recommendations

Protect Employees with Clear Policies

- Create a clear procedure for requesting name, honorific, and pronoun changes.** Use preferred names and pronouns in all systems, data banks, and forms; use legal names only where required by law.
- Adopt a non-discrimination policy** that includes sex, sexual orientation, gender identity, and gender expression.
- Remove gendered language from employee dress codes.** Add an explicit statement that an employee cannot be disciplined for a gender-based dress code violation.
- Create clear guidelines for LGBTQ+ employees who are required to travel** for work, including support mechanisms for and possible alternatives to travel to locations with anti-LGBTQ+ legislation.
- Create and publish [a facilities use policy](#)** that expresses the school's values and makes it clear that community members may use facilities that accord with their gender identities.
- Create and publish [a name and pronoun policy](#)** that expresses the school's values and makes explicit the expectation that employees will use names and pronouns that students and colleagues request.



Prepare to Respond to Concerns & Harassment

- Create a plan for addressing concerns raised by parents, alums, & community members** about LGBTQ+ employees and inclusive lessons.
 - The plan should identify the specific people responsible for addressing concerns. They should be familiar with the history of anti-LGBTQ+ harassment in education and its contemporary forms, both in person and online.
 - Make it clear to parents how the school will respond to harassment from them, including when a family might be disinvited from reenrolling.
- Create a plan to respond to doxxing** of employees that notes the increased attacks on LGBTQ+ educators.
- Create a policy regarding hate speech** that includes homophobic and transphobic language and covers both students and adults. Include persistent, intentional failure to use proper names, honorifics, and pronouns in policy. Make it clear how employees should report violations.
- Make it clear how employees can report discrimination or harassment.** Note legal protections for LGBTQ+ people in your state and those federally mandated by Supreme Court rulings.



Additional Resources

- [Out & Equal's Toolkit for Assessing Inclusion in Your Workplace](#)
- [Human Rights Campaign: Corporate Equality Index Criteria](#)
- [Gender Diversity in the Workplace: A Toolkit for Employers](#)
- [LGBTQ Educators: What We Know and What They Need \(GLSEN\)](#)
- [A Safer Place: LGBT Educators, School Climate, & Implications for Administrators](#)
- [Human Rights Campaign: Trans Inclusive Healthcare](#)
- [Gender Support Vision Statement from the Fayerweather Street School](#) (includes restroom and name & pronouns policies)
- [U.S. Dept. of Labor: LGBTQI+ Policy](#)

This guide was prepared by Emma Wynn (emma.wyn@gmail.com), in collaboration with members of the Trans Educators Network and LGBTQ+ Independent and Boarding School Educators Network, 2024-2025. It incorporates feedback and suggestions of 44 LGBTQ+ educators surveyed in Jan. 2025.