



PCS PROUD LGBT Charter

At work

I expect:

- To be able to do my job without hindrance on the basis of my sexuality or gender identity
- To be free to be myself in the workplace without fear of discrimination or harassment
- To have my performance judged on merit, not my sexuality or gender identity
- To be supported by my colleagues in the event of making a legitimate complaint of discrimination, bullying or harassment
- My colleagues to have been given appropriate training in equality and diversity
- My PCS representatives to be supportive when I raise an LGBT specific issue
- Management to actively deal with any issues arising as a result of the above points in a delicate, sensitive, caring manner.

Outside of work

I believe:

- That people are people, regardless of sexuality or gender identity
- That all hate crimes, abuse, discrimination, harassment should be reported to the necessary authorities
- That members of the LGBT community should support each other in times of distress
- That politicians elected to represent me and police officers here to serve the public should deal with LGBT issues in a sensitive and effective manner and not operate in a way that detrimentally impacts LGBT equality.

Wider Social Policy

I believe in the following principles:

- There should be no cuts to LGBT services
- LGBT charities should not have their government grants cut, but should have them increased
- Pride events should be not for profit events that are a celebration of equality and a chance to protest and encourage the politicisation of the LGBT community
- State protection should be afforded to LGBT people in situations of domestic violence when seeking help
- Asylum seekers who are seeking freedom from persecution because of their (real or perceived) sexuality or gender identity should be given the appropriate support by the government
- There should be no country that imposes anti-LGBT laws
- There should be no LGBT hate crime in society
- LGBT issues should feature in the education system
- There must be a concerted effort to stamp out terms such as “gay” and “queer” as derogatory remarks.