

**We all deserve the freedom
to be our authentic selves.**

**Homophobia and transphobia erode
solidarity and weaken your union at work.**



But what do homophobia and transphobia look like?

- Jokes about someone's sexual orientation, gender expression or gender identity. (It's not funny, it's hurtful).
- Asking inappropriate questions that are not your business.
- Calling something or someone "gay" in a negative way or other derogatory terms or slurs.
- Making fun of something or someone or casting negative judgement because of their perceived femininity or masculinity.
- Excluding or ignoring someone because of their sexual orientation, gender identity or gender expression.
- Aggressive, harassing or bullying behavior – in-person or online.