



The Unity campaign helps you become more supportive of 2SLGBTQI+ communities.

Pledge of Inclusion

A Pledge of Inclusion helps everyone in your organization feel respected and valued. It explains what inclusion looks like in daily actions and how your team supports one another.

Why does a pledge matter?

A pledge matters because it sets clear expectations for how employees should treat each other. It gives your team a shared understanding of how to act and react. If someone experiences discrimination or harassment, the pledge shows them where they can go for support. Most importantly, it shows that your organization is committed to protecting the well-being of every team member.

What should be included?

Your pledge should describe the values and behaviours that define your workplace culture. It should specifically state your commitment to a space free from harassment. For 2SLGBTQI+ inclusion, make it clear that discrimination based on sexual orientation, gender identity, or gender expression is not accepted. Everyone is responsible for treating others with respect.

Respectful behaviour includes:

- Asking personal questions only when necessary, not out of curiosity
- Using a person's correct name and pronouns
- Respecting people's relationships and identities

Unacceptable behaviour includes:

- Making jokes about someone's identity or relationship
- Refusing to use someone's pronouns
- Sharing someone's identity without their permission (outing someone)

How to create and uphold a pledge

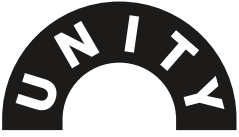
To create or update your pledge, start by listening to your team. Ask what would make them feel safe and supported. Use simple, clear language. Create a clear process for what happens when the pledge is broken. Make sure there's a fair way to learn, repair harm, and move forward.

Everyone should know how to raise a concern privately and trust that they will be heard and respected. Consistency and fairness will build confidence in the pledge.

How to make sure it's followed

Once your pledge is ready, share it widely. Post it on your website and include it in employee handbooks. Address issues as they arise and respond in a fair and consistent way. This shows your commitment to creating a safe space for all. Most importantly, model the behaviours you expect. When leaders act with respect, others are more likely to do the same.





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The following is a sample Pledge of Inclusion that you can include in your existing employee handbook.

Pledge of Inclusion: 2SLGBTQI+ Inclusive Workplace

1 Our commitment

We are committed to creating a workspace where everyone feels safe, respected, and valued. We work to maintain and foster a workplace culture free from discrimination and harassment. This Pledge of Inclusion sets clear expectations for behaviours across our organization to ensure we maintain an inclusive and welcoming environment.

2 Our Pledge

“We pledge to create a workplace where everyone feels valued and respected. This means honouring each person, protecting personal privacy, and making sure every customer and colleague feels safe, seen, and welcome, no matter who they are or how they identify.”

3 Expectations of behaviour

To foster a safe and inclusive culture, we expect all team members to:

- **Respect identity:** Respect people’s relationships and identities and use preferred names and pronouns.
- **Respect privacy:** Ask personal questions only when necessary for work, not out of curiosity.
- **Use inclusive, gender-neutral language:** Avoid comments or questions based on assumptions about someone’s life or family.

4 Unacceptable behaviours

- **Harassment:** Making negative comments or jokes about someone’s identity, gender expression, or relationship.
- **Misgendering:** Intentionally refusing to use someone’s preferred name and pronouns.
- **Intrusiveness:** Making assumptions about an employee’s personal life.
- **Outing:** Sharing someone’s sexuality or gender identity without their explicit permission.

5 Leadership promise

Our leadership is committed to modelling respectful behaviour. We recognize that inclusion is ongoing, and we will continue to learn and improve to create a safer and more welcoming space for everyone.

