

Pride 2026

Supporting your LGBTQ+ staff



Over 50% of 2SLGBTQI+ Canadians still aren't fully comfortable being out at work.

This guide will help you to support your staff so they feel comfortable, respected and able to be themselves at work.

A photograph of two men smiling. The man on the left is wearing a purple patterned shirt. The man on the right is wearing a blue checkered blazer over a grey t-shirt and glasses. He has his right arm around the shoulder of the man on the left. The background is a blurred office interior.

Why be an ally?

All employees need to feel supported. As an employer, it's your duty of care to protect mental and physical health, safety and wellbeing.

Inclusivity creates a better working environment. Low morale can cause productivity issues, turnover and quiet quitting.

Fair treatment protects your business. If your staff don't feel safe raising concerns, issues can escalate, causing legal and reputational risk.

How to support LGBTQ+ staff

Here are some practical ways to be an ally and support, advocate for, and stand up for LGBTQ+ individuals.

Conversations

1

- Create an open and inclusive environment
- Do not avoid conversations, but don't pressure anyone to reveal more than they're comfortable with
- Use inclusive language and share pronouns
- Avoid assumptions and gendered language in job titles

Policies

2

- Stay up to date with current issues and keep policies and training up to date
- Introduce a zero tolerance discrimination policy to protect wellbeing and outline support options for LGBTQ+ individuals

Actions

3

- Create safe spaces like resource groups and gender-neutral bathrooms
- Educate yourself and your colleagues with training sessions and workshops on understanding different identities and experiences
- Respect privacy: Get an Employee Assistance Plan (EAP) so people can talk to someone other than their line managers

How BrightHR can help

Small details can make a big difference to how supported employees feel. With BrightHR, non-binary employees can choose how they are addressed and identified in the workplace through the employee profile.

See how BrightHR is designed for inclusion:



Policy templates, including a discrimination policy and transition at work policy, to make inclusive standards official



Wellbeing resources so employees have access to confidential mental health and support services



E-learning courses to build awareness and understand how to offer support



24/7 UK-based employment law advice so you can feel comfortable handling sensitive issues



Takeaways

Allyship at work isn't about having all the answers. It's about creating an environment where people feel respected, supported, and safe to speak up. And that's all year round, not just during Pride month.

Remember:

Not everyone is comfortable talking about sexuality so don't force the issue or make assumptions based on appearances.

A woman with short, vibrant red hair is shown in profile, smiling and talking on a white smartphone. She is wearing a light green t-shirt and a silver watch. She is holding a brown paper coffee cup with a black lid. The background is a blurred office setting with large windows and indoor plants.

See how
BrightHR can help
you build a more
inclusive workplace

[Book your free demo](#)