

Problems at work?

Contact your Unite workplace representative or union representative for advice and support. If you feel more comfortable speaking to someone outside your workplace, you can contact the Regional Industrial Organiser or Regional Equalities Officer on the numbers below.

All Unite members have access to a 24hr legal helpline, which can advise on a wide range of issues. Tel 0800 709007 (have your membership number handy).

Unite Listening Support Network for members who have been harassed or bullied can also be contacted through your Regional Women's and Equalities Organiser/Equalities Officer or the 24hr legal helpline.

For copies of Unite LGBT+ publications contact your regional office.



Getting active

We are an inclusive organisation and we want you to get involved. To find out more contact your Regional Women's and Equalities Organiser today:

London/Eastern
020 88004281

Midlands East
0133 254 8400

Scotland
0141 404 5424

South East
01753 313 820

Midlands West
0121 553 6051

Wales
02920 394 521

South West
0117 923 0555

North West
0151 559 2004

Ireland
02890 232 381

**North East/Yorkshire
& Humberside**
0113 236 4830

National Contact: **Harish Patel**, Unite National Officer for Equalities,
Unite House, 128 Theobalds Road, London WC1X 8TN
email: equality@unitetheunion.org web: www.unitetheunion.org tel: 020 7611 2500

NOT A MEMBER?

Contact any Unite office on the above numbers for an application form.

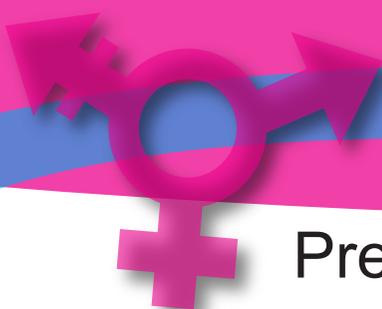
(JN5839)(HB) HB060320

Take PRIDE

Working
for
lesbian,
gay,
bisexual,
trans+
rights



www.unitetheunion.org



Prejudice hurts –

Especially when it leads to harassment and job insecurity. Unite is committed to tackling prejudice and discrimination against lesbians, gay men, bisexual and trans people.

We have successfully worked to bring in laws protecting LGBT+ people at work and will continue to ensure these rights are publicised, enforced, and extended to all areas of the workplace and wider society.

Unite the union works to:

- ✓ Include LGBT+ rights in equal opportunities agreements.
- ✓ Ensure that all leave, benefits and pension arrangements are equally available to LGBT+ people and their partners.
- ✓ Support individual members at work and in the union, regardless of whether they are 'out' or not.
- ✓ Challenge homophobia, transphobia and biphobia. Welcome diversity and promote tolerance and mutual respect in the workplace.
- ✓ Provide representation against all forms of discrimination and harassment.
- ✓ Campaign to repeal all laws discriminating against LGBT+ people and establish new rights to guarantee equal treatment for all.
- ✓ Promote and develop our networks, regional and national LGBT+ Committees.



Your legal rights – a summary

The Equality Act 2010 applies to Great Britain and covers discrimination related to Sexual Orientation, Marriage and Civil Partnership and Gender Reassignment amongst the nine 'protected characteristics'. It therefore protects lesbian, gay, bisexual, heterosexual and trans people from the following types of discrimination: Direct Discrimination, Indirect Discrimination, Discrimination by Association, Discrimination by Perception, Harassment by a Third Party and Victimisation.

Under employment and other areas of work, the legislation covers the following areas:

- Recruitment, selection for promotion, transfer, training and dismissal
- Terms of employment, including any employee benefits

In Northern Ireland Employment Equality (Sexual Orientation) Regulations (NI) 2003, Equality Act (Sexual Orientation) Regulations (NI) 2006, Gender Reassignment Regulations (NI) 1999 and Sex Discrimination (Amendment of Legislation) Regulations 2008 prohibit LGBT discrimination and harassment. In the Republic of Ireland, the Employment Equality Acts 1998 and 2011 deal with discrimination within employment and amongst nine grounds they include sexual orientation, trans, marriage and civil partnership.

What LGBT+ members have said about Unite:

"Thanks to Unite, my partner will inherit my full pension provision. Now I can sleep at night!"
(David, bus driver)

"I used to dread going to work because of homophobic name-calling, which colleagues thought was 'just a laugh'. My shop steward spoke to the individuals concerned, and made them understand the effect this was having on me. This abuse is now a thing of the past."
(Angela, catering worker)



"We take **PRIDE** in OUR DIVERSITY"

