# Career Knowledge for LGBTQ+ Students

Part Two:
Job Searching









# Job Searching

How do I know if a company supports a safe and inclusive work environment?

#### **Policy**

Equal employment opportunity

Non-discrimination clause

#### Company Culture

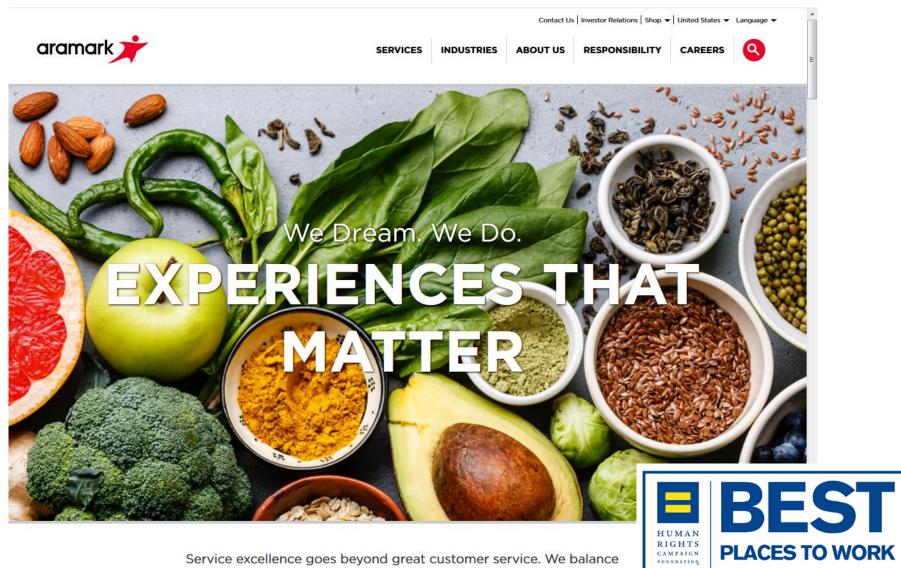
Diversity training Employee resources groups (ERG's)

#### **Benefits**

Domestic partner/same-sex coverage

Hormone therapy, gender reassignment surgery

# Example



Service excellence goes beyond great customer service. We balance innovative solutions and time-tested approaches to delight our customers.

2016 PLACES TO WORK
for LGBT Equality

100% CORPORATE EQUALITY INDEX



# Informed job searching begins here

DiversityInc. Top 50 Companies for Diversity

HRC Best Places to Work 2017

HRC Corporate Equality Index

National LGBT Chamber of Commerce

LBGT Career Link (Out & Equal)

Gender Neutral Interview and Business Clothing

Out for Undergrad (Networking Event)

Out Professionals (Networking and Job Board)





### On the Job Case Study: Jane

- 23, recent college graduate
- Identifies as LGBTQ+
- Employed for one year at a small biotechnology company
- First professional job out of college

Jane has grown concerned about the lack of resources and support for LGBTQ+ employees her company

How can Jane develop a plan of action?

