

CERTIFIED LGBTIQ+ INCLUSIVE BUSINESS DECLARATION

~ BY A MODERN GAY'S GUIDE ~

GENERAL

Our business' LGBTIQ+ champion, and key business contact for A Modern Gay's Guide to communicate with is _____ and uses the pronouns _____. Their best contact number is _____, can be emailed at _____, and position within the business at the time of signing this document is _____.

(FULL NAME) (PRONOUNS) (CONTACT NUMBER) (EMAIL ADDRESS) (JOB TITLE)

DECLARATION

1. *i. Our business will provide a safe, comfortable and equal opportunity workplace and promote the authenticity of our LGBTIQ+ employees.*
ii. Our business will treat all LGBTIQ+ customers, stakeholders, partners, users and/or guests equally and fairly, and to the best of our ability, will provide a safe and inclusive place of business and/or service.
2. *Where possible, our organisation will strive to work closely with and benefit from the knowledge of employee networks & NGOs when dealing with LGBTIQ+ business issues to continuously improve.*
3. *Our business will identify and support leaders and employees (LGBTIQ+ and non-LGBTIQ+) that actively strive to create LGBTIQ+ inclusive environments within our business.*
4. *i. We will encourage our LGBTIQ+ employees to be visible at work and collaborate with leaders in the business on diversity and inclusion, leading the way for all employees.*
ii. We will ensure our employees treat LGBTIQ+ customers, stakeholders, partners, users and/or guests equally and make reasonable efforts to ensure they feel welcome when interacting with our business.
5. *We will encourage our LGBTIQ+ employees to guide our business and business leaders on measures to support this declaration's goals and implementing best practices.*
6. *Our business guarantees to support employees in creating and supporting structures in the organisation that ensure progress.*
7. *We as a business will strive to ensure a diverse team of employees, inclusive of all races, genders, sexual orientations, and ages.*
8. *Our business will stand behind and support any team member, customer, contractor and/or internal/external stakeholder treated unfairly due to race, gender, sexual orientation, and/or age.*
9. *Our organisation will actively support our LGBTIQ+ employees in times of celebration (i.e. Mardi Gras), reflection (i.e. Wear it Purple Day) and mourning (i.e. World Aids Day).*
10. *Our business will communicate the principles of this declaration with all employees within our business, within 14 days of signing this declaration, to ensure internal awareness of our business' commitment.*
11. *We guarantee to ensure all employees are aware that they're able to (anonymously via A Modern Gay's Guide's website) inform A Modern Gay's Guide if our business fails to uphold the principles within this declaration, to then have investigated & resolved, without fear of reprimand, to keep businesses accountable.*
12. *Our business understands that our certification can be revoked at any time, if A Modern Gay's Guide deems (at its sole discretion) that a certified business is not complying with the principles outlined within this declaration.*
 - a. *If notified of a revoked certification, we understand that our business has ten (10) working days to remove any and all LGBTIQ+ Inclusive Certification/Modern Gay's Guide messaging and/or branding from any of our digital/communication platforms and/or places of business.*

I _____, on behalf of _____, registered under _____

(FULL NAME) (BUSINESS NAME)

Australian Business Number _____, declare the above statements to be true and accurate as of _____.

(ABN)

(DATE)

(SIGNATURE)