



# Ten Things You Can Do To Challenge Homophobia

**1. Do not assume heterosexuality in general discussions about people.**

Be inclusive in the language that you use, thereby avoiding marginalising lesbian, gay and bisexual people.

**2. Make sure that homophobic bullying is identified in your organisation's bullying policy.**

All equal opportunities policies should include a positive statement about sexual orientation, as they would about race, belief, disability, gender etc.

**3. Create a safe environment.**

Use posters of Helpline numbers covering a range of issues to indicate that there is help available should they need it. Have nominated staff to whom colleagues can turn included in this publicity.

**4. Provide information.**

Ensure appropriate books and information can be found in resources banks. Remove offensive books and materials.

**5. Provide appropriate health information.**

People identifying as gay or lesbian or unsure of their sexual orientation have an equal right to appropriate sexual health education as part of an organisation's Duty of Care.

**6. Be a role model.**

Actions speak louder than words. By adopting a consistently respectful behaviour to others' difference, ourselves, we can foster this in young people.

**7. Be supportive.**

If a colleague chooses you to discuss any concerns about their sexuality it's because they respect you. Respect them for doing so and don't automatically refer them onto someone else.

**8. Use your organisation's 'curriculum'.**

Programmes of learning or education provide myriad opportunities to open up sensible, appropriate discussion around sexuality – take advantage of such "teachable moments". Don't regard issues of sexuality as the preserve of 'private life'.

**9. Invite outside speakers to talk to your colleagues about difference, respect, understanding, prejudice and discrimination.**

Invite the local council's equality unit to assist by explaining how they address equality issues generally.

**10. Request staff training as a matter of course.**

Staff cannot be expected to understand how damaging homophobia is within their organisation's culture, and how important it is to support those affected by it, without professional guidance.



**Freephone  
Actionline  
0808 1000 143**

**Monday-Friday: 9:00-16:30**



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