

DEW Express

Sexual Orientation

Preview – Where you work

- Members of staff who make homophobic remarks are never disciplined.
- There have been complaints about homophobic behaviour.
- Different sexual orientations are accepted.
- My workplace provides guidance about what to do if there is discrimination regarding sexual orientation.

Scenario



Jay works in a call centre, doing market research on the phone. Between calls he tells us about his evening in the pub and makes some homophobic remarks. Susan, the HR manager, calls him into her office.

Focus

- Why does Susan feel Jay's remarks are homophobic? How does he respond?
- What does Susan want Jay to do? What does Jay think of this?
- Does **SHE FEEL THAT JAY UNDERSTANDS HER POSITION? DOES JAY THINK HER CRITICISMS ARE JUST?**

Agree or disagree?

- Political correctness in the office has gone too far.
- Managers and staff should adopt a more tolerant attitude to jokes about sexual orientation.
- Homophobic behaviour or speech is never acceptable at work.

Other situations

What would you do in these situations?

John's son was homosexual and although not homosexual himself, he was unhappy about homophobic remarks made in the office. He complained to HR but nothing happened. The atmosphere in the office was very tense. Finally, John took the company to an employment tribunal.

Nigel's work colleague was talking about his family and asked about Nigel's family. Nigel mentioned that he was homosexual and was in a regular relationship with his partner. The colleague expressed surprise that Nigel had never mentioned this before. Should he have?

Outcomes

- What have you learned about homophobic behaviour at work?
- What have you learned about your own behaviour regarding homosexuals?
- How will you change what you think, say or do in future?