



EDI BRIEFING

Zero Tolerance for Homophobia, Biphobia or Transphobia

What is homophobia, biphobia and transphobia?
 Approximately 5% of the UK population identifies as lesbian, gay or bi, and 1% identify as trans. Gay and lesbian people are attracted to people of the same sex and bi people are attracted to more than one gender. Trans people do not identify with the sex they were assigned at birth. As a group, lesbian, gay bi and trans people are referred to as LGBT+.

Homophobia is prejudice towards lesbian and gay people. Biphobia is prejudice towards bi people and transphobia against trans people.



What are examples of homophobia, biphobia and transphobia in the workplace?
 The following actions are discrimination and will not be tolerated at Costain.

- Referring to something as gay as an insult e.g. saying "that's so gay".
- Using gay slurs such as poof, dyke, faggot etc. You should not refer to someone as "queer" unless they actively self-identify with the word.
- Not respecting people's pronouns i.e. whether they use the "she", "he" or "they" to describe themselves.
- Using gender as an insult e.g. saying "grow a pair". This is insulting to women and to people who may have transitioned either way.
- Acting overly flamboyant to make fun of gay people e.g derogatory hand flicking
- Gesturing sexual activities, particularly in reference to someone's sexual orientation.
- Asking about people's bodies, private parts or surgery to do with transitioning unless invited.

What should we all do?

- Do not assume that everyone is straight, and use the term "partner" when talking about relationships.
- Do not pressure people into talking about their relationship status.
- If you are not sure about someone's pronouns, you can ask them "what pronouns do you prefer?"
- Speak up if you hear homophobic, biphobic or transphobic language. You have the right to challenge!
- You can report this to your line manager, senior management, works superintendent, HR Business Partner or Costain's LGBT+ & Allies Network via lgbt@costain.com.

Relevant Costain procedure: [HRS-H-020](#) How to manage bullying and harassment.

Further Information
 → Visit www.stonewall.org.uk for further information on LGBT+ matters or get in touch via lgbt@costain.com.