

LGBTQ Workplace Survey 2019

Nearly Half of LGBTQ Employees Believe Being “Out” Could Hurt Their Career

- Nearly 3 in 5 (57%) employed LGBTQ Americans say they feel they are fully “out” at work
- But 43% of LGBTQ employees say they feel they are *not* fully “out” at work
- Nearly half (47%) of LGBTQ employees believe being “out” at work could hurt their career (e.g., losing a job, not getting a promotion, not selected for a project)

“Still today, [26 states](#) do not protect LGBTQ employees at work and many of these employees believe coming out could hurt their career. This is a wake up call to employers and lawmakers,” said Jesus Suarez, Glassdoor’s LGBTQ and Ally Employee Group Leader. “Many employers have an opportunity to build or strengthen the foundation for an inclusive culture that encourages employees to bring their full selves to work.”

1 in 2 LGBTQ Employees Have Faced or Witnessed Verbal Discrimination at Work

- More than half (53%) of LGBTQ employees report they have experienced or witnessed anti-LGBTQ comments by co-workers
 - For comparison, 30% of non-LGBTQ employees say they have experienced or witnessed anti-LGBTQ comments by co-workers
- 70% of LGBTQ employees would not apply to work at a company that does not support its LGBTQ employees
 - For comparison, 46% of employed Americans (LGBTQ and non-LGBTQ) would not apply to work at a company that does not support its LGBTQ employees

“It’s disheartening to see that a majority of LGBTQ employees have faced or witnessed some form of verbal discrimination at work,” said Suarez. “Any employer that chooses to ignore implementing supportive working environments and policies risk missing out on hiring quality talent.”

Nearly 7 in 10 LGBTQ Employees Say Their Company Can Offer More Support

- LGBTQ employees (68%) are more likely than non-LGBTQ employees (48%) to believe their company can do more to support their LGBTQ and ally employees at work
- Half of employed Americans (50%) (LGBTQ and non-LGBTQ) believe their company can do more to support their LGBTQ and ally employees at work

“We’re seeing a strong majority of LGBTQ employees wanting more support from their employers, and there are [many ways](#) to offer support that go beyond benefits and policies,” said Suarez. “Doing company research is a great way to evaluate if you’ll find support in a potential employer. It’s important to find a job and a company you love, including a company that encourages you to be your authentic self at work.”

FREE RESOURCES

For Employees: [Workplace Guide for LGBTQ Professionals: Embracing Your Authentic Self in Your Career](#)
For Employers: [Empowering LGBTQ Employees: How to Create an Inclusive Culture](#)