



Situation of Lesbian, Gay, Bisexual, Transgender and Intersex Employees in Private Sector in Turkey

2017 Research



Situation of Lesbian, Gay, Bisexual, Transgender and Intersex Employees in Private Sector in Turkey

2017 Research

Prepared by

Prof. Dr. Melek Göregenli

Editorship

Murat Köylü



Situation of Lesbian, Gay, Bisexual, Transgender and Intersex Employees in Private Sector in Turkey

Prepared by: Prof. Dr. Melek Göregenli

Editorship: Murat Köylü

Translated by: Özge Kelekçi



Publisher: Kaos Gey ve Lezbiyen Kültürel Araştırmalar ve Dayanışma Derneği
(Kaos GL)

First Edition: Ankara, 2017

This book is charge free. It can be used freely within the scope of non-commercial activities that promote human rights.

Kaos GL Derneği
PK 12 Tunus PTT Kavaklıdere - Ankara
Telefon: +90 312 230 0358
Faks: +90 312 230 6277
E-posta: bilgi@kaosgldernegi.org
www.kaosgl.org

Friedrich Naumann
STIFTUNG

FÜR DIE FREIHEIT



SWEDEN

This book is published by Kaos GL Association with the support of Friedrich Naumann Stiftung für die Freiheit and Swedish International Development Cooperation Agency (SIDA). This does not mean that content of the book reflects the official viewpoints of Friedrich Naumann Stiftung or SIDA.

Index

CHAPTER 1

Foreword	5
----------	---

CHAPTER 2

Situation of Lesbian, Gay, Bisexual, Trans and Intersex Employees in Private Sector in Turkey - 2017

Research	11
----------	----

Research Sample	13
-----------------	----

Disclosure in the Workplace about Sexual Identity	14
---	----

Participants' Workplace Properties and Positions	15
--	----

Domicile of the Corporation	17
-----------------------------	----

Number of the Years in the Current Workplace	17
--	----

Position in the Current Workplace	18
-----------------------------------	----

Assessments about Recruitment Processes	19
---	----

Supportive or Impeding Criteria in Job Ads	20
--	----

Interviews and Tests during the Recruitment Process	22
---	----

Disclosure about Sexual Identity during Recruitment Processes	24
---	----

Institutional Protection against Discrimination	29
---	----

Social Benefits and Activities	30
--------------------------------	----

Medical and Psychological Benefits	31
------------------------------------	----

Discrimination Experiences that Targeted Participants in Person	33
---	----

Reporting the Experienced Discrimination	36
--	----

Other LGBTI Employees at Workplace and Witnessing of Discrimination against Them	37
---	----

Situation of Having any Other LGBTI Employee at Workplace	37
---	----

Experiences of Discrimination towards	
---------------------------------------	--

Other LGBTI Employees at Workplace	40
------------------------------------	----

Correlation of Discrimination, Work Satisfaction and	
--	--

Productivity at Workplace	42
---------------------------	----

General Assessments on Sensitivity of Workplaces	
--	--

about LGBTI Rights	46
--------------------	----

Main Reasons of Discrimination against LGBTIs from the Point of View of Employees	47
--	----

Suggestions about the Struggle for Discriminations against LGBTI Employees	48
---	----

CHAPTER 3

Approaches from the USA-based and Germany-based Companies regarding Rights of LGBTI Employees

Background	53
------------	----

USA-based Companies	56
---------------------	----

Germany-based Companies	65
-------------------------	----





CHAPTER 1



Foreword

Together with Kaos GL Association, we have been conducting this research about private sector employment since 2015. First thing to highlight, when considered in comparison with the previous research, it is very gratifying to observe the increase in the number of the participants, and the expanse in the diversity of the categories of sexual orientation and gender identity that the participants mentioned. Unlike the previous years, percentage of participants who declared their sexual orientation as gay relatively decreased. Thus, lesbians and bisexual women, transgender and intersex employees participated in higher rates. Accordingly, sectors, work areas and position ranges within our research sample have been much more balanced when compared with the previous years. This outcome is pleasing since the knowledge that comes out of the research increasingly encapsulates LGBTI employees' universe. Therefore, it is possible to hear a diverse range of issues and experiences.

When looked upon the general findings of the research, similar to the previous years, it is understood that our participants mostly could not act openly about their sexual orientation or gender identity at their workplaces. Along with this finding, many participants were subjected to discrimination directly or indirectly. All these negative experiences caused significant deficiencies in their working conditions, sense of belonging and sense of futurity about their jobs. It was obvious that their work satisfaction and productivity were effected directly or indirectly. So long as the position of our participants was lower, their fear of becoming a target of discrimination was higher; and their anxiety of losing job and not being able to find another were solidified. It was observed that LGBTIs who worked in higher positions chose not to connect a relation in-between sexual identity and employment as well as they relied much more on their careers and professional qualities.

Again for this year, in the manner of struggling against discriminative practices at workplaces, our participants frequently emphasized the need to introduce "protective legislative regulations". However, our research findings show that sole ex-



istence of legal precautions against discriminations does not necessarily guarantee their being put into practice. It is understood that even in the companies which are known to be egalitarian on LGBTI rights via written and oral sources, employees might possibly not find the conditions of being open about their sexual identity and might come across with discrimination.

There are companies that defend egalitarian attitudes about LGBTI rights on the basis of workplace culture and employer/manager behavior but do not reflect these attitudes upon written and open public sources. Although in lots of companies there are committees and rules that could protect LGBTI rights under the umbrella of gender rights or under a general legislation, these rules or committees are not known by employees adequately or are not effectively practiced on the side of LGBTIs.

Findings of this year more strongly show that the general sociopolitical climate in the country affects work life.

This year, for the first time, to the question, “What might be the main three reasons that lead companies abstaining from employing LGBTIs?” the answer of “political pressure concerns” was much higher marked than “lack of legislation”. Besides, even in the companies in which LGBTIs work under relatively freer conditions, their participation in activism at workplace or outside was not appreciated. Even civil society organizations could be counted amongst such institutions; and that kind of an approach was visible in job ads, workplaces and works. It was very significant that even a transgender employee could define being LGBTI as “a matter of private life” and “intimate sphere” as a consequence of common political climate, body politics and internalized discriminative norms. Additionally, according to our findings, it can be said that our participants’ anticipation from work life gradually lowered: Although there were so many discrimination experiences and/or witnessing to discrimination and so less solid protective legislation, a significant number of participants graded their workplace with a 3 or 4 (out of 4). This finding might be interpreted as common political climate declined the expectations about equality, and employees were content with even not got fired.

Results of our research indicate that LGBTI employees are very remote from a context in which their problems are solved and their right to work, produce and improve as equal and free persons is protected. In addition to all these, there are deficiencies in national legislation, company regulations and practices going along with social prejudices and negative mental structures. As long as there exist no protective legislation and no mechanisms against violation of rights at workplace,





and as long as the exemption from punishment continues, a very few number of victims can demonstrate interest in seeking justice. Therefore, the violations continue, and maybe are increasingly targeting persons other than LGBTIs, poisoning the workplace peace and institutionalizing a workplace culture that is against human rights.

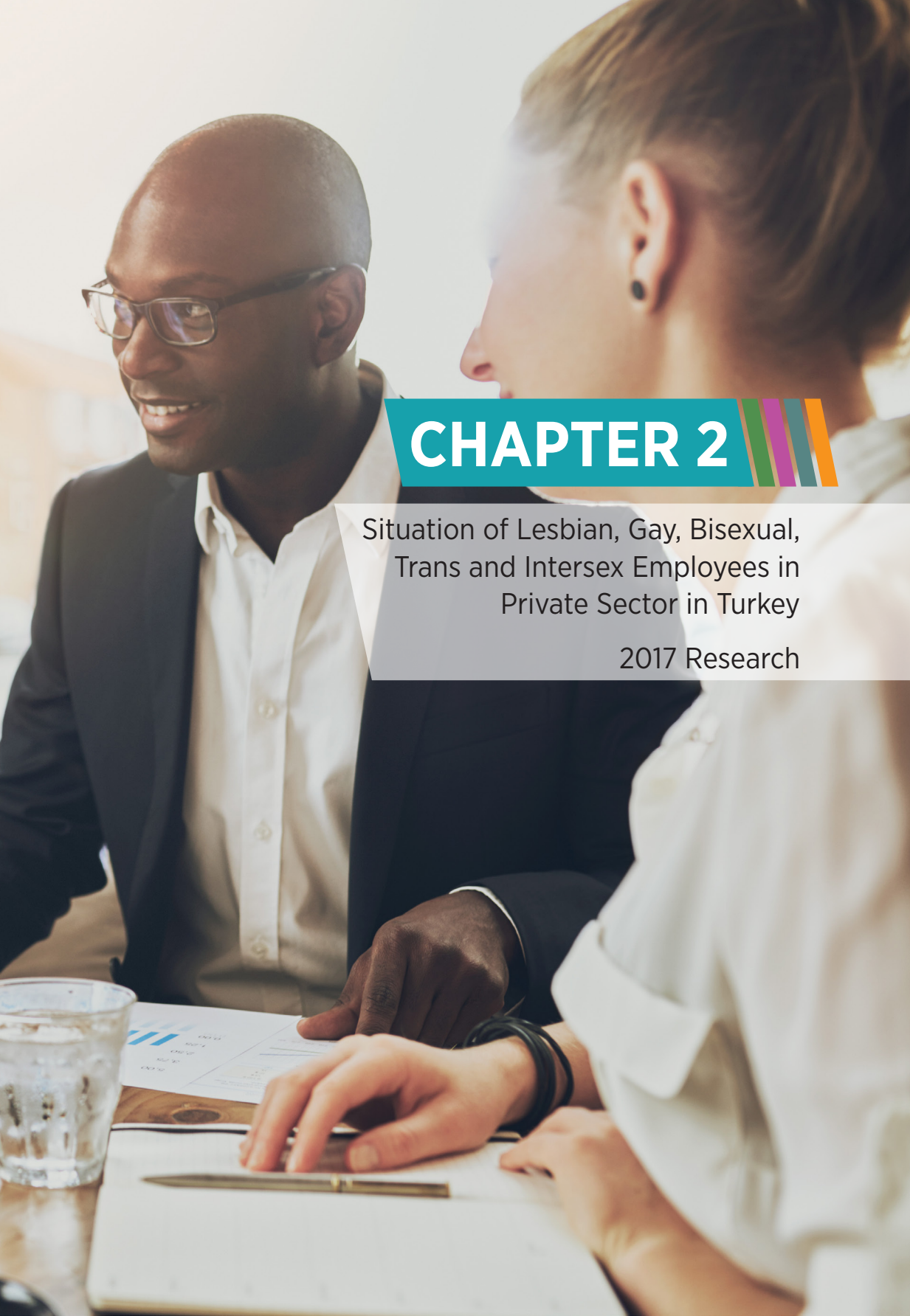
Consequently, as lots of our participants suggested, in addition to the regulations in the constitution and legislation, discrimination about gender identity and sexual orientation at workplace and in work life might be overcome through the violations becoming more visible and institutional struggle against them. With the hope and wish that this research would contribute to all.

Prof. Dr. Melek Göregenli

Izmir, October 2017







CHAPTER 2

Situation of Lesbian, Gay, Bisexual,
Trans and Intersex Employees in
Private Sector in Turkey

2017 Research

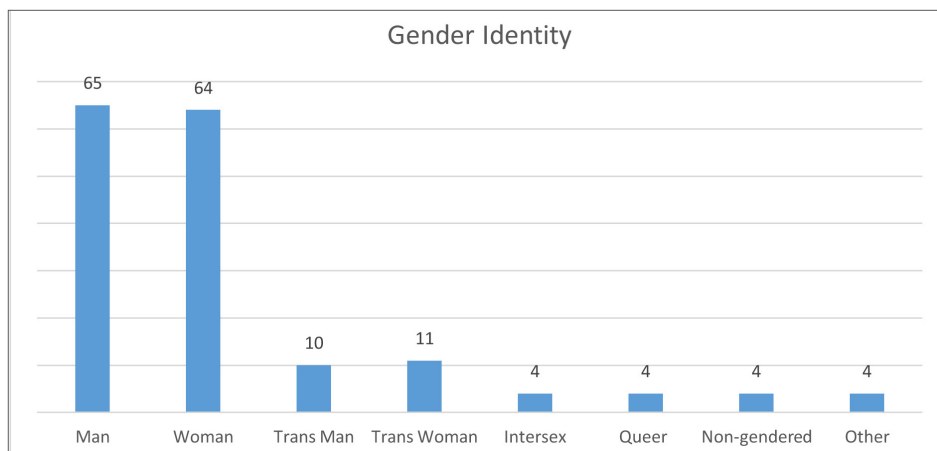
Research Sample

Kaos GL Association has been reporting on sexual orientation, gender identity, and intersex equality in private sector since 2015. In 2017, **totally 166 participants**, declaring that they work in a private company in Turkey and also they are lesbian, gay, bisexual, trans or intersex (LGBTI), partook in our research that was conducted via an online survey system named SurveyMonkey Pro. Number of the participants was 85 for the previous report that was conducted last year in the same manner.¹ The number of the participants has increased significantly with respect to last year's research. This development might be read as an outcome of the Hürriyet İK news about our research last year, contributing to increase in the visibility of our research in certain circles.

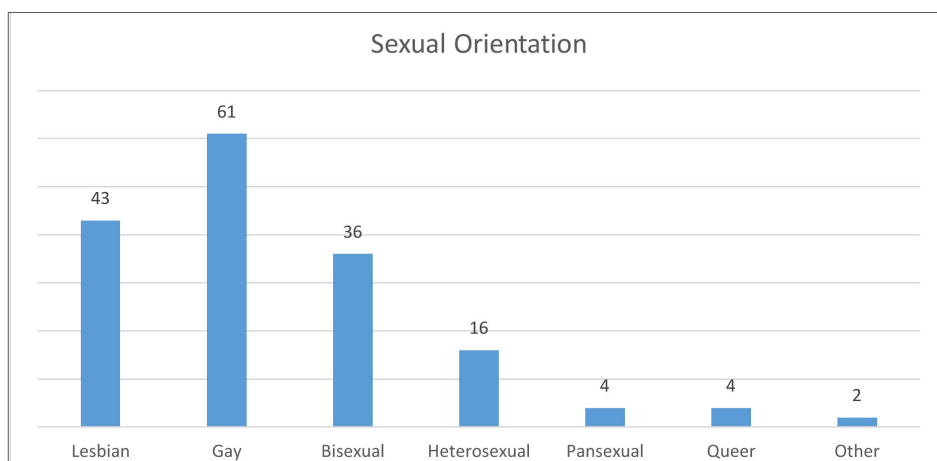
Our participants defined their sexual identities via the answers they provided for the "Other" choice along with the given choices. As indicated in the following graph, most of our participants expressed their sexual orientation as "gay". When current tables are interpreted, it might be understood that most of our participants were gays and lesbians, followed by bisexual women and men. Amongst 36 bisexuals who participated in the survey 21 of them expressed their gender identity as women, 5 of them as men, 1 as trans man, 2 as trans women, 3 as queer, 2 of them as intersex, 1 as non-gendered and 1 as "sometimes woman, sometimes man".

Just like the other areas of work life as well as the private sector, transgender women and men are lowly represented especially due to the obstacles during their education life and restrictions based on gender norms. Unlike the previous years, it has been another remarkable issue that we could have **4 intersex participants** in 2017's research. This finding might be considered as an outcome of intersex employees' putting themselves more forward in expressing their sexual identity due to the increase of intersex visibility in the context of social rights and upon the increase of intersex content in the works of Kaos GL.

¹ <http://www.kaosgldernegi.org/yayindetay.php?id=167>



Other: "Does not fit into the binary gender system" (2), "sometimes woman, sometimes man" (2).



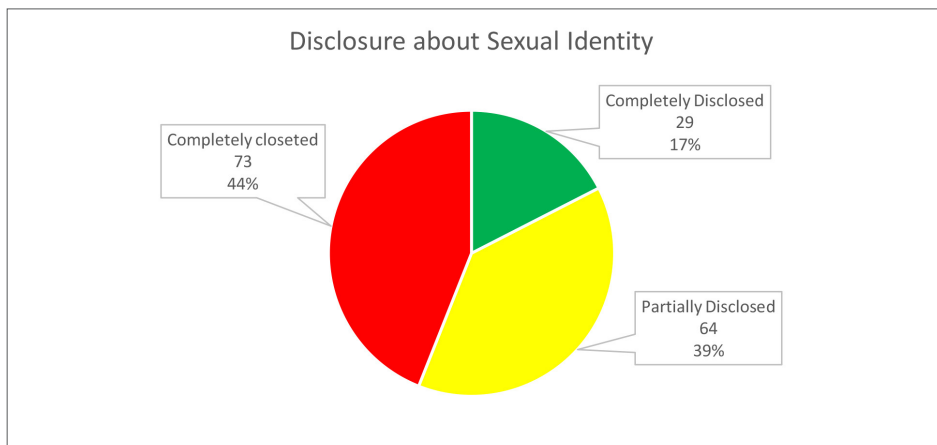
Other: "Genderfluid", "asexual".

Disclosure in the Workplace about Sexual Identity

From the answers provided by 166 participants to the questions on how open they are about their gender identity and sexual orientation in their workplace, it is understood that only 17 of 100 employees are completely open in their workplace. This ratio was 22% and 28% respectively in 2015 and 2016. This finding - that rate of disclosure on sexual identity has decreased - might be explainable with the sociopolitical context that is becoming increasingly conservative and in which human rights pledges are being constantly lost. On the other hand, with respect to the previous research, the expansion on the diversity of sectors might be another reason for this decrease.

44% of employees are completely closeted in their workplaces while 39% of employees are partially open about their sexual identity. This partial disclosure may “often” be towards close colleagues or LGBTI workers but not towards the management or employers. However, there existed participants who mentioned about their supportive and protective superiors and employers. The finding about being disclosed only to close colleagues is consistent with the previous research.

4 participants, who expressed themselves as closeted, mentioned that they could freely talk about LGBTI rights and gender equality in their workplace but they had not yet shared their identity with anyone and they uttered the relevant issues on the ground of “equal citizenship”. Results are presented in detail in the following graph.



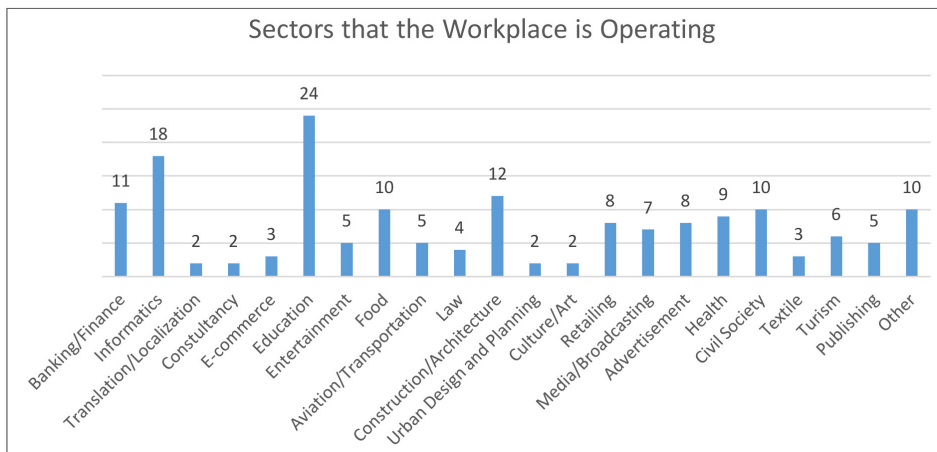
Detailed data and analysis are framed in the following pages about the negative conditions faced in everyday life, workplace performance and in protecting rights. These negative conditions emerge as consequences of trying to hide sexual orientation and gender identity, which are existential properties of any person. And in relation with this hide, the state of “not being oneself” happens. Nevertheless, for now, we have to mention that this has been the constant finding for our research every year.

Participants' Workplace Properties and Positions

The sectors that participants asserted that they were working in are presented in the following graph. As it can be seen, our participants were working in many different workplaces, operating in many different areas. When looked into the sectoral distribution; education, informatics, construction/architecture, banking/finance, civil society and food sectors were determined as mostly expressed sectors, respectively. The answers that the participants gave under the heading of “Other” imply that there exist LGBTI employees in many other sectors or work fields. This finding, contrary to the hegemonic judgments about gender, shows that LGBTI em-



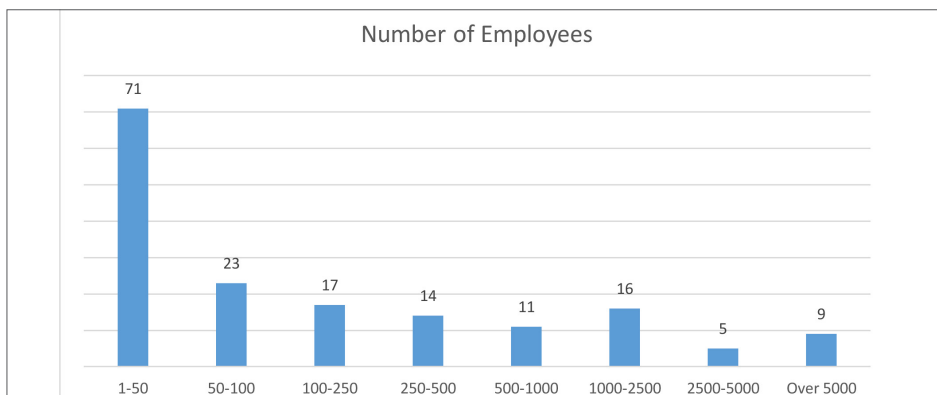
employees are present and work in all of the sectors. Unfortunately, particularly closeted sexual identities of employees prevent this social reality to be more visible. Therefore, these facts are not effective enough to overcome the prejudice: “LGBTI employees work in certain sectors.”



Other: Energy, analysis lab, chemistry, defence, telecommunication, logistics, research, fishing goods, steel furniture production, insurance agent.

Similar with the results of 2015 and 2016 research, the capacities of workplaces were relatively small, which had between 1 to 50 employees.

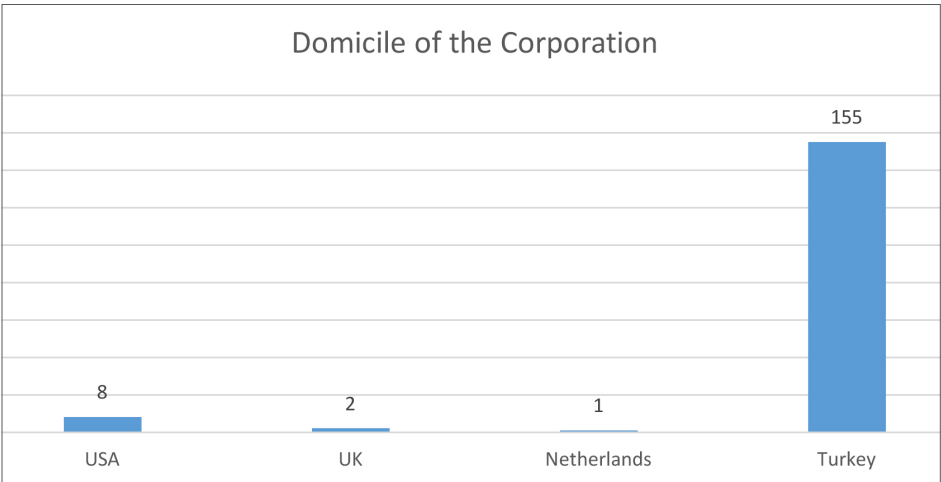
30 of our participants, that made 18%, were employed in workplaces that had over 1000 employees. These companies are expected to be more institutional for managing the diversity of workforce. This ratio is same as with the last year. This finding, in accordance with the previous years, shows that the institutional structure and the quantitative properties of workplaces do not make significant difference when it comes to LGBTI employees. Detailed numbers might be seen in the following graph.



Domicile of the Corporation

Differently than the previous years, the domicile of the corporation was asked to the participants in 2017 research. The purpose of this question is to be able to measure the conditions that are provided for LGBTI employees in Turkey by the corporations that have protective and supportive policies about sexual orientation, gender identity and intersex status abroad.

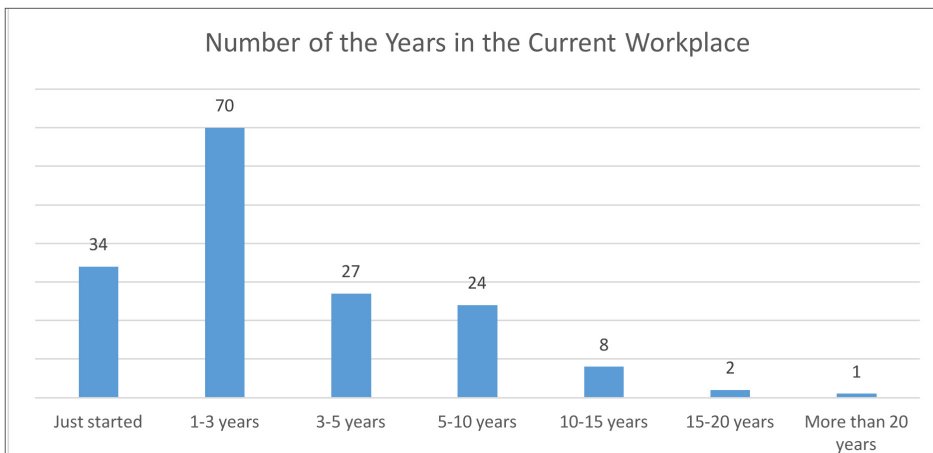
For example, only 2 out of 11 participants, who declared that they were working for foreign companies, were completely open about their sexual identities. 6 of them were partially open. Among 11, only 4 of them noticed phrases in their job ads that mentioned non-discrimination on the basis of sexual identity. From the answers provided for the following questions, it was understood that some of the corporations applied their international policies in Turkey as well. But for certain other ones, these policies were ineffective, uncertain or inconclusive to a certain degree.



Number of the Years in the Current Workplace

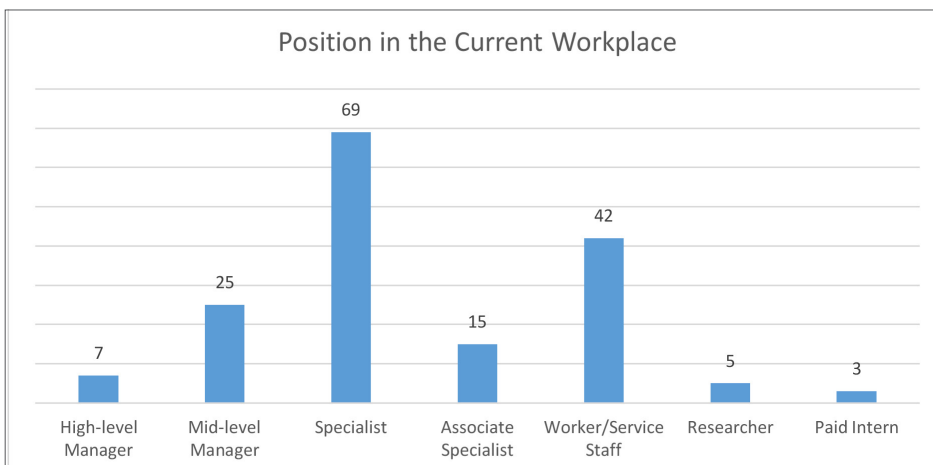
Our participants declared number of years spent in their current workplaces mostly as “I have just started” or “1 to 3 years”. Only a few of the participants affirmed that they had a working period for more than 10 years. The rarity of LGBTIs who work in the same workplace more than 3 years might be interpreted as that it is not possible to stay in the same workplace. This is due to the various deterrent factors (not being able to promote, restlessness, mobbing, abuse, threats etc.) that our research findings revealed. The general statistical data about job switching in private sector should be considered when these findings are evaluated.





Position in the Current Workplace

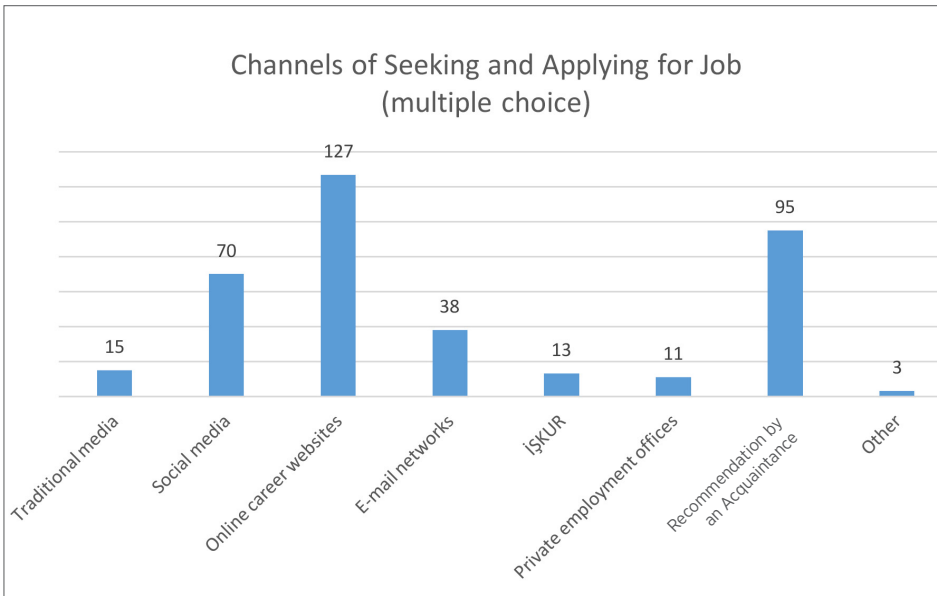
When our participants' expressions about their positions in the workplace is analyzed, it is understood that specialists and mid-level managers consisted half of our research sample. Although the low ratio of high level managers draws attention just like the previous years, it must also be noted that there exist LGBTI employees in all positions. This finding might suggest a positive reality amongst the employees: Similar to the general employee samples, LGBTI employees also have the ability to work in all positions and are able to get high levels. However, just like the other disadvantaged groups such as heterosexual women, their statements regarding "not being able to promote" or "abstinence from rivalry for promotion" show that LGBTI employees encounter difficulties in the manner of promotion. Their possibility of benefitting from equality principle is limited. Needless to say, it should be kept in mind that a lot of employees are closeted. Detailed data are presented in the following graph.



Assessments about Recruitment Processes

As it might be seen from the following table, the participating LGBTI employees were recruited mostly through online career websites, by recommendation of an acquaintance or through social media. That our participants ticked more than one choice indicates that they used different channels all together during their recruitment period.

Within these variety of channels, a few of the participants preferred **İŞKUR** (Turkish Employment Agency) and **private employment offices**. This finding highlights the lack of belief in the reliability for these channels and the suspicion of “profiling”. The results about İŞKUR and private employment offices were same for the 2015 and 2016 research. All these findings consolidate that it is a common tendency to avoid İŞKUR and private employment offices amongst LGBTIs. The excess in the numbers of LGBTIs who look for and apply for work by means of “recommendation by an acquaintance” might be interpreted as this: When they look for job, LGBTI employees take into consideration the advices that they acquire from other LGBTIs. Then they choose workplaces amongst the “relatively” positive corporations. Indeed, before applying their workplaces, many LGBTI employees needed to get information about the working conditions regarding LGBTIs. This finding also indicates that LGBTI employees need a more socially supportive environment than other employees.



Other: “I mail my CV to appropriate companies” or “give them my CV in person” (2).



As understood from the emphasis of many participants, a company's institutional identity and image that is reflected via **social media** create supportive or impeding impacts. That impression defines LGBTIs' decision to follow and apply for work to that particular company. LGBTIs might apply more confidently and with more enthusiasm to the companies which make explicit emphasis on LGBTI rights, or at least make a general mention on equality, diversity and non-discrimination. A like-wise situation is valid for the corporate outlooks **in the internet career websites**, which is one of the most favorite methods. This finding, just as the previous finding above, proves that LGBTI employees are **in need of predicting** the workplace's attribution towards themselves much more than other employees.

Supportive or Impeding Criteria in Job Ads

To the question, "In your current employer company's job ads, did you encounter any supportive or impeding, implicit or explicit criterion or statement about sexual orientation, gender identity or intersex status?", most of the participants (137) answered "No". Most of the participants who said "Yes" (20 out of 29) mentioned that they had encountered hindering criteria.

Only 9 out of 29 highlighted that they had seen supportive criteria. 7 of 9 were directly as "There will be no sexual orientation and gender identity discrimination". 4 of these 7 answers came from employees of the companies that have their centers out of Turkey.

Although they indicated a more general yet ambiguous expression of "anti-discrimination", in 2 cases the job ads were interpreted as being supportive by the participants.

"In the job ad, it was said clearly and openly that there would be no discrimination on ground of sexual identity. It might be also understood from social media postings. That caused me to prepare a more elaborate CV and apply with much more enthusiasm." (a heterosexual trans man working in informatics sector as a specialist)

"In our job ads and website, it is clearly and distinctly declared that we conduct supportive criteria within 'the diversity policy'." (a bisexual woman who works as a mid-level manager in a law firm)

"In the job ads, it was said that there would be no discrimination in any ground. I found it supportive; I applied with much more intent. But in any case I am closeted; I have not opened myself to anyone. I am considering disclosing but it has been only 5 months since I started to work here." (a lesbian in informatics sector who works as an associate specialist)

The answers that mentioned impeding criteria indicate the discriminative features of social norms. Besides, it is not only public sectors' but also private sectors' re-



sponsibility to give explicitly supportive job ads for encouraging LGBTIs to employment, who are among the most disadvantaged groups for employment. This responsibility is not only important for the equality principle of the recruitment processes but also important for being able to see the true quality of employees. Narratives of our participants emphasize that preparation for applying to job – CV preparation and introducing oneself – are directly influenced by the job ads. All of them determine the working motivation and the attitude towards the workplace. These might be easily seen from the following statements.

“The criteria of completing military service made me break out of cold sweat, both in the ads and during the interview.” (a gay who works as a specialist in informatics sector)

“It was written that they were seeking for individuals who preserve social morality.” (a gay who works as a specialist in education sector)

“I’m always tensed up because I’m a trans woman. There was a potential that they might be shocked at the end. It would be better if it was openly written in the job ads. It was saying that there would be no gender discrimination but I could not know what they understood from gender.” (a trans woman who works as a service staff in aviation/transportation sector)

“In such an atmosphere, you think automatically like this: If they understand that I am not hetero, I can be eliminated.” (a bisexual woman who works as a specialist in the construction/architecture sector)

Some of our participants have registered how the prospects about hegemonic gender norms and roles negatively affect LGBTI employees. These statements also indicate that, during the process of application, for LGBTI employees, it may be encouraging to use a language in the job ads that transcends the common understanding on gender roles – or that does not refer to any gender feature. For example, in the job ads it might be useful to have only the quality of the job but not any gender connotation. By the same token, having a special expression about that there will be no discrimination on the ground of gender, sexual orientation or gender identity might be very useful. (Needless to underline the exception for “affirmative action policies” targeting LGBTIs, heterosexual women and the other disadvantaged groups in the employment market.)

“When I called the company after seeing the ad, and when they said that they thought of giving the position especially to ‘lady’ candidates, I thought, ‘Alas, probably they don’t think of someone like me when they say ‘lady’.” (a lesbian who works as a specialist in textile sector)

“They were looking for a male waiter. I was hesitant since most of the people do not count gays as male.” (a gay who works as a service staff in tourism sector)



As understood from the two following declarations, while there was a passage against sexual identity discrimination in the international websites of some companies, nonexistence of these provisions in the job ads in Turkey created confusion and problems.

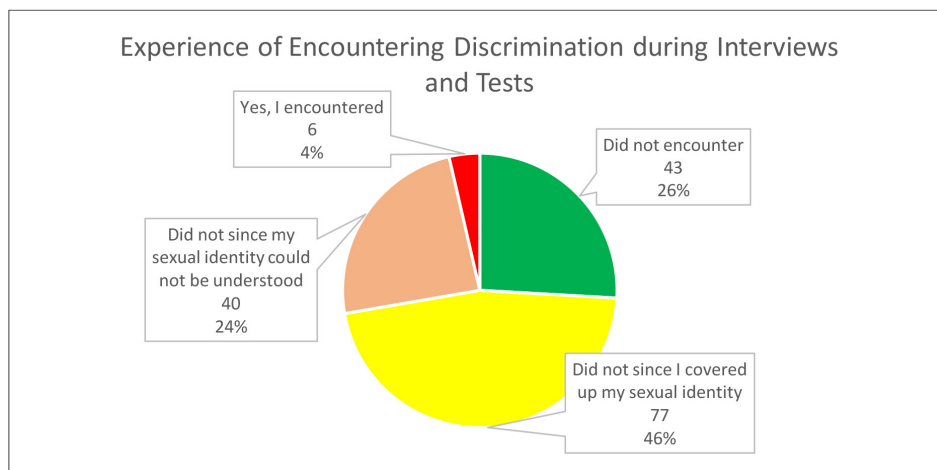
“There was an informative passage in the website, stating that there would be no sexual identity discrimination but it did not exist in Turkey ads. It might be both good and bad. Maybe there were rights for LGBTIs in the center but not here; all these were questions.” (a non-gendered pansexual who works in a consultancy company)

“The situation about military service made me break out in a cold sweat in the manner of impeding me. However there were job ads in the US center of the company mentioning that there could not be any sexual orientation discrimination. It was supportive but it did not exist in Turkey.” (a queer who works as a specialist in education sector)

Interviews and Tests during the Recruitment Process

Parallel to the answers of the previous question, the answers for the question, “Did you encounter any explicit/implicit discrimination on the ground of your sexual identity in the interviews and tests during the recruitment process?”, were mostly “No”.

Nevertheless, as it might be seen from the graph, nearly half of the participants explained the situation on the basis of “being closeted about the sexual identity”. In addition to this, approximately a quarter of the participants expressed that they were not discriminated because “their sexual identity could not be understood”.



In other words, the answers provided for this question should be evaluated on the basis of the knowledge that most of our participants covered their sexual identity during the recruitment or their sexual identity was not understood. It might be

understood from the participants' statements that the participants mostly hid their gender identity and sexual orientation due to the fear of encountering a discriminatory situation on the ground of sexual identity and being rejected.

Another reason for not encountering such a question or criteria may be related with the common acknowledgement of heterosexuality and being cis-gender as the norm. Due to the gender binary, it is often presumed from the very beginning that everyone is both heterosexual and cis-gendered. For this reason, recruitment environments and methods can be created that provide opportunities for LGBTIs to disclose their sexual identity upon their will - with the aim of protecting them from discrimination and supporting them on the basis of rights.

6 of our participants declared that **they encountered discrimination** in the interviews and tests during their recruitment processes.

"Their attitude towards me changed after the answer that I gave for the question on marriage and partners. I think that they understood from my behavior. When I saw that the manager, not the interviewer, continued to smile, I was revealed but I mean we lived such a situation." (a gay who works as a service staff in tourism sector)

"Because of my masculine attitudes and my cloths, I encountered implicit questions and investigating looks. I always tried to keep the line in parallel with professionalism. They asked twice whether I was intending to marry or not, for example. It was awkward." (a lesbian who works as a specialist in textile sector)

"My official name in the ID is a female name but I look like a man. Besides, they wanted me to make up; I did not accept that." (a heterosexual trans man who works in food sector as a worker)

"When they asked about the civil society institutions that I supported, I could not tell them about the LGBT organization." (a bisexual woman who works as an associate specialist in banking/finance sector)

"Naturally, behaving like someone that I am not, it gives me the hump." (a bisexual queer who works as an associate specialist in entertainment sector)

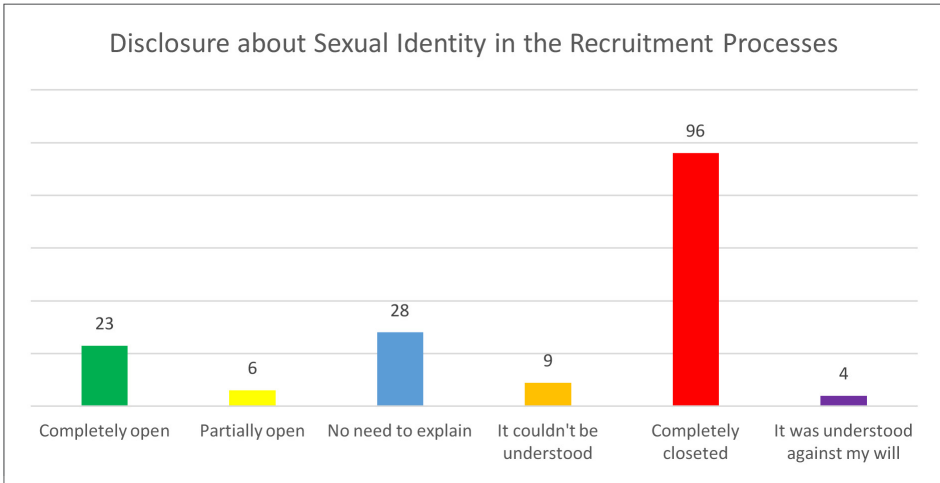
"I had told to a friend who works there that I am bisexual. He had told everyone, then I felt pressure on me during the job interview." (a bisexual trans man who works as a service staff in education sector)

From the registries of our participants, it might be concluded that sexual identities of LGBTI employees were - at least - implicitly or explicitly "questioned" during their recruitment processes. LGBTI employees acquired "clues" even during the interviews about the difficulties that they could encounter throughout work life. All these led to deterrence and performance losses.



Disclosure about Sexual Identity during Recruitment Processes

From the answers given to our **open-ended** question, “Could you behave openly about your sexual identity during the recruitment process? How did you feel or what did you experience about being open or having to be closeted?”, it could be understood that most of our participants were not open during their recruitment processes and they went through drastic intrinsic experiences (61 persons who answered).



As it can be seen, approximately 1 out of 7 employees were completely comfortable, free and open about their sexual identity during application process. This finding shows a significant difference from 2015 and 2016’s findings, which were around “1 out of 5”. Although at first sight this differentiation from the previous research might be considered as an outcome of the increasing difficulties in socio-political conditions and the expansion of conservative atmosphere, the increase in the diversity of sectors in the research should also be investigated. In addition, the number of participants in 2015 and 2016 had been twice as less than 2017. That may make us think that participants who were open about their sexual identity showed more interest to the research in previous years.

The employees, who expressed that they were able to be open about their sexual identity during recruitment process, articulated the supportive and rehabilitative impact of this situation on their performance as follows.

“I had been through lots of interview processes. As I knew that my current workplace already supported, I did not feel the need to hide. I was very surprised since I had lived something like that for the first time. I became more and more confident so long as they acknowledged the situation as normal.” (a heterosexual trans man who works in informatics sector)

"I behaved quite openly. I did not change my hair style or body language. I think it was apparent but also it would not be a problem for the company which gave those job ads. All these made me motivated, be completely just like myself. My interview was affected positively. My energy and motivation was not lost. Just like I work now." (a lesbian who works as a mid-level manager in the informatics sector)

Nevertheless there were participants who considered this as a risk even for the companies that have equality policies.

"For being a feminine male, my gayness could be understood from my every aspect. I did not sharpen my act during the interview to hide myself but of course there was a risk factor." (a gay who works as a specialist in an analysis laboratory)

"I informed the human resources department about the situation openly before my interview. They told me that would be no problem." (a gay who works as a specialist in tourism sector)

"I have not needed to hide myself for all my life. I am an open gay and feminine. Because of that, the other party can easily understand my sexual identity. Even though the company you work is big and institutional, you cannot find a comfortable and sincere environment. You might come across with homophobia, transphobia everywhere. Unfortunately, I try not to take attraction with my behaviors and my cloths." (a gay who works as a mid-level manager in education sector)

Greatest majority considers projections about rejection, exclusion, exposure to hatred or involuntary disclosure, and not being able to promote as the **main reasons** for not being open about sexual identity during recruitment processes. With these projections, our participants highlighted that they sometimes had to role-play. In a similar vein, they lived through the interview process in a constant anxious state, contradicting with themselves.

"I acted like a heterosexual as much as possible; that is I did not behave like myself. I got cold feet from behaving like myself. I could be rejected or even if I took the job, it would be affected negatively if I did so. I feared as if my orientation were something about my work skills and I lacked that skill." (a gay who works as a specialist in education sector)

"I could not be open about my sexual identity and had to be closeted. My environment in the workplace was not appropriate to disclose and is still not. There are lots of problems we face even due to being women; so I could not say 'I am a bisexual' and still I am avoiding to say it for three years. Being closeted makes me feel bad, inadequate, like living with masks and lies. Therefore it makes me tire out, hurt and more vulnerable." (a bisexual woman who works as a specialist in health sector)

"I was completely closeted. I needed to give quirk answers to the questions such as 'Are you married?' or 'Do you think to marry?'. I was too nervous foolishly." (a gay who works as a service staff in education sector)

"Of course, I could not act openly. If I acted openly about my sexual identity, either

I would not get the job or I would feel myself uncomfortable after recruitment. I reproached to the order because of having to be hiding myself. Especially to the possibility of being discriminated due of my identity although I am suitable for the position that I am very wise about... All made me sad and I kept quiet. (a gay who works as a mid-level manager in a civil society institution)

Although some participants did not act openly during recruitment process because of the anxiety of potential discrimination and prejudice, they might declare their identity and needs when the company's positive attitude was revealed.

"I could not act openly because I would have started my gender transition process after a year. I was afraid of my being through transition period would hamper me getting the job. After my transition period started I did not need to be closeted. My company provided me the rights before my ID had changed and before the state provided me those rights. Although I had pink ID, they used "Mr." for me in my company. They used my name that would be in my blue [male] ID." (a heterosexual trans man who works as a specialist in marketing sector)

"At first, of course, I couldn't act openly and tried to behave cautiously. A considerable amount of my energy during the interview was spent on that, I can say. Afterwards, when I saw they did not mind, I acted comfortable and openly." (a gay who works as a specialist in a law firm)

Being closeted in the recruitment process may cause big problems and human rights violations afterwards. It also causes anxieties from the very beginning during the interviews.

“I thought that if I acted openly I might be abused. I was closeted. After I got recruited they understood from my social media postings. I was humiliated via jokes.” (a bisexual woman who works as a service staff in media sector)

“I wish I were much more open and I could express myself as I liked. I had gotten nervous before recruitment, wishing to be able to say my sexual identity instead of it being revealed after recruitment.” (a bisexual queer who works in aviation/transportation sector)

Having said that, 28 participants (17%) asserted that they acknowledged their sexual orientation and gender identity as “intimate” or “private” features. So, they did not see it as social and public categories, which should be protected and supported on the ground of human rights. Therefore, they claimed that they did not find them related to employment or economic and social rights.

That such a percentage of our participants (17%) thinking that “sexual orientation and gender identity are personal traits which must remain private” indicates how hegemonic heteronormative social ideology is and how it is internalized by some of the victims themselves. Moreover, this internalization is not only about mentality but also about everyday behaviors. Meaning, some LGBTIs transform themselves in



public spheres involuntarily and that should be analyzed in detail. The experience of “coming to work by leaving sexual identity at home” may designate a process of transformation and control that are exerted by themselves on themselves. Besides, not specifying sexual identity might cause a series of situations in which economic, social and cultural rights cannot be enjoyed.

“There is no relation in-between my sexual identity and my work.” (a gay who works as a high level manager in education sector)

“I acted professionally, formal, as keeping my distance. In fact, I did what had to be done during an interview.” (a heterosexual trans woman who works as a specialist in an urban design and planning company)

“I did not act openly. It was a professional interview that was completely about work.” (a gay who works as a specialist in informatics sector)

“I find unnecessary to give information about my sexual identity and orientation. I think it does not interest anyone.” (a gay who works as a mid-level manager in an insurance company)

“Frankly speaking, I would not be fired if I were open. There would be ones supporting me or ridiculing me but however, I want to become notable not through my sexual identity but with my work. Plus, I do not have to explain anything to anyone. The ones who deserve to know already know.” (a gay who works as a specialist in food sector)

Four participants declared that they experienced situations during recruitment processes which revealed (or might reveal) their sexual identity. All of them were about compulsory military service.

“There were moments that I had to be disclosed. They happened when I submitted my military service exemption report and when the content of the report was understood.” (a gay who works as a researcher in education sector)

Some of our participants acted “partially open” during recruitment processes. They did not disclose themselves directly but made general comments about gender equality or LGBTI rights.

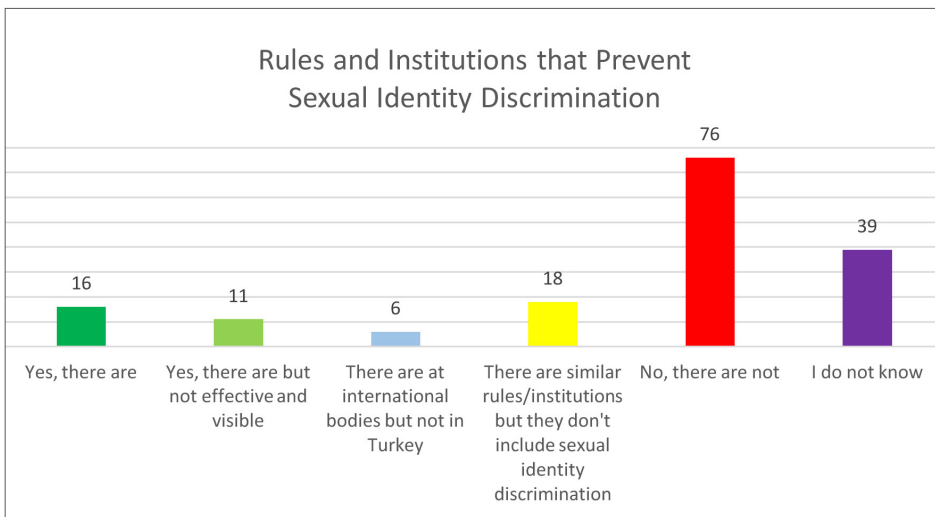
“I touched upon gender equality and sexual orientation discrimination. I did not get any negative reaction.” (a bisexual woman who works as a service staff in publishing sector)

Institutional Protection against Discrimination

The question, “Are there rules or councils in your current company that prevent sexual identity discrimination on issues such as promotion, suspension and vocational trainings?” was asked. If the answers of “Yes” and “Yes but not effective and visible” are counted together, it can be seen that only 27 participants (17%) gave positive answer to this question. This ratio, just like the previous years, overlaps with the ratio of employees who are open about their sexual identity in workplaces.

Similar with the previous years, most of our participants answered this question by saying “No” (46%) and “I don’t know” (23%). This finding is significant particularly regarding the participants who said “I don’t know”. This might indicate a form of “no expectation”: Employees do not even have any curiosity about the measures on human rights or LGBTI rights; and the companies do not proceed such protections – even if they exist.

Among the 11 participants who said that the domicile of the company was **outside of Turkey**, only 2 of them were completely open about their sexual identities. 6 of them were partially open and 3 were closeted. Again, 4 of them asserted that they saw a passage against sexual identity discrimination in their company’s job ads. In particular for the above question, 5 out of 11 participants answered the question as “Yes” and 6 as “There are in the international bodies but not in Turkey”.

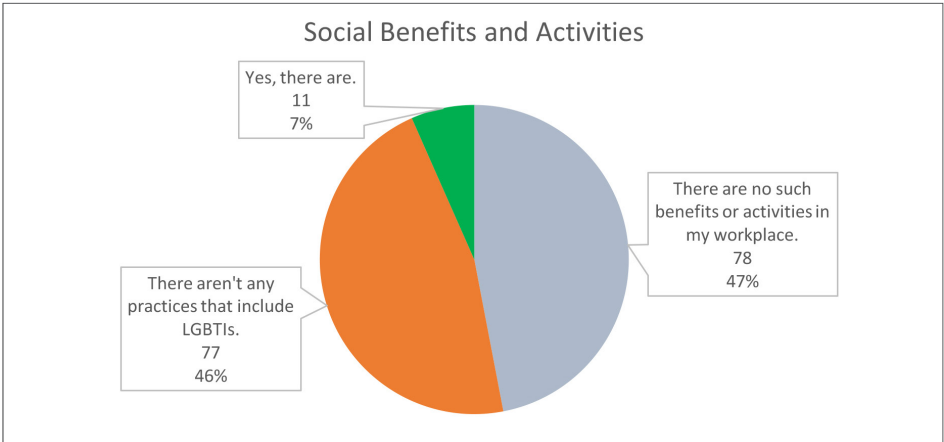


In brief, only very few participants asserted that protection on the ground of sexual identity existed in their workplaces. Besides, some of them were not effective and visible enough. This finding is consistent with our previous years’ findings. It does not indicate any positive change neither in the expectations of the employees nor in the approaches of workplaces.



Social Benefits and Activities

The question, “Are there any special practices to include LGBTIs within the social benefits and activities? (For example, family aid or supportive acts for partners to be included in social activities like celebrations, birthday parties, etc.)”, was asked to the participants. Most of them said that there were no such practices for any employee in their workplace (47%).



46% of our participants highlighted that their workplaces had social benefits and activities but LGBTIs were “ignored” in delivering them. Heteronormative interpretations of notions such as “family”, “spouse”, “lover”, “partner” and imposition of these interpretations onto institutional structures subject LGBTIs to both practical inequalities and also to moral burn out. That leads to significant decreases in sense of belonging, performance rates and work satisfaction. These situations make LGBTI employees feel themselves as “the other” and “socially excluded” in comparison with other employees. The connection in between work life and the life outside of work is not properly structured. Thus, unlike other employees, this cause a fall in performance rates and job satisfaction since it directly effects the commitment to work, workplace and institutional identity.

As it is understood from our 2017 research just like the previous years, for most of the social activities that are organized by employers in or out of the workplace, LGBTI employees cannot behave openly about their sexual identity or about their partners. Those who are in relatively better situations feel themselves obliged to act much more “restrained” and unobtrusive than heterosexuals. Even sometimes they are explicitly or implicitly forced to act like that by their managers and colleagues.

Examples from the narratives of the small number of participants who replied this question with an affirmative answer (11 participants, 7%) are presented below.



Amongst 27 people who asserted that there were rules and institutions that prevented sexual identity discrimination at workplace, only 8 of them highlighted that there were also social benefits and activities that included LGBTIs. Among the 11 participants who mentioned that their domicile of corporation was overseas, only 2 of them expressed that there were inclusive activities for LGBTIs. These findings indicate that LGBTI employees are considered as “single individuals” even in the work environments where LGBTI employees are relatively protected and included according to the equality principle. Meaning, there need to be a much more inclusive social/public acknowledgement for partners and social circles of LGBTI employees, who are their “families”.

“Although there are no social benefits, there is a supportive attitude regarding the social activities.” (a heterosexual trans man works as a specialist in informatics sector)

“In our workplace, with the leadership of ‘Diversity and Inclusion Committee’, studies on LGBTI rights are conducted. Pride Week is celebrated every year. There have been activities in which our openly gay employees participated with their partners in the previous years.” (a bisexual woman who works as a mid-level manager in a law firm)

“Some activities are organized during the Pride. Besides, there are rainbow flags on many desks. There is an organization in the company.” (a gay who works as an apprentice in e-trade sector)

“There is an official group (officially recognized) that defends LGBTI rights, trying to make working conditions better and employment rates higher. They support LGBTIs; they organize activities, celebrations and social events.” (a gay who works as a high-level manager in e-trade sector)

“I can freely participate in all activities with my partner.” (a lesbian who works as a mid-level manager in health sector)

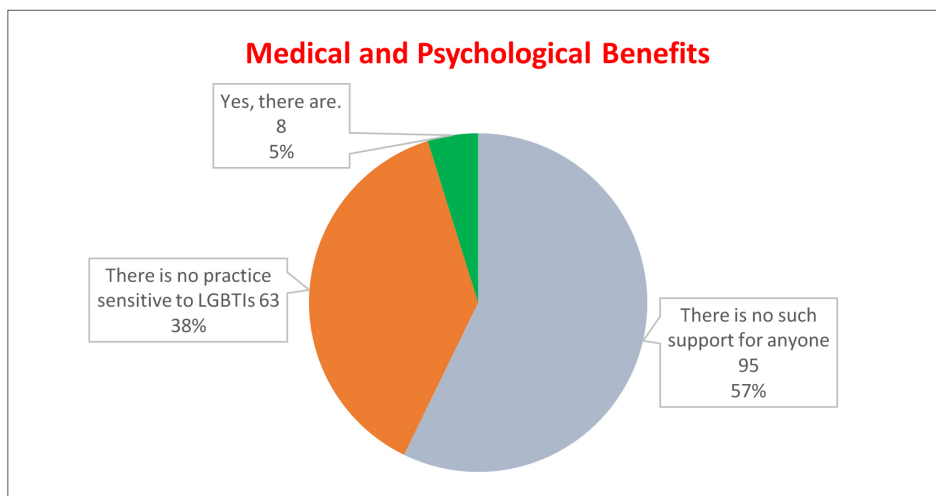
“You hear some statements of the executives and then you grasp that the culture of the workplace is positive in the manner of participating social activities.” (a lesbian who works as a mid-level manager in informatics sector)

Medical and Psychological Benefits

In order to understand the common approaches about healthcare, we directed the question, “Within the scope of the medical-psychological benefits, are there inclusive practices and educated staff that are responsive to LGBTIs’ needs at your workplace?”

Within the scope of the healthcare provided for the employees; existence of special measures, educated health and socio-psychological support staff (competent in LGBTIs’ needs) and coverage for gender transition process are all very important institutional equality policies.

Most of the participants (158 participants) replied the question with “No”, implying that there existed no such support. 63 out of these 158 participants highlighted that there were such practices in their workplace but they were not sensitive to the needs of LGBTI employees.



Examples of narratives from the participants who replied the question with an affirmative, “Yes” are given as follows. 4 out of 27 participants, who asserted that there were rules and institutions that prevented sexual identity discrimination at their workplace, had also highlighted that there were inclusive practices in the framework of healthcare and psychological support. Meanwhile, only 2 out of 11 participants whose domicile of corporation was at overseas affirmed that there were inclusive practices of healthcare and psychological support for LGBTIs.

As it can be understood from the narratives below, the awareness for LGBTIs are usually seen within the scope of general approaches. Specific awareness on LGBTI employees and special psychological support services are very limitedly registered. There is no mention about approaches and services with a more detailed and inclusive healthcare understanding.

“There is only specialist staff.” (a gay who works as a mid-level manager in a civil society institution)

“First ones to come to my mind are Psychological Counseling and Rehabilitation Unit, Support Unit against Sexual Assault and Abuse, Center of Human Rights Law Exercise and Research. There also some units that actively work about support and inclusive in-house practices.” (a gay who works as a researcher in education sector)

“There is a 7/24 open phone line that healthcare and psychological aid might be provided but not specialized for LGBTIs’ needs. There is the possibility of getting

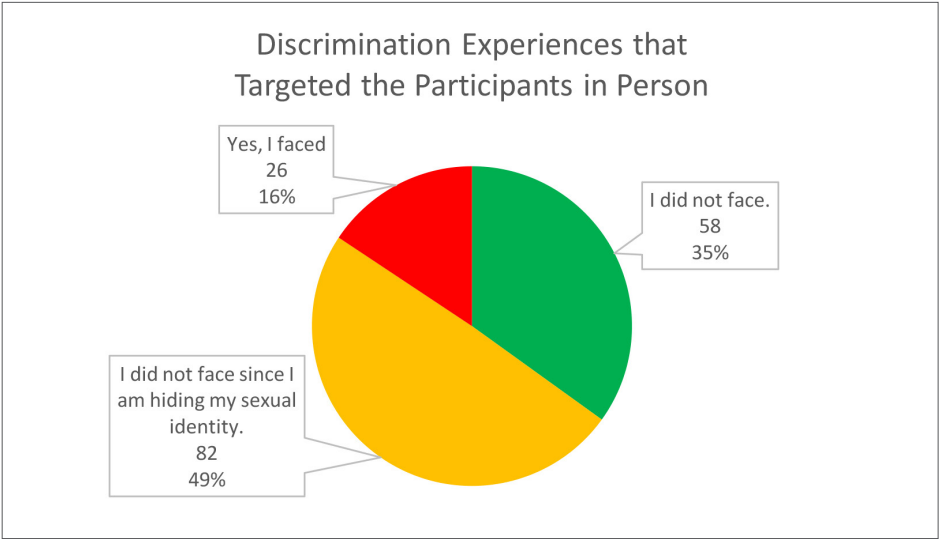
sessions with psychologists.” (a lesbian who works as an associate specialist in banking/finance sector)

“For every new employee, we organize a LGBTI familiarity education. There are additional trainings for managers. For trainings on interviews, we are working on possible situations that might happen during interviews.” (a gay who works as a mid-level manager in e-trade sector)

“Yes, LGBTI awareness trainings are organized every year.” (a heterosexual trans man who works as a specialist in informatics sector)

Discrimination Experiences that Targeted Participants in Person

We asked a question to our participants to evaluate the discriminative acts and approaches against themselves in person. The reflections to the question, “Did you encounter any sexual identity discrimination against you personally at workplace? How did it proceed?” are as follows in the table and the quotes below.



As it can be understood, 26 (16%) of total 166 participants declared that they were discriminated at work because of their sexual identity. Additionally, 82 participants highlighted that they were closeted since they did not want to be discriminated. To summarize, 65% of our participants either were discriminated or were closeted to prevent discrimination. Therefore, we consider that we cannot acquire results that can demonstrate the discrimination experiences fully since many LGBTI employees participate in work life either by hiding their sexual identity and/or by making extra effort for being hidden.



Excerpts from the participants who experienced discrimination at workplace are as follows and all these indicate structural problems.

“I am exposed to serious mobbing because I could not hide my identity. I am feminine. After mobbing, everything has got harder for me.” (a gay who works as a service staff in entertainment sector)

“They are ridiculing with me; taking my speech style like a pout.” (a bisexual trans man who works as a service staff in education sector)

“Mockery, exclusion and abuse.” (a heterosexual trans woman who works as a service staff in aviation/transportation sector)

“Usually, on the level of verbal insults and psychological pressure.” (a gay who works as a worker in food sector)

“I have to hide my transgender identity at work; is there a worse discrimination? When someone happens to spot me, it is always a matter of pressure and threat.” (a heterosexual trans man who works as a service staff in informatics sector)

“Implications, jokes, offensive looks... There was no discrimination from managers (those who are at top). I think the institutional policy does not embrace homophobia but individual homophobia echoes onto workplace culture. (a queer who works as a specialist in publishing sector)

“I hide my sexual identity and act especially casual and ordinarily. Even so, there were people who questioned me and ridiculed me either by implying or abusing. From time to time, they were asking: ‘Are you one of them?’ “ (a bisexual man who works as a specialist in banking/finance sector)

“Although it is not directly towards me; jokes about gayness, transgender people and etc. and discriminative discourse make life much harder.” (a bisexual woman who works as an associate specialist in advertisement sector)

“I always come across with transphobic, homophobic discourse, jokes or caricatures in the WhatsApp group. I am trying to stay closeted. If there are any other ones who are hiding themselves, they must be dying inside just like me.” (a heterosexual trans man who works as a service staff in construction/architecture sector)

Because trans employees are much more visible due to their gender identity and gender transition processes, they might be exposed to much more direct and intervening discrimination.

“I encountered mocking, derogatory gazes and abuses of both employees and clients during my gender transition process. Employees were warned by the management and they had to change their behavior. These are all past now; not happening anymore.” (a heterosexual trans man who works as a specialist in marketing sector)

“My operation process has not yet been completed. For I have pink [female] ID, the WCs I used was intervened; I was exposed to mobbing; I was assigned to overwork out of my shift.” (a heterosexual trans man who works as a specialist in construction/architecture sector)

“I have shared my gender identity with one of my colleagues. Immediately afterwards, she was speaking like ‘What, no, she is a woman,’ with the people who came to office. I was verbally abused by many people.” (a heterosexual trans man who works as a researcher in media sector)

Just like the previous years, in 2017 research, some women participants underlined the intertwined nature of discrimination, which meant **multiple discrimination** on the grounds of gender and sexual orientation.

“I am going through problems because of being a woman. I cannot get promoted; I get lesser paid. Isn't it an obvious discrimination to be obliged to live by hiding that I am lesbian?” (a lesbian who works as a specialist in textile sector)

Some cases of discrimination were experienced through implicit forms. They intensified the perception of threat on the basis of **potential discrimination**.

“My manager and colleagues pushed me saying, ‘There is something troubled with you’ a few times. They asked, ‘Are those your people who are walking?’ during Pride March. I feigned indifference but although I did not show them, I was very nervous.” (a heterosexual trans man who works as a service staff in construction/architecture sector)

“Lots of staff try to wangle words out of me with implicit ‘classic’ questions or traps. Because I do not act like straight, there is something going on in the dialogues of heterosexual men’s which cannot be named properly.” (a gay who works as a mid-level manager in education sector)

Some participants emphasized forms of potential discrimination and **internalized discrimination**.

“Being hidden, always on alert, is a kind of violence and discrimination. I did not convey this issue to any authorized official because there is no such a horizon of thought. We may deem proper to ourselves the kinds of violence until it turns into physical. I mean we might have internalized all these situations.” (a gay who works as a specialist in construction/architecture sector)

“You can guess from the common culture, communication and homophobic jokes, etc. If they understand that I am gay, I think I will most probably live problems. Therefore, I confine myself. And in my opinion, it is a kind of discrimination.” (a gay who works as a specialist in informatics sector)

Reporting the Experienced Discrimination

The question, “Did you report the discrimination cases that you experienced to the company officials, trade union or legal institutions? How did the process evolve? If you did not report, why?” was asked to the participants. The primary finding here is that none but only one participant reported despite of numerous discriminatory cases, potentially discriminative environments or needs for affirmative action. That one participant who reported discrimination to company management chose to be silent afterwards.

“I reported in-firm, to the management. I continued to be exposed to transphobia but I chose to be silent because I fear of losing my job.” (a heterosexual trans man who works as a specialist in construction/architecture)

Excerpts from the participants’ narratives who told that they were subjected to discrimination are as follows.

“I did not lodge any complaint because there was mobbing and due to the fear of losing my job.” (a heterosexual trans man who works as a service staff in informatics sector)

“Since my trade union corporate with magnates, I think that reporting these kinds of cases is meaningless.” (a gay who works as a worker in food sector)

“No, in that case my family would know as well.” (a gay who works as a service staff in entertainment sector)

“I did not apply because I do not have any belief about getting a result. I do not believe that there exist legal conditions equal for everyone in this country.” (a bisexual man who works as a service staff in marketing sector)

“Because I did not believe that I could get any result. Maybe even worse might happen; I could be declared as guilty.” (a heterosexual trans man who works as a service staff in construction/architecture sector)

“If there were a few more people, we could do it together. That doesn’t need them to be gays necessarily. It would be enough if they could grasp this as a matter of human rights.” (a bisexual woman who works as an associate specialist in advertisement sector)

One participant highlighted that they had quitted the work in which they had been discriminated. Then, they considered “working from home” as an alternative - as many LGBTI employees apply that as a “coping method”.

“I did not report. I might have feared dealing with it. Or I might have not wanted to be involved all these processes. I am not sure. I chose to evade. Or I considered

the alternatives for getting rid of my workplace. My work environment was already troubled for other aspects. I have started to work at home.” (a queer who works as a specialist in publishing sector)

Quotations from the participants who said that they were closeted about their sexual identity to avoid discrimination are as follows.

“Not to report means keeping being closeted. Even if I reported, it would not be hard to guess how all the process would be tough and would drive to despair.” (a bisexual woman who works as a specialist in health sector)

“I did not report because I don’t have enough information on how to report to legal authorities. Besides, I thought that the results would not be positive.” (a gay who works as a mid-level manager in a civil society institution)

“Even if I had discriminated, I would not report in order not to get into scrapes.” (a gay who works as a service staff in education sector)

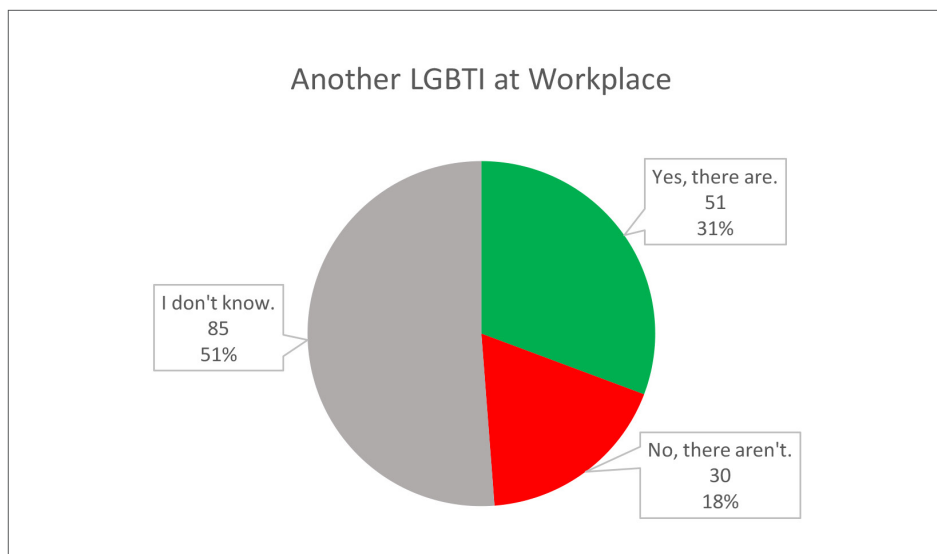
“Even though I had faced discrimination, I did not think that there would be a solution.” (a lesbian who works as an associate specialist in banking/finance sector)

Narratives on “taking stand against discrimination at workplace” are totally consistent with our previous research. LGBTI employees cannot demand justice because of the risk of losing their job, the possibility of paying much more price, hesitation of being disclosed about their sexual identity out of their will, and challenges that they could encounter outside of work life etc. Another significant finding is LGBTI employees’ disbelief about their rights being protected. The reason for that might be the insufficiency of both corporate and legal approaches. Many LGBTI employees experienced anxiety: If they opposed discrimination, it could lead to more discrimination; so that even it might flood outside of workplace. Therefore, they kept their silence.

Other LGBTI Employees at Workplace and Witnessing of Discrimination against Them

Situation of Having any Other LGBTI Employee at Workplace

When the answers provided to the question, “Is there any LGBTI employee at your workplace other than you? If there are, is there any solidarity in-between you?” are considered, it is seen that nearly a third of the participants, that is 51 people, replied as “Yes”. While more than a half of our participants said that they did not know, only 30 people (18%) chose the answer “No”.



The high rate for “being employed by recommendation of an acquaintance” amongst LGBTI employees should be kept in mind when interpreting these findings. A significant amount of LGBTIs tend to apply to companies and employers that are known to be LGBTI-friendly. When considered along with the finding of “keeping silence against discrimination”, this finding underlines the importance of social solidarity networks of LGBTI employees at workplaces. LGBTI employees provide the needed support and solidarity to each other and solidarity networks make possible to deal with discrimination to a degree that is experienced at workplaces.

30 out of 51 people explained that there was solidarity in-between LGBTI employees in their workplaces. As it can be understood from the quotations below, the form and content of the solidarity differed from each other.

“We are supporting each other in getting works done and taking a posture against the employer.” (a lesbian who works as a specialist in research sector)

“Yes, we have LGBTI employees. Our firm is already a LGBTI-friendly company. There is also a LGBTI group that actively works out.” (a heterosexual trans man who works as a specialist in informatics sector)

“There is an official group comprised of LGBTI employees and their supporters.” (a gay who works as a mid-level manager in e-trade sector)

“There are many people and there is a kind of communication and solidarity amongst us on our rights and problems. All these make someone feel safe.” (a heterosexual trans man who works as a specialist in marketing sector)

“To my knowledge, there are only my team colleagues. Of course, we are supporting each other against any discrimination that we encounter at work. Even knowing that there is someone like you creates moral support.” (a bisexual non-gendered who works as a specialist in banking-finance sector)

20 people out of 51, who answered “Yes”, asserted that there were not any solidarity amongst LGBTI employees at their workplaces. For some of them it was unnecessary; for some other, the conditions were not suitable for solidarity. Those who find solidarity between LGBTIs “unnecessary” move from the very same basis with those who think that sexual identity is a matter of “private life”. Besides, as understood from our participants’ statements, another determinant here is the fear of causing additional pressure because of the solidarity between LGBTI employees and their acting together.

“Why to have such a thing, just because of this common identity. Everybody mind their own business.” (a non-gendered pansexual who works as a specialist in entertainment sector)

“There are other employees but there isn’t any connection or solidarity amongst us. We try not to stand out together. Our environment is more comfortable than other firms; so we do want to create a stir out of the blue.” (a gay who works as a service staff in tourism sector)

“There are others whom I recognize but we are not in communication. Although our company is Netherlands-based, I am hesitant about being open about my sexual identity. They also may feel the same way I do.” (a lesbian who works as an associate specialist in banking/finance sector)

One participant made mention of the situation in which such a solidarity network had been tried to be created but interfered by the company.

“Years ago such a network was tried to be comprised but as soon as the management understood, so to speak, it was vigorously repelled. None of those people are at the school now.” (a gay who works as a service staff in education sector)

Another participant indicated the division amongst lesbian, gay, bisexual, transgender and intersex employees. This finding shows that decisiveness of identity similarity is effective on the manner of group affiliation in work life as well as other aspects of life.

“Gays are gathered into groups amongst themselves.” (a heterosexual trans man who works as a service staff in informatics sector)

From the statements of participants, it is verified that LGBTI employees work in every positions and in all work areas. Besides, at most of the workplaces, LGBTIs

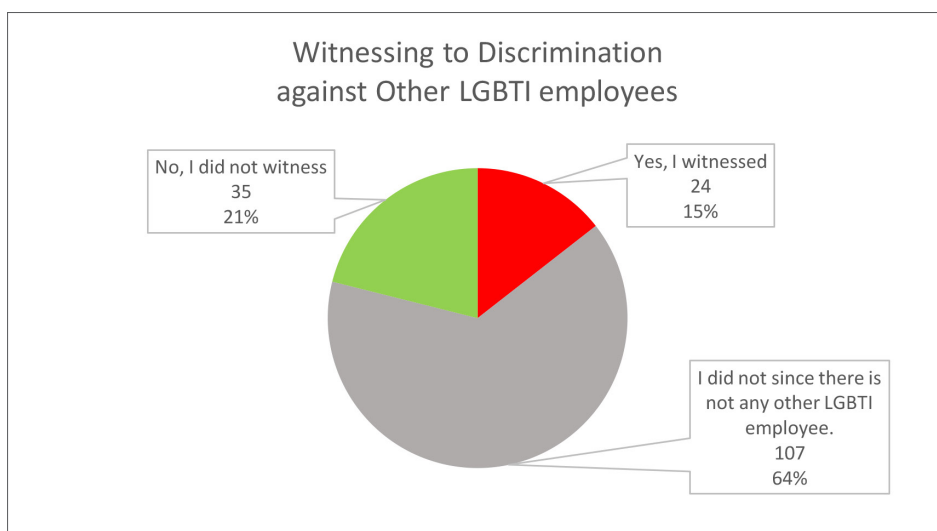


cannot be open about their sexual identity and cannot communicate with other LGBTIs freely in order to socialize and defend their rights. This finding is also consistent with our previous research.

Experiences of Discrimination towards Other LGBTI Employees at Workplace

Our question about **witnessing discrimination** at workplaces was “Did you encounter cases of discrimination against other LGBTI employees at your workplace?” Majority of our participants replied this question by saying “No”.

However, when interpreting these results, it must be kept in mind that 115 (69%) of our participants answered to the question of “Is there any other LGBTI employee at your workplace?” as “No” or “I don’t know”. Meaning, that this result comes from a research in which only 51 (31%) participants asserted that there were LGBTI employees in their workplaces. As it can be understood from the following table, 24 persons reported that they witnessed discrimination.



Examples from the testimonies are presented below.

“An employee was informed against.” (a queer who works as a mid-level manager in health sector)

“In the last months, an employee I know resigned saying that he was not promoted because he was gay.” (a gay who works as a specialist in informatics sector)

“They got fired because they were a trans man.” (a heterosexual trans women who works as a service staff in aviation/transportation sector)

"One of my gay friends was told 'Are you a pervert? Be a man or you got fired'. (a heterosexual trans man who works as a service staff in informatics sector)

"I have witnessed many conversations about our foreign employee being gay. Even these conversations were conveyed to little children and they made children think like that." (a gay who works as a specialist in education sector)

"We cannot conduct interviews with trans individuals in research sector. In the office, we are constantly warned by saying 'It is forbidden to survey with gays'.² For lesbian employees, there are often warnings about not conducting any immoral activities in the disguise of warning common people - but especially targeting them. Persons who came out lived through intense abuses." (a lesbian who works as a researcher in research sector)

"One employee has been relocated due to being gay. He has been assigned to my manager instead of the manager who did not get along with him. Guy was behaving my friend like a jerk. But he is still on management. Nothing happened as you see." (a gay who works as a service staff in tourism sector)

"LGBTs are constantly affiliated with saucy jokes. It is so tiring to be exposed constantly to all these. Although it is an education institution, it is just like a public [patriarchal] cafe when it comes to LGBT rights." (a bisexual woman who works as a specialist in education sector)

"They, all including the manager, call the employee who I think is a lesbian as 'tom-boy'. They constantly ask 'Why don't you have any boyfriend; are you embarrassed to introduce him to us?' Sometimes her eyes get wet but usually she climbs down. I could understand from her embarrassment and her feeling guilty that she is gay like me." (a gay who works as a service staff in tourism sector)

"A trans man was fired under the disguised name of new practices." (a gay who works as a service staff in education sector)

"I encountered but these problems have been overcome through establishing the Diversity Committee. That transition period continued approximately 2 years." (a bisexual woman who works as a mid-level manager in a law firm)

"LGBTI employees must be rough, otherwise they get nervous. Being closeted creates a nervous situation. They cannot go on for a long time; they live through the psychology of hiding; therefore they quit. I have observed cases like these." (a queer who works as a specialist in publishing sector)

² In the original answer, instead of "gay", the slang Turkish word that is not accepted for most of the gays was used.



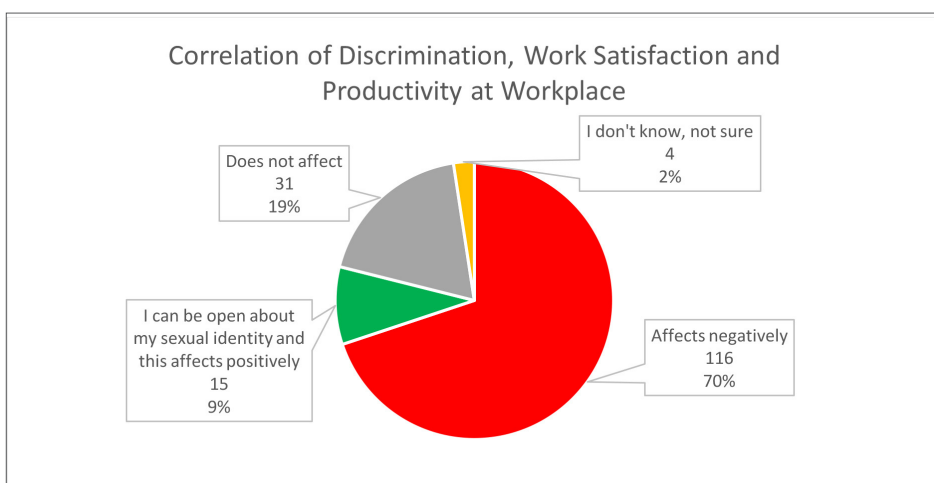
One participant made mention of an example: Although they worked in a civil society institution, some resistance occurred when it came to activism on human rights of LGBTIs. This finding indicates that although LGBTI existence in its “singularity” is considered as “acceptable”, it is not supported as such when it comes to public visibility and demands.

“There are circumstances that are not approved when activism is involved.” (a bisexual woman who works as a specialist in a civil society institution)

The testimonies demonstrate that discrimination against other LGBTIs are similar with the participants’ own experiences of discrimination. What is significant in this finding is that some of these testimonies are not direct witnessing but comes from hearsays. Besides, 15% of our participants asserted witnessing and that rate is approximately the same with those who reported their own discrimination (16%). 64% of our participants mentioned that there was no open LGBTI in their workplaces. This finding is significant by itself and indicates that discrimination experiences are generally not directly observable. It also shows the reality of those who are discriminated but could not report that experience freely. Reasons for that might be the anxiety of losing job or working conditions to get heavier.

Correlation of Discrimination, Work Satisfaction and Productivity at Workplace

Another question asked within the scope of the survey was, “How do the circumstances that you encounter or might encounter due of your sexual identity effect your productivity and work satisfaction?”



More than two thirds of our participants (116 out of 166) asserted that discriminative, biased, potentially discriminative or non-supportive environment affected their productivity and satisfaction negatively. On the contrary, 15 persons highlighted that being able to be open about their sexual identity motivated them positively regarding adopting the job and workplace.

Negative or positive impacts emerged in different forms for our participants. In order to highlight them, below are the examples from the participants who replied our **open ended** question saying that **they were negatively affected**.

"I avoid socializing with my colleagues." (a bisexual intersex who works as a specialist in education sector)

"I am consistently on the lookout and it distracts my attention." (a bisexual woman who works as a specialist in aviation/transportation sector)

"I experience worry during the work day. There occur lots of circumstances that I restrain myself thinking that they could understand if I say this, if I do that." (a gay who works as a specialist in marketing sector)

"I am obliged to behave like someone that I am not in real. I can never enjoy my job." (a heterosexual trans man who works as a service staff in informatics sector)

"I could say I divided my life into two separate worlds so that I cannot understand the impacts." (a bisexual woman who works as a mid-level manager in a logistic firm)

"Because I cannot express my sexual identity freely in certain circumstances, I do not feel myself belonging to that place. Although I can do better, either I abstain myself from doing more or just do it at the simplest form. Sometimes I lose my self-confidence and feel psychological breakdown due to lack of belonging." (a gay who works as a mid-level manager in a civil society organization)

"It makes me quite nervous because they always ask me whether I have a boyfriend or when I will get married. I show [photos of] some of my male friends and tell that they are my boyfriend. Or I cannot be in peace while talking to my girlfriend. I choose to be silent although being very angry while hearing nonsense jokes about gays." (a lesbian who works as a specialist in textile sector)

"Sometimes I feel insecure. Feeling like "if something financially goes wrong, first to be fired would be me". Feeling as 'the weakest link'". (a queer who works as a specialist in education sector)

"I cannot concentrate fully to the work or workplace. I cannot make close friends with anyone. For example, if I go to work with a private problem, there is no one with whom I can talk to." (a lesbian who works as an expert in textile sector)



“Being closeted, moreover in a civil rights organization, makes me question what I am doing.” (a pansexual woman who works as a high-level manager in a civil society institution)

“I keep my distance towards the people in the office. I realize from their conversations that they are homophobic and transphobic so I do not participate in common activities. So I seem as a cold and distant person. If I were able to be open, I could behave much more comfortable.” (a bigender bisexual who works as a specialist in a civil society institution)

“In my previous workplace that I had worked for a long time, everybody had appreciated and called me with my male name. It was so reassuring and it multiplied my confidence. Now I work in a horrible workplace. This affects so much such as that.” (a heterosexual trans man who works as a worker in food sector)

When our findings are generally analyzed, it is seen that experiences of sexual identity at workplace do not only affect personal wellness. At the same time, all these experiences have a direct impact on the anticipated performance and productivity at work life. As it can be seen, our participants highlighted the consequences emerging such as exclusion and negative emotions including rage and futurity. These conditions lower the general motivations of our participants at workplace and affect their productivity negatively.



Even though our participants did not mention distinctly, negative consequences like lack of concentration and attention deficits may be expected. Because, LGBTI employees have to focus on developing “coping strategies” in order to overcome preventive efforts both at workplace and outside of work. As it can be understood from the narratives, sometimes all these are done without notifying thus they cause over pressure. Besides, the relation between employees is possible to be affected negatively. This also might cause that LGBTI employees cannot find the needed minimum social support at workplace. For they cannot put forth their true selves, LGBTI employees are prevented to construct genuine friendships and social relations that is reflected on the private life and feed it.

Positive responses of our participants who are open about their sexual identity in workplaces that protect LGBTI rights clearly demonstrate that non-discrimination on gender identity and sexual orientation effect positively the belonging to the workplace, confidence to friends, self-confidence, productivity, satisfaction at workplace and private life - work life feeding each other. Examples are as follows.

“In my current workplace, I can behave very freely about my sexual identity. This affects my productivity positively.” (a lesbian who works as a specialist in advertisement sector)

“Unfortunately LGBTIs should perform twice since they start from very behind of others. For years, I had faced restless work experiences. I tried to prove myself continuously. I had used to feel bad not at work but when I came home. Here, I feel peace for the first time and this is the longest time I work at the same workplace.” (a heterosexual trans man who works as a specialist in informatics sector)

“I do not think I will experience any trouble for my sexual identity being disclosed. This motivates me more and more while I’m working.” (a lesbian who works as a specialist in a translation company)

“I work for much longer time and more lovingly in a firm that supports my sexual identity without any discrimination. I am at the same job for approximately two years. Before this I changed jobs in every six months or year. For work satisfaction, I want to do my job better and better. Even thinking about working at another place makes me tired.” (a gay who works as a mid-level manager in advertisement sector)

“My employer knows sexual identity and is supportive. This strongly attaches me to my job. I feel myself safe and I can give myself to my job.” (a gay who works as a service staff in fishing/hunting goods company)

“Since I am working in a small company with lesser employees, people spend together approximately one third of their day together. We are establishing dialogues about our private lives and current issues. These dialogues necessarily affect office



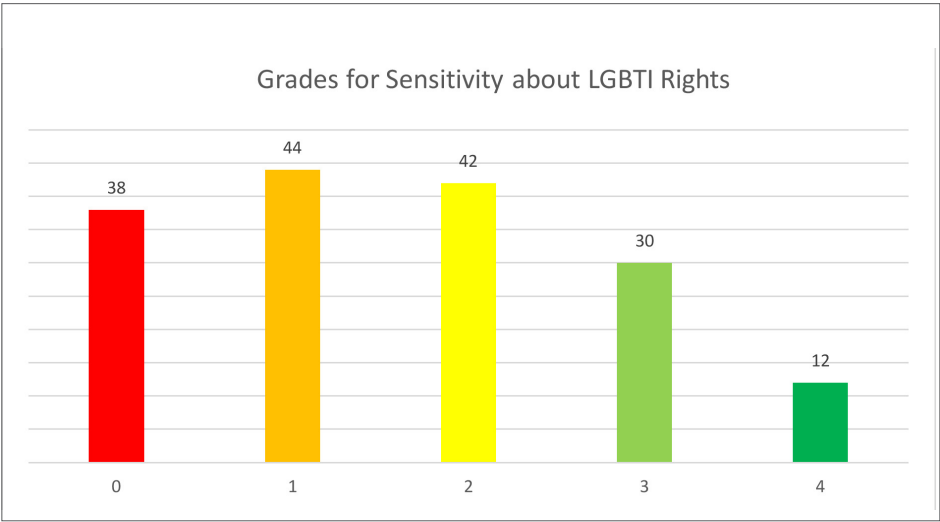
dynamics. Therefore, positive dialogues that support LGBT movement and gender equality make work life much more productive for me and turn into a source of motivation.” (a lesbian who works as a specialist in education sector)

One participant feared that the positive environment in the current workplace might create a reverse effect on their career because such companies were not many in number and the employee might show behaviors such as avoiding changing job or ignoring the deficiencies of their workplace in other areas. This finding also indicates that even for LGBTIs who work under relatively positive conditions, there may be future anxiety that comes out in the forms of not feeling a real relief and equality. Because of that, there exists no liberating environment for LGBTIs in general. LGBTI employees consider their situation as an “exception”, doubt about the persistency of the situation and change their minds about varied career plans.

“I fear of devaluing my labor. I am afraid whether my career might go on like this because any other work environment is not free like this one thus I worry about getting stuck on this work.” (a gay who works as a specialist in a law firm)

General Assessments on Sensitivity of Workplaces about LGBTI Rights

The question, “If you gave a grade to your workplace out of 4 for its overall sensitivity on LGBTI rights, what would be the grade?” was asked to our participants in order to let them evaluate their workplace about the sensitivity on sexual identity based rights and discrimination. Answers given to this question is as follows in the table.



As it is seen in the table, 82 of 166 participants, approximately half of them, graded their workplaces with 0 and 1. Approximately a quarter of them graded with a 2, which means they evaluated their workplace just as “mediocre”. As a result, three fourth of our participants found their workplaces’ sensitivity to rights as mediocre or below mediocre. The number of employees who graded as 3, which is over average, is 30 (18%). Only 12 (7%) of our participants graded their workplaces with a 4, with the highest positive grade.

This finding is consistent with the previous years. Maybe we should focus on the “relativity” of our participants’ evaluations who graded their workplaces with the highest positive (4). As it can be understood from their previous answers, the participants who declared that they were satisfied with their workplaces, in fact could not achieve certain rights, doubt about the continuity of that relatively good environment, could not put themselves forward completely, work with the awareness of this situation as an “exception”, or take precautions. This finding shows that employees cannot feel fully happy, satisfied and peaceful unless general sensitivity about equality and rights gets established fully within the labor market.

Main Reasons of Discrimination against LGBTIs from the Point of View of Employees

In order to be able to evaluate how our participants interpreted the causes of discrimination, the question “What may be the main three reasons that could lead employers to not have LGBTI employees?” was asked. The answers provided for this question - that could be replied with three choices - is as follows in the table.



Other: “Peer pressure” (2), “moralism”.



As it can be seen from the table, like the previous years, most of our participants thought that these attitudes were outcomes of ignorance and prejudices. Ignorance that causes prejudices, social norms that feed prejudices, negative public opinions and perceptions about LGBTIs feed negative attitudes of employers.

When compared with the last year's results, quite an increasing number of our participants highlighted that the existent discriminatory system was fed with concerns about political pressure and lack of legislation.

The second most common choice "customer and image loss concerns" indicates that neither human rights nor LGBTI rights have become a common value for labor market and corporate world yet.

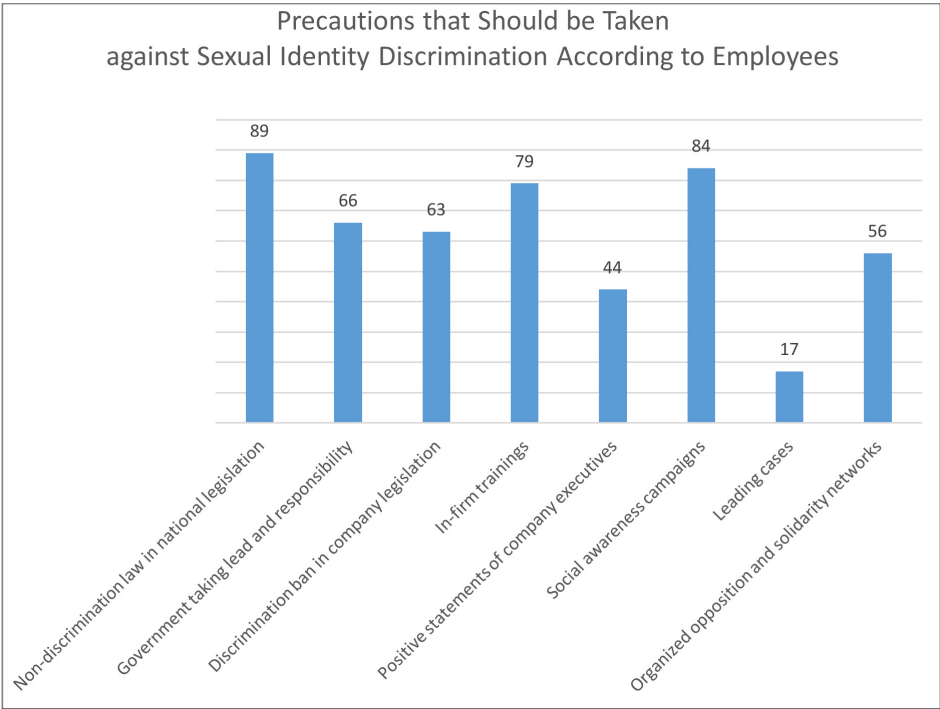
In brief, statements of our participants demonstrate that they are aware of how social background and general understanding about LGBTIs get reverberated onto workplaces. Therefore, it can be said that our participants experience the difficulties of social transformation in the existing unequal environments. Thus, the concerns about the image of the company and violating equality policies may be related to the social perception.

Suggestions about the Struggle for Discriminations against LGBTI Employees

In the last section of our survey, the question "What might be three main measures that should be taken against sexual identity discrimination?" was asked. The answers provided for this question - that could be replied with three choices - is as follows in the table.

As it can be seen from the table, majority of our participants highlighted the need for "non-discrimination law in the national legislation". As the second demand, the need for mental and behavioral transformation that would improve common social awareness against discrimination was asserted. In a similar manner, "in-firm trainings" came forward as the third demand.

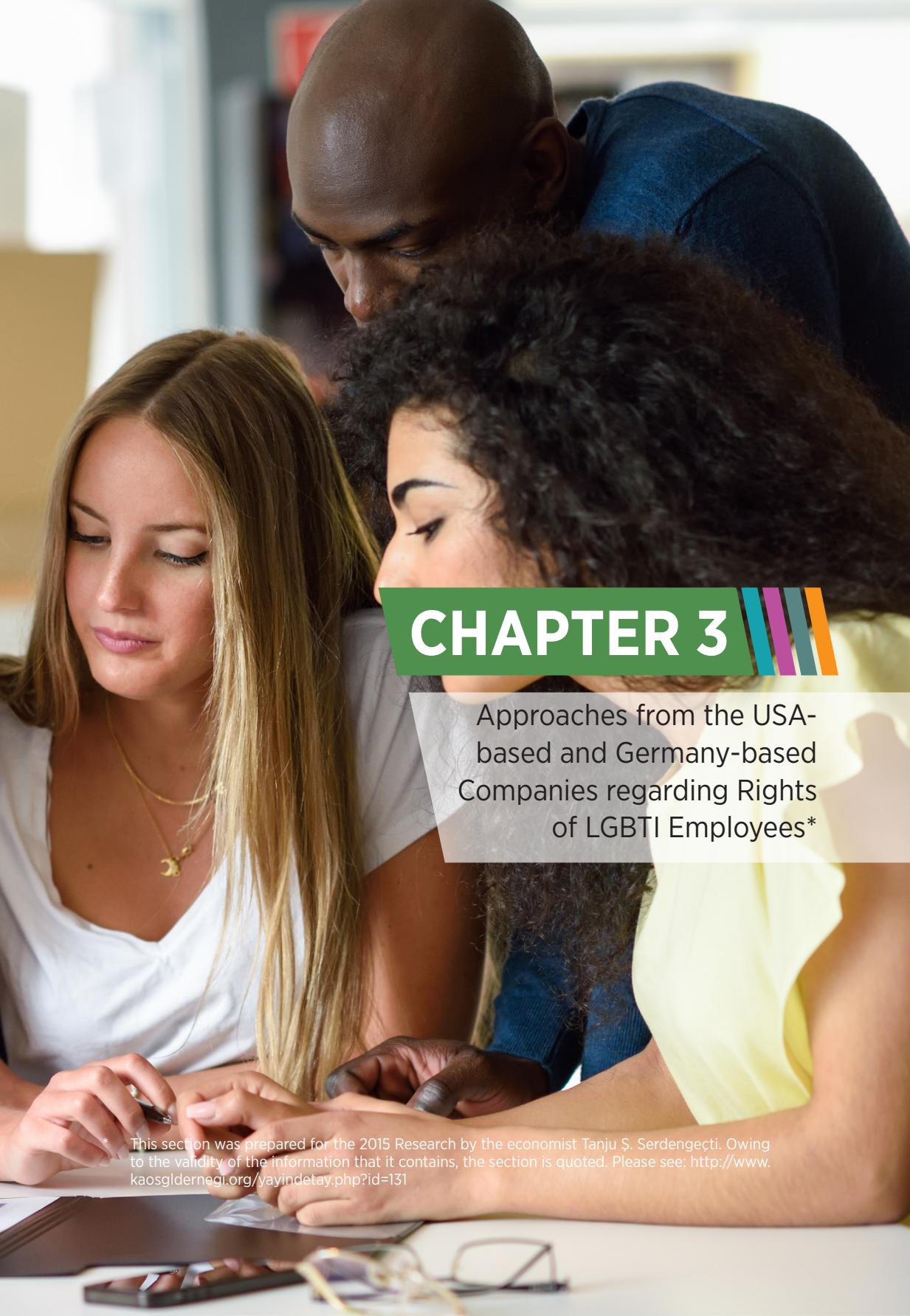
Recommendations of the survey participants demonstrate significant similarity with the previous years. The most highly chosen answer, "non-discrimination law in national legislation", clearly showcases the demand of general and legal assurance. However, our participants think that constitutional or legal amendments are not enough for the combat against discrimination: There is the need for social mentality change. After all, legislation is exercised via human hands. A total change in



conditions is not possible without social acceptance. A significant amount of our participants highlight the necessity of organized struggle for advancing on both legal and social transformation and regulations.







CHAPTER 3

Approaches from the USA-
based and Germany-based
Companies regarding Rights
of LGBTI Employees*

* This section was prepared for the 2015 Research by the economist Tanju S. Serdengecti. Owing to the validity of the information that it contains, the section is quoted. Please see: <http://www.kaosgldernegi.org/yayindetay.php?id=131>

Background

Being able to express our sexual orientations and gender identities and to be effective participants of social life and working life without being discriminated is an inseparable part of the human dignity. Universal Declaration of Human Rights starts with the Article presented below:

“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act toward one another in a spirit of brotherhood.”

Despite the technological development in today's world and socio-economic development associated with it, people face numerous examples of discrimination in employment based on sexual orientation and gender identity. In some countries, depending on the public and private sector sensitivities, struggle against sexual identity discrimination is built on a heteronormative sense of gender. In countries in which principals of democratic public administration and rule of law are more prevailing, discrimination against lesbian, gay, bisexual, trans and intersex (LGBTI) persons is recognized by the laws; and their universal human rights are protected and supported on the basis of their gender as well as on the basis of their sexual orientations and gender identities.

For persons to sustain their lives with human dignity, they need to have workplaces which are free from all kinds of discrimination. Working life starts firstly with the person's entrance to the education channel that person desires, and afterwards, continues with the person's freedom to apply for a job. This freedom should last with equal treatment in terms of recruitment and should be supported with the equal social rights and activities provided both by the working environment from the first date of employment.



In the report of the conference organized by European Trade Union Confederation (ETUC) in 2008, types of discriminations based on sexual orientation and gender identity were exemplified as below.

LGBT persons experience a refusal of employment and dismissal, as well as discrimination in access to employment, training and promotion.

LGBT people are often invisible and fear 'coming out' in case they are discriminated against in areas such as promotion, career development and access to training etc. This can also result in self-exclusion, whereby a LGBT person may avoid certain jobs or employment for fear of discrimination.

Homophobic bullying and harassment is not an uncommon experience for LGBT people at work and workplace equality actions are important to ensuring that there is a workplace culture of respect and dignity.

Benefits that are enjoyed by heterosexual partners denies same-sex partners, for example, paternity and parental leave, relocation, caring for a sick partner or bereavement leave, educational or other benefits for employees and their families, goods and services provided free of charge or at a discount, survivors pension schemes or benefits from life insurance, and health-care insurance for employees and their families.

All these types of discrimination mentioned in the abovementioned report cause LGBTI employees to be distant from steady business life. This exclusion brings social inequality with it.

As a result of heteronormative and heterosexist perception and inducement, it's not a coincidence that today, the first occupations that come to mind when LGBTI persons are thought are entertainment sector, tourism and advertisement. Both in social life and in working life, a perception and an attitude develops as the obstacles before LGBTI persons.

In today's global world, international companies which pay regard to the interests of the countries but at the same time make no compromises from their universal values can convey their business practices to the countries as a whole. These principles and practices should be applied to the country and to the sector in which the company operates to the degree that national laws and relevant secondary regulations allow.

This report compiles approaches of selected USA-based and Germany-based companies operating in Turkey with regard to LGBTI rights and LGBTI employees. Companies that are subject to the report were selected among the most known companies in terms of their fields of activity in Turkey, and their reputations. During

the study, English websites of each company were reviewed first. Regarding the German companies, their German websites were browsed in the light of certain keywords. The research was focused on companies' activity reports, institutional administration documents and press releases. Then, our study continued on popular search engines on internet again by using those keywords. Since companies with limited information were generally from Germany, an e-mail was sent separately to each company with an explanation on that "we have contacted them within the scope of a research carried out by a Turkish NGO in order to analyse situations of LGBTI individuals in the workplaces". After the mail, the institutions usually either directed us to the information given on their websites or didn't reply. Only one company sent us a detailed answer through their Diversity Unit Directorate and gave comprehensive information about their practices both in Germany and in America.

Our study includes analysis of 15 companies; being 6 from the USA and 9 from Germany. Our findings indicate that there is a high level of awareness within these companies regarding sexual identity issue; and that each company shows sensitivity about gender diversity within the context of sustainability and diversity.

The study indicates that particularly USA companies lists their LGBTI rights activities on their internet sites in a more orderly, systematic, accessible and detailed manner. Likewise, in the light of the information gathered from their websites, it's seen that institutional support of American companies proceeds with a more inclusive level when compared to German companies. Besides, it was observed that German companies showcased their sensitivity according to the country conditions both in national and international markets, including the USA. The reason that there are less intercompany regulations in German companies than USA companies can also be interpreted as because the laws and institutions of both European Union and Germany have strong and consistent will regarding discrimination based on sexual orientation and gender identity.

Tanju Ş. Serdengeçti
November, 2015

USA-based Companies

The Dow Chemical Company

Dow, which has been in Turkish market for over 40 years, is one of the world's leading companies with their good practice examples for LGBTI employees. There are 7 "Employee Networks" within Dow. These networks help employees on information sharing between each other according to their common interests, supports them for professional development and meet the top-level leadership needs where necessary. One of these networks is a LGBT network named "Gays, Lesbians & Allies at Dow – GLAD". As for the other networks, GLAD is also supported by a senior executive. Through the activities of GLAD, Dow has been making contribution to many activities, giving scholarships and hereby supporting LGBT awareness in working life on the basis of equality. We can summarize the activities that have been carried out by Dow for many years as below.

According to the Corporate Equality Index which has been issued by Human Rights Campaign (HRC) every year, Dow scored 100 out of 100 in 2016 and was recorded as the "Best Place to Work for LGBT Equality". Dow has continuously been scoring 100 since 2005.

GLAD has been giving scholarships in science and technology field by supporting the national association named "Parents, Families and Friends of Lesbians and Gays (PFLAG)" through Dow. At the same time, Dow is one of the institutional supporters of PFLAG.

Dow is one of the supporters of a non-profit foundation named OUTstanding, which is open to membership of senior LGBT executives.

In 2013, Dow was granted the "Workplace Excellence Award" which is given by an LGBT association named Out and Equal. In 2015, Executive Vice President and Chief Financial Official of the company, Howard Ungerleider was granted the Champion Award. Ungerleider also works as administrative level supporter of GLAD. Dow is still one of the institutional supporters of Out and Equal. Dow institutionally supported the Equal Marriage issue which has been recognized by the Supreme Court in USA on June 26th, 2015 as a legal right in all states. With this purpose, Dow signed a joint support statement together with 379 corporate companies and organizations.

Dow has been actively supporting the "Employee Non-Discrimination Act Law Draft" which remains on the agenda of the US Senate and the House of Representatives. This law draft illegalizes discrimination in employment based on gender identity and sexual orientation. This law draft has been on the agenda of the US

Congress for many years but hasn't been approved by The House of Representatives and US Senate.

Dow was selected as the 2nd best company as per the survey results carried out within the scope of "International Business Equality" study which was conducted all around the world by "International Gay & Lesbian Chamber of Commerce" in 2012.

As per the results of the survey carried out by "Workplace Pride Foundation" in 2014 for the first time, Dow was among the first 5 companies with its activities for the efficient participation of LGBT individuals to the working life. The first companies including Dow and their scores out of 100 were: IBM (86%), Dow (80%), BNP Paribas (76%), Shell (73%) and CiscoSystems (67%). Dow is currently one of the institutional supporters of the Foundation.

Coca Cola Company

Coca Cola is a non-alcoholic beverage producer which has a significant share in Turkey. It has been carrying out activities in Turkey over 50 years. The company has conducted significant activities for rights and full inclusion of LGBT employees in the workplace, has considered LGBT rights as one of the main issues in the fight against discrimination and has achieved a great success in this. Coca Cola embraces its philosophy which also protects LGBT rights within the framework of prohibiting discrimination in workplace and evaluating the social differences on the basis of human rights. In this regard, equal opportunities principle has been considered as a common ground for every Coca Cola employee regardless of language, religion, race, gender etc. In this direction, as in all other employee rights based on human rights, sexual orientation is also a value which Coca Cola emphasizes sensitively. Through its organization named "Lesbian, Gay, Bisexual, Transgender and Ally (LGBT+)" Coca Cola has been carrying out activities for LGBT employees to participate in the working life equally without being discriminated. By this means, they have ensured a mechanism based on equality through which LGBT employees and LGBT rights defenders can express themselves in Coca Cola Company. This mechanism makes significant contribution to the success of the strategic priorities of the company. We can briefly summarize the results of the works which have been carried out by Coca Cola as below.

Coca Cola scored 100 out of 100 in the 2016 Corporate Equality Index ranking. This result is the 10th successive full score of Coca Cola.

Through a policy that was started in 2011, Coca Cola put the US-based Workplace Gender Transition Guideline into effect and enabled health support including transgender people.



Coca Cola has stated that, being effective from 2015, they will be supporting tax-based losses of gays and lesbians which arises from health rights related issues of their “same sex” partners/spouses. This policy will be organized in a way that it will also be applicable in the states in which same sex marriage isn't recognized.

Coca Cola has supported many Pride Marches in various locations of USA, has supported marches and long-distance runs organized to provide awareness on HIV/AIDS.

In addition to being one of the main supporters of Human Rights Campaign (HRC), Coca Cola also supported the 2014 Gay Games and International Gay and Lesbian Journalists Convention 2014 as a sponsor.

Brief Information about the Company – The Coca Cola Company

Coca Cola, which was founded in 1886 and has been carrying out activities in Turkey since 1964, makes sale in beverage sector in over 200 countries. 2014 turnover of the company is 46 billion Dollars and it has 129.200 employees. 65.300 of these employees are in USA and number of employees reaches up to 700.000 when combined with its bottling business partners.

Levi Strauss & Co

As a company which has been carrying out activities in Turkey for about 30 years, Levi Strauss is a ready-made clothing company known around the world with its activities about LGBT issue. The acquirements of the company, as a result of good practices for LGBT employees can be exemplified as below.

They supported “National Centre for Lesbian Rights” and “The San Francisco LGBT Community Centre” within the scope of human rights and social equality activities.

In a significant part of their politics and advocacy activities, they have been lobbying for the “Employee Non-Discrimination Act Law Draft” to be approved by the Congress and have been supporting the efforts in this direction.

Considering the right to marry within the scope of human rights and gender equality, they support the activities in this field. They decorated the mannequins with white ribbons which is the solidarity sign of equal marriage in order to protest the decision that illegalized the equal marriage in California. Within the scope of 2014 Pride Month, they celebrated their supports for LGBT rights for over 30 years by introducing a rainbow themed collection.



Except from the first year of issuance of the Index in which they scored 86, in the advancing years, in the Corporate Equality Index, they scored 100 full score consecutively for 13 years, including 2016.

Together with Human Rights Campaign, they prepared visuals for the showcase glasses as well as manufactured special design t-shirts in order to support marriage equality.

In March 2015, they made a joint declaration together with GAP, another ready-made clothing company, and called other clothing companies to give their support against increasing number of law drafts on national levels against LGBTs.

Before the decision of the US Supreme Court, they signed a statement with the purpose of recognition of equal marriage together with 378 companies across the country. The company has been defending their activities in this field for many years with the approach that everybody has right to marry on the basis of gender equality.

As a supporter of LGBT rights, they made opening speeches as the Vice President in the meetings of the LGBT association named Out & Equal; and they actively supported the activities of the LGBT association named “White Knot for Equality” for recognition of equal marriage.



Furthermore, in 2014, they sponsored the award ceremony in New York of the LGBT association named “Athlete Ally” which conducts activities against homophobia and transphobia in sports. Athlete Ally has been carrying out activities to raise awareness against homophobia and transphobia in the sports field (individuals, sports clubs, etc.) by preparing campaigns, trainings and programs.

Brief Information about the Company – Levi Strauss

Levi Strauss was founded in 1853 in San Francisco, California, USA and they have headquarters in San Francisco, Brussels and in Singapore. The company has been in Turkish market since 1987 and they make sale in over 110 countries. 2014 turnover of the company is 4,8 billion Dollars and they have 15.000 employees around the world.

IBM

As one of the leading information technologies company in the world, IBM has carried out significant activities with the purpose of raising awareness on LGBT issue. There are over 230 “Diversity Network Groups” in IBM. These groups work to ensure people to express their sexual orientations, countries, cultures and other characteristics; and to improve themselves while they’re protecting their differences in working life. One of these groups is “The Employee Alliance for Gay, Lesbian, Bisexual and Transgender Empowerment at IBM – EAGLE”. EAGLE was founded in 1995 in order to strengthen LGBT rights in IBM. It’s an employee union with over 55 communities around the world. They have been working for the existence and protection of an environment in which LGBT employees can express themselves safely and freely. Within this context, EAGLE develops relations with LGBT bodies outside of the company (unions, associations, etc.) and carries out activities to defend LGBT rights not only in working life, but also in society.

Another subject IBM gives importance is the issue of providing LGBT individuals wages and other aids/supports same as the ones provided to heterosexual individuals, unless it’s explicitly prohibited by the relevant law. IBM has been organizing leadership development programs in order to clear the way for their LGBT employees and allows successful LGBT employees by promoting them to mid and high level management. We can list some of the achievements of IBM in the light of their ongoing works as below.

They have scored 100 out of 100 in Corporate Equality Index consecutively for 13 years. IBM scored 86 only in 2002 in which the index was issued for the first time

and afterwards, they continuously completed with full score. In addition to this success, IBM is one of the active supporters of Human Rights Campaign (HRC).

Since 2001, they have won many awards in the Outie Awards given by Out & Equal either in company category and/or in LGBT employee category and/or in inter-company active network groups category and/or in the category in which people who are not LGBTs but actively working for LGBT rights. IBM is one of the active supporters of Out & Equal.

According to the results of Workplace Pride 2014 Global Benchmark Survey, conducted firstly in 2014 by a Holland LGBT organization Workplace Pride Foundation, IBM scored 86 and was selected as a company which included the highest level of LGBT employees. IBM is one of the active supporters of Workplace Pride Foundation which does significant works regarding LGBT rights.

IBM is one of the active supporters of a non-profit association named OUTstanding which is open to membership of senior LGBT executives.

In 2015, IBM was selected as one of the best 10 workplaces by “The Global Workplace Equality Index” which has regularly been conducted by Stonewall since 2005. Furthermore, IBM took place in the “Top Performers” list of Stonewall. This list is formed through a selection of the companies among the ones that took place in “top 10 employers” list in the last 5 years. Total number of companies which managed to be in this list until 2015 is only 8.

The network, namely Voelklinger Kreis which was founded by the gay and lesbian managers and entrepreneurs in Germany, gives the MaxSpohr Award every

other year to the companies which has shown examples of good practices. Voelklinger Kreis gave this to IBM in 2010.

One of the vice presidents of IBM, Claudia Brind-Woody took place in the “100 Women We Love” list selected by Go Magazine in 2010 and took place in “Most Influential 100 LGBT Persons” list of World Pride Power in 2012. Brind-Woody worked in the board of directors of Out & Equal as well.

In 2014, IBM was included in the top 10 companies for LGBT’s by the US-based publisher named Diversity Inc. that carries out lobbying activities for protection of diversity. Furthermore, for 12 years, IBM has taken place in the first 50 companies list issued by Diversity Inc.

IBM is one of the 11 founding companies which support National Gay & Lesbian Chamber of Commerce.

Within the scope of protection of LGBT rights, IBM cooperated with GLSEN (the Gay, Lesbian & Straight Education Network) in 2012. Within the scope of this co-operation, IBM called all its employees around the world and asked them to visit a school of their choice and make a contribution to that school to prevent the violence against LGBT individuals. This call has been supported by over 15 countries and it still continues with the leadership of the employees.

In parallel to all these works, IBM is an important supporter of equal marriage as well. As a continuation of this support, IBM also supported the equality decision given by US Supreme Court through their social media accounts.

Brief Information about the Company – International Business Machines (IBM) Corp

IBM is a US-based company which was founded in 1911. Being one of the leading companies in informatics, information technologies and software sector, IBM started its activities in Turkey in 1935. IBM carries out activities in over 170 countries and in 2014, it had 92,8 billion Dollars turnover with its 379.592 employees.

Starbucks

Starbucks carries out activities in beverage sector and has a history of being a supporter of LGBT rights issue for many years. General approach of the company is that it considers its employees as “partners” and sees their development in the centre of institutional development. They have been carrying out significant works with the efforts of their “partners” with an institution culture of sharing regardless of discrimination on language, religion, race, gender, sexual orientation, gender identity.

“Starbucks Partner Pride Alliance Network” of Starbucks is one of the biggest personnel groups of the USA and was founded to raise awareness about LGBT rights, to support inclusion of LGBT employees in working life and to support the associations and forums out of the company working in this field. This organization consists of Starbucks employees. We can summarize the outputs of the works of this organization on LGBT rights as below.

Starbucks scored 100 out of 100 in the 2016 Corporate Equality Index ranking. In this index, Starbucks scored 86 between 2002 and 2005, 85 in 2006 and 100 between 2008 and 2011. Although it fell to the level of 90 points between 2011 and 2014, it scored 100 again in 2015 and in 2016.

Within the scope of its “Supplier Diversity Program”, Starbucks aims to diversify the places that it buys materials from as much as possible. For this purpose, it shows sensitivity in getting services from unions and similar approved suppliers. Adding the companies to its suppliers list upon certifying them, Starbucks added National Gay & Lesbian Chamber of Commerce among these structures and showed its support to LGBT rights explicitly.

Being one of the companies that gave intensive support to lobbying activities on equal marriage, in 2013, Starbucks signed a statement supporting this issue.

In 2014, Starbucks gave support to Seattle Pride Week by hanging a rainbow flag to its Headquarters for the first time in its history.

It celebrated the liberalization of equal marriage in USA by the Supreme Court through a video message prepared by its General Manager, Howard Schultz. Starbucks is a company which carries out lobbying activities regarding equal marriage and which supports the structures working in this field.

In 2011 and 2012, Starbucks sponsored an LGBT community named Earth Gay, which was making activism on environmental issues.

Starbucks sponsored the meeting named Fab Planet Summit 2014 which was organized in 2014 for the first time and in which LGBT people gathered to discuss on the issues of environment, society and identities.

Brief Information about the Company – Starbucks Corp

Starbucks Corp was founded in 1971 in Seattle and has been carrying out activities in 65 different countries. Starbucks has been carrying out activities in Turkey since 2003 and it has over 21.000 stores in 65 countries. Starbucks has 191.000 employees around the world and its 2014 turnover is 16,4 billion Dollars.

Microsoft

Microsoft has been carrying out activities in Turkey for over 20 years and it has a long history and significant amount of works on LGBT rights issue. “Gay and Lesbian Employees at Microsoft – GLEAM” is an LGBT employee group of Microsoft which was founded in 1993.

GLEAM works to spread the institutional diversity throughout the company by cooperating with executive leadership team under the umbrella of Microsoft and



makes contributions to LGBT Pride Month celebrated under the roof of Microsoft and for establishment of LGBT-specific diversity camps and trainings. GLEAM members continue carrying out activities as a structure by spending time together by regular sports and culture activities, which holds meetings on gender together with the leaders of its region, which participates in voluntary actions and encourage organizations to support local LGBT organizations. GLEAM has over 2000 members around the world and each year, the members of GLEA actively participate in the Pride Marches in their countries.

We can summarize the works of Microsoft regarding LGBT rights issue as below.

In 2015, Microsoft scored 100 out of 100 in Corporate Equality Index. Microsoft has been scoring 100 full scores consecutively for 10 years. Microsoft is also one of the supporters of Human Rights Campaign.

Microsoft's LGBT structure GLEAM supported non-profit structures like Microsoft Giving Campaign through the voluntary aids of the employees, sponsored the nationwide dinner of Human Rights Campaign and supported the scholarship dinner of the business organization of LGBT individuals named Greater Seattle Business Association.

The institution regularly provides service support on software and hardware; and grants hardware to organizations and associations working in LGBT field.



Microsoft has been actively fighting for the enactment of the Non-Discrimination Act (ENDA).

In 2012, one of the founders of Microsoft, Bill Gates donated 100.000 Dollars to a campaign against the referendum for illegalizing equal marriage in Washington State.

They give scholarship to LGBT students in STEM (science, technology, engineering and mathematics) fields and support works of LGBT students in these fields.

Brief Information about the Company – Microsoft Corp

Microsoft was founded in New Mexico in 1975 and its headquarters is in Washington DC. The company is the leader of software and informatics world. Microsoft carries out activities in 211 countries and has 117.354 employees. 2014 turnover of the company is 86,8 billion Dollars.

Germany-based Companies

Bosch

The efforts of Bosch, which is an engineering and electronics company and which was granted the gender equality award of Ministry of Labour and Social Security in Turkey can be summarized as below.

There are 10 different employee networks of Bosch. One of them is an LGBT employee group named “RBg – Robert Bosch Gay”. The group actually started its activities in 2006 as a voluntary action. In 2012, it became an employee group which was officially recognized by the company. RBg is a group which is open to all LGBT and heterosexual Bosch employees and which has members from 10 different countries. The purpose of RBg is to establish a communication platform for LGBT issues and to raise awareness within the institution. The group has an online discussion group formed for this purpose. In addition, through various networking activities, they create an environment in which employees can discuss the subjects they face in their daily lives regarding sexual identity. Furthermore, RBg represents the institution outside of the company and can share information about the company culture. With its 50 members, RBg made contribution to Pride March which was organized on July 25th, 2015 under the name of “Christopher Street Day”.

Bosch is one of the first companies in Germany that signed “The Diversity Charter”. This charter was developed first in France; and in 2006, reached the large masses in Germany with the support of the Chancellor and with the voluntary participation of private companies. The charter is in fact is a text which consists of 6 chapters and which guides regarding diversity policies. Regardless of its size, the text can be signed by any private company and the process can be advanced. Bosch signed the charter in 2007.

Brief Information about the Company – Robert Bosch GmbH

Robert Bosch GmbH and Bosch Group which covers 440 affiliated local companies in 50 countries are among the leading technology and service suppliers in the world. Bosch was founded in 1886 in Stuttgart, Germany and started to carry out activities in Turkey in 1910. In 2014, Bosch made sale in the amount of 48,9 billion Euros and as of 2014, Bosch has around 290.000 employees.

Bayer

Although it's known by the end users with its solutions in health field, Bayer Holding is a holding which carries out activities in fields like health, agronomy, material science as well. Examples of practices of Bayer regarding gender diversity are as below:

In 2015, Bayer scored 80 out of 100 in Corporate Equality Index. Bayer has taken place in the list since the index was first published in 2002 and scored 29 between 2002 and 2005, 15 in 2006 and 2008, 80 in 2009 and 2010, 85 in 2011 and 90 in 2012. Bayer continued to score 80 in the index in the advancing years but its score fell to 75 in 2015.

Bayer is one of the active supporters of the LGBT association named Out & Equal.

There are networks and groups in Bayer offices in USA in which employees are able to share their experiences in various fields and support their personal developments. Bayer gives 5.000 Dollars annual budget to each group and these groups can shape as per the choices of persons. Their main goal is to represent the diversity in their workplaces. One of these networks is an LGBT group named “Angle B”. Mission of this group is to ensure inclusion of the employees in the workplace through a safe and supportive manner, to be in touch with other employees who share their sensitivities, to make workfellows who might be “role models” and to ensure employees to work without compromising in terms of their sexual identities.

Within the scope of “It Gets Better” project, Berkeley employees of the Angle B members compiled a video message against exclusion that gay and lesbian adolescents face.

Bayer signed “The Diversity Charter” in 2009.

Bayer has also examples of good practices in many different countries other than Germany where its headquarter is located, and in USA. One of the most recent of these practices is that in June 2015, Bayer has committed that they will support improvement of LGBT rights in 10 basic topics in Brazil. Some of these fields are as below. Sensitivity will be shown regarding recognition of and reverence for LGBT rights at the president and management levels.

Equal opportunities and fair approaches will be ensured for LGBT people.

Social awareness on LGBT rights and awareness raising activities in this line will be supported.

In marketing, sales and communication channels, an approach will be shown that will respect LGBT individuals and that won't allow discrimination on the basis of their sexual identities.

Similarly, the situation will be followed in the post-sales processes as well.

LGBT persons will be carefully supported in value chain and supplier dimension of the business as well.

Brief Information about the Company – Bayer AG

Bayer was founded in 1863 in Barmen, Germany and has been carrying out activities in Turkey since 1954. Being one of the leader companies in pharmaceutical and chemical sector, Bayer carries out activities in 101 countries. The company has 118.900 employees around the world and 2014 turnover of the company is 42 billion Euros.

Boehringer - Ingelheim

Being one of the leader companies in pharmaceutical sector, Boehringer-Ingelheim has carried out significant activities regarding LGBT practices. The company has prohibited discrimination based on sexual orientation and gender identity in its corporate policies both in Germany and in the USA. Within the wage and health insurance approaches and social-cultural activities of the company, married/registered or unmarried LGBT couples have the same rights as heterosexual employees. A couple of examples within the scope of these works are as below.



Since it has been firstly listed in Corporate Equality Index (CEI) in 2008, it scored 100 full points including 2016, except for 2012 when it scored 90.

One of the many different social groups of the company is an LGBT group named “Working with Pride”. The group was selected as one of the finalists for Out & Equal Workplace Awards in 2013.

It supported Stonewall Columbus Pride 2015 as the “Silver Sponsor”.

The German website of the company began its broadcasting life on October 1st, 2015 with a new interface bearing a section that supports LGBT structure.

Boehringer-Ingelheim signed “The Diversity Charter” in 2012.

Brief Information about the Company **Boehringer-Ingelheim AG & Co. KG.**

Having its headquarters in Ingelheim, Germany where it was founded in 1885 and carrying out activities in pharmaceutical sector in 50 different countries, Boehringer-Ingelheim has been active in Turkey since 1994. With 13,3 billion Euros net sales amount in 2014 and hosting 47.400 employees, Boehringer-Ingelheim is one of the top 20 pharmaceutical companies in the world.

Siemens

Siemens is a company that carries out activities in many different sectors. In its intercompany processes and in its supplier networks, the company sensitively puts emphasis on the gender equality within the framework of its “Code of Conduct”. It demands from the suppliers to take measures against any kind of gender inequality and harassment and discrimination in this direction. A couple of outstanding practices of the company regarding this issue are as below.

One of the exemplary USA groups of Siemens which is listed among the “diversity and influence” policies is the “LGBT Employee Group”.

Siemens has signed “The Diversity Charter” in 2010.

Between 2002 and 2006, when Siemens was listed in Corporate Equality Index with its “Siemens Energy & Automation Inc.” Unit, Siemens scored 80 points. Siemens wasn’t listed in the index in another year.

In 2015, Siemens supported the Pride March named “Christopher Street Day”.



One of the USA networks of Siemens is an LGBT network. This network allows employees both to form a common platform with the persons who have similar areas of interest and to receive personal development support during their career processes.

Brief Information about the Company – Siemens AG

Siemens was founded in 1847 and its two headquarters are located in Berlin and Munich. Activities of Siemens in Turkey started in Ottoman Era (1856). Currently carrying out activities in 190 countries, Siemens has about 343.000 employees. As a global player in electrification, automation, digitalization and health sectors, 2014 turnover of Siemens is 71,9 billion Euros.

BASF

BASF is one of the biggest companies in the world. BASF has extensive works on LGBT rights and some outstanding examples can be summarized as below:

There are 8 employees' groups in BASF. One of them is an LGBT employee group named "ALLchemie". Group was established not only for LGBT individuals but also everyone who believes in the importance of diversity in working life and who considers this as a value.

ALLchemie sponsors North Carolina Gay & Lesbian Film Festival.

In 2007, BASF accepted "The Diversity Charter".

In 2015, BASF took the 28th place in top 50 list of Diversity Inc. It took 26th place in 2014 and 31st place in 2013. BASF took the 10th place in the ranking of Diversity Council.

Brief Information about the Company – BASF

BASF was founded in 1865 in Germany and it carries out activities in chemicals, paint, petroleum and gas fields. Carrying out activities in more than 80 countries, BASF started its activities in Turkey in 1969. Turnover of BASF in 2014 is 74,3 billion Dollars and it has about 112.000 employees around the world.

Lufthansa

Having their headquarters in Germany, Lufthansa is the largest airline in Europe. The company is known for being sensitive about LGBT rights in terms of both its employees and its passengers. A couple of approaches of the company can be listed as below:

Lufthansa has sponsored and donated to New York and Los Angeles activities of the organization named The Trevor Project which works to prevent LGBT individuals from any crisis they might experience and to prevent them from committing suicide.

They provide special discounts for the locations which are preferred by the LGBT passengers in summer season.

Due to their positive approaches to gays, they were granted the “Best Gay Travel Offer” Award by the international gay magazine Mate.

They created a joint working area together with the gay and lesbian tour guide named Navigaytour and established a closer relation with LGBT community.

They were selected as “The Most Favorite International Airline” by the LGBT magazine named The Our Traveler.

Lufthansa signed “The Diversity Charter” in 2014.

Brief Information about the Company – Deutsche Lufthansa AG

Lufthansa was founded in 1926 in Köln, Germany and it's the largest airline in Europe. Having 271 flight points in 107 countries around the world, Lufthansa started to carry out activities in Turkey in 1989. In Turkey, Lufthansa founded SunExpress in partnership with Turkish Airlines. Lufthansa has 118.781 employees around the world and 2014 turnover of the company is 30 billion Euros.

Volkswagen

Being one of the most important automotive companies in the world, Volkswagen has a positive approach towards anti-discrimination policies and within this context, towards LGBT individuals. In this regard, some approaches of the company can be exemplified as below.

By the equal opportunity and equal approach principle, the company has prohibited any kind of discrimination including sexual identity discrimination among its employees.

It played a proactive part in Volkswagen Financial Service AG in terms of respecting the rights of gay and lesbian employees.

The company is one of the supporters of Out & Equal.

In 2002, when the Corporate Equality Index was issued for the first time, Volkswagen scored 29 and in the next three years, it scored 71, 86 and 86, respectively. From 2006 on the other hand, it scored 100 full points ever year including 2016.

The company was deemed as “LGBT Friendly Automobile Company” by Gaywheels.

Volkswagen signed “The Diversity Charter” in 2007.

Brief Information about the Company – Volkswagen AG

Being one of the established companies in automotive sector, Volkswagen was founded in 1937 in Germany. Its headquarters is in Wolfsburg and it carries out activities in 49 countries. It has 592.00 employees around the world and 2014 turnover of the company is about 202 billion Euros.

BMW

BMW is one of the leading luxury automobile, motorcycle and engine manufacturers in the world. Including sexual orientation and gender identity, the company has prohibited discrimination in the workplace. Some of the steps taken by BMW are listed below:

BMW signed “The Diversity Charter” in 2011.

It's one of the sponsors of The LGBT Bar Association.

It was added to LGBT Friendly Automobile Companies list by Gaywheels.

Brief Information about the Company – Bayerische Motoren Werke AG

BMW was founded in 1916 in Germany and it's a company which carries out activities in automotive sector with its headquarters in Munich. Carrying out activities in more than 140 countries, BMW started its activities in Turkey in 1984. 2014 turnover of BMW is 80,4 billion Euros and it has 116.324 employees around the world.

Deutsche Bank

As a leading company regarding LGBT rights, Deutsche Bank has carried out significant activities in connection with the fight against discrimination. Some of the examples of the works of the company can be listed as below.

In 2006, it has been one of the first 4 companies who signed Diversity Charter as the “Founder”, which was established in order to ensure an environment which is free from any kind of bias and discrimination including gender.

It's one of the supporters of the non-profit foundation named OUTstanding which is open to membership of senior LGBT executives.

It has been carrying out activities for LGBT employees together with “dbPride” which is one of the LGBT employee unions. Through the union, it both conducts awareness raising activities aimed at LGBT employees and establishes communications with LGBT organizations and supports civil society activities.

Since 2003 when it was listed in Corporate Equality Index for the first time, every year, it continuously scored 100 full points.

It's one of the members of Pride in Diversity which is the first and only nonprofit organization in Australia which works for inclusion of LGBT individuals in working environments.

It supports the activities of Out & Equal.

Brief Information about the Company – Deutsche Bank AG

Being the largest bank of Germany in terms of turnover and number of employees, Deutsche Bank AG was founded in 1870. Its headquarters is located in Frankfurt and it carries out activities in over 70 countries with its 98.138 employees. Activities of the company in Turkey started in 1909. 2014 turnover of the company is about 32 billion Euros.



