




**RELEVANT UN STANDARDS OF CONDUCT**

**Standard 2 – Eliminate Discrimination** against LGBTI employees in the workplace.

**Standard 3 – Support LGBTI Staff** at work.

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| <b>COMPANY</b>       |    |
| <b>POLICY TITLE</b>  | Global Trans Inclusion  |
| <b>ABSTRACT</b>      | Through 45 Pride at Accenture networks across the world, Accenture has worked towards increasing transgender inclusivity through employee education and training, leadership support, and transgender-focused health benefits.  |
| <b>POLICY DETAIL</b> | <p>In order to support LGBTI staff and reduce incidents of discrimination, Accenture launched a series of programs to increase transgender visibility through campaigns and learning activities, promote health benefits for transgendered employees, and develop allies and leadership support.</p> <p><b>Increasing Visibility</b> – Visibility is the first step towards acceptance and recognition, and Accenture engaged in several programs to boost visibility. This includes the roll-out of an LGBTI Self-Identification Program and campaign to help Accenture staff voluntarily share their pronouns on internal and external channels and use their preferred names in lieu of legal names. Additionally, Accenture developed internal employee education, training and learning programs to improve understanding and awareness.</p> <p><b>Health Benefits</b> – To further support transgendered employees, Accenture aligned the health benefits provided to its employees with the World Professional Association for Transgender Health <a href="#">Standards of Care</a>, and regularly reviews benefits related to counseling, hormones, and surgery.</p> <p><b>Cultivating Allies and Leadership Support</b> – Finally, Accenture’s leaders have taken a key role in promoting awareness of and support for transgender employees. And across the organization, LGBTI allies have been empowered to visibility share their support for their colleagues in several ways within the workplace.</p> |
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