



RELEVANT UN STANDARDS OF CONDUCT

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

Standard 3 – Support LGBTI Staff at work.

Standard 5 – Stand up for Human Rights of LGBTI people in the communities where they do business.

COMPANY



POLICY TITLE

Diversity & Inclusion – Shaping an Equal Environment for LGBTI Employees at Microsoft

ABSTRACT

Microsoft engaged in a deep-dive analysis to map existing risks, opportunities, and methods of engagement in order to advance support for LGBTI staff and address discrimination against LGBTI staff where it may occur.

POLICY DETAIL

To develop a deeper understanding of the potential issues faced by LGBTI employees, Microsoft mapped the external policy landscape, identified opportunities for engagement, and developed an escalation flow chart.

External Policy Landscape – Microsoft identified all countries of operation and assessed each country’s “openness to change” against the [Rome, Embassy, and Advocate models](#), helping to identify where employees may be at risk (Standards 2 and 3) and where there may be opportunities to engage in advocacy (Standard 5). Additionally, Microsoft mapped the universe of issues affecting LGBTI employees, such as HIV healthcare, adoption, and same-sex marriage, and identified existing public sentiment and the stage of development of the issue.

Opportunities for Engagement – After understanding the external policy landscape, Microsoft then identified key areas of engagement, including opportunities to advance the human rights of LGBTI people as well as ways to manage and mitigate the risks LGBTI people may face.

Escalation Flowchart – Finally, Microsoft developed an escalation flow chart to track responsibility for issues related to LGBTI people, from advocacy on a policy or proposal to addressing discrimination against an employee.

CONTACT

Barbara Olagaray-Gatto
Senior Director of Government Affairs
barbarog@microsoft.com

DATE

November 6, 2019