



## **You probably don't even realize you are hurting a co-worker's feelings when you:**

1. Assume that everyone you work with is probably heterosexual.  
*If you regularly ask about the wife/girlfriend or husband/boyfriend of your heterosexual co-workers, consider asking about your gay co-worker's partners.*
2. Assume that everyone you work with doesn't have gay family members or friends.
3. Tell or laugh at a homophobic joke.
4. Don't confront a homophobic remark for fear that others will think that you are gay.
5. Say that homosexuality is just a phase, a lifestyle, a choice or a preference.
6. Say that gay people are too outspoken about gay rights.  
*If you weren't allowed to see your spouse in a hospital emergency room, you'd probably speak up about that!*
7. Say that you don't mind gays, as long as they don't flaunt it. What does that mean, anyway?  
*When you talk about your husband/boyfriend/wife/girlfriend you are "flaunting" your heterosexuality. Have you considered using neutral words like partner or significant other?*

