

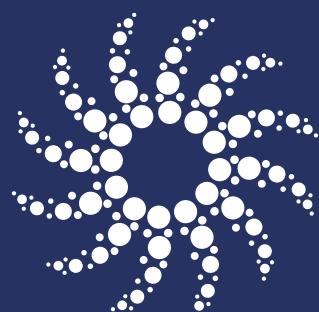
Non-binary construction worker. FG Trade, iStock.



Trans and Gender Diverse People's Employment Experiences: Workforce Participation and Workplace Treatment

Findings from the TRANSform Australian national trans health survey

Department of Medicine



TRANS HEALTH
RESEARCH



Three non-binary people and a trans man in a meeting. *Gender Spectrum Collection*.

Table of Contents

Acknowledgement of Country.....	Page 3
Acknowledgements	Page 3
About Trans Health Research Group	Page 4
Contact Information	Page 4
Key Findings	Page 5
Project Background	Page 6
Survey Respondents.....	Page 7
Education and Training.....	Page 9
Employment Status	Page 10
Underemployment	Page 12
Being 'Out' in the Workplace	Page 13
Experiences with Supervisors.....	Page 15
Experiences with Coworkers	Page 16
Experiences with Customers and Clients	Page 17
Experiences with Human Resources (HR)	Page 18
Workplace Discrimination	Page 20
Workplace Harassment and Assault.....	Page 21
Feeling Unsafe in the Workplace.....	Page 21
Recommendations.....	Page 22
Additional Resources.....	Page 25

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Aboriginal people marching. *Steward Munro.*

Acknowledgement of Country

The Trans Health Research Group is based in Naarm (Melbourne), on the Lands of Wurundjeri people of the Kulin Nation.

We Acknowledge the Traditional Custodians of the Lands and Waterways on which we work and pay our respects to Aboriginal and Torres Strait Islander Elders, past and present.

Sovereignty was never ceded. This always was, and always will be, Aboriginal land.

Acknowledgements

This study was run as part of the [TRANSform Project](#), a longitudinal trans-led and community co-designed research project.

We would like to send our sincerest thanks to the over 800 trans and gender diverse people who have so generously shared their experiences of employment with us.

Behind the scenes, there have been countless hours spent on discussion, data analysis, and reporting.

Thank you to the Trans Health Research Community Advisory Group who through their diverse expertise and lived experience, have provided such invaluable feedback to TRANSform, helping to improve the inclusivity and accessibility of the project.

Thank you to our wonderful volunteers who are integral members of our team, and the many TRANSform collaborators, including community organisations, advocacy groups, clinicians, fellow researchers, and scientists across the country.

This research has been approved by the Austin Health, ACON and Thorne Harbour Ethics Committees, and we are deeply appreciative of their ongoing support for this project. This research was only possible because of competitive grant funding, and we are so grateful for funding support from NHMRC, and The University of Melbourne.

About Trans Health Research Group

The Trans Health Research team are based in the Department of Medicine, at The University of Melbourne, Australia.

We conduct research with one goal: to provide robust evidence to improve the health and wellbeing of the trans community. Every research question we ask, every project that we do, every collaboration that we start, is aligned with our goal, and must translate to better outcomes for our community.

Our research covers three priority areas – gender affirming hormone therapy (GAHT), mental health and wellbeing, and health care service delivery. Our research findings have been translated into health and wellbeing programs, treatment guidelines, and health policy.

While research is our core focus, we are also advocates and passionate speakers and routinely provide consultation and trans health educational training to health care professionals, government, and community organisations nationwide.

Trans Health Research place a strong focus on community co-designed and trans-led research. Our team includes trans men, trans women, non-binary people, and cisgender allies.

Contact Information

Trans Health Research Group

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Trans man with his colleague. *Drs Producoes, iStock*.

Key Findings

A total of 807 trans and gender diverse people completed this 2024 Australian national survey.

Compared to the Australian general population, this sample of trans people experienced:

1.4 x more likely to have a tertiary qualification.
4 x higher rate of unemployment.
3 x higher rate of long-term unemployment (>12 months).

Of those who were currently working:

1 in 5 (19%) were working multiple jobs out of necessity.
1 in 5 (21%) were working in a job below their skill level.
1 in 6 (18%) wanted and were available to work more hours than they were currently working.
9 in 10 (88%) 'agreed' or 'strongly agreed' that they were treated fairly and respectfully by their supervisor/s.
9 in 10 (89%) 'agree' or 'strongly agreed' that they were treated fairly and respectfully by their coworkers.

In the previous 12 months:

1 in 17 (6%) had been unfairly looked over or not hired for a job.
1 in 17 (6%) had been physically threatened, harassed, or assaulted at work.
1 in 14 (7%) had left a job because they did not feel safe.

Trans and gender diverse (trans): People who have a gender different to the gender presumed and recorded for them at birth. It is a broad umbrella term inclusive of a large range of genders including trans man, trans woman, non-binary, genderqueer, genderfluid, agender, Sistergirl, Brotherboy, and more. More key definitions can be found [here](#).

Project Background

Trans and gender diverse people consistently report unemployment rates at 3 – 4 times higher than the Australian general population. However, there has been little research focused on understanding the barriers that trans people in Australia experience to gaining and maintaining employment, nor their experiences in the workforce.

To address this research gap, an online survey focused on employment experiences was open for completion between 1 May 2024 and 31 May 2024 to anyone:

- With a gender that is different to what was presumed for them at birth (trans or gender diverse).
- Currently living in Australia.
- Aged 16 years or older.

This survey was conducted as part of the larger TRANSform Project. TRANSform is an ongoing research project that aims to produce priority-based and community-led research to improve the health and wellbeing of trans communities.

Design of this survey was led by researchers with lived experience and expertise as trans and gender diverse people, with input from ACON and other community members, as well as cisgender clinicians with extensive experience in trans health.

Survey questions with fixed-option responses are included, where relevant throughout the report. Respondent quotes that are used throughout the report were in response to a single free-text survey question “Is there anything else you would like to share in relation to your employment experiences?” Notably, while some of the statistics presented in this report indicate that only a minority of trans and gender diverse people report negative experiences for each of the respective survey items, the respondent quotes were predominantly negative. This is likely in part due to negativity bias, with negative experiences often had a profound and lasting impact on the individuals. This highlights the importance of providing space for trans and gender diverse people to tell their stories. Names featured in this report are pseudonyms, to protect the privacy of respondents.

The study received ethical and governance approval by the Austin Health Human Research Ethics Committee (Reference Number HREC/57155/Austin-2019), ACON Research Ethics Review Committee (Reference Number 2020/03) and the Thorne Harbor Health Community Research Endorsement Panel (Reference Number THH/CREP 20-006).



Two employees in a warehouse. *David Tett*.

Statistics included in this report are descriptive only and intended to provide a broad overview of trans and gender diverse people's employment experiences in Australia.

For more detailed information about the study methods and/or additional data analysis, please contact the TRANSform research team:
transform-research@unimelb.edu.au.



Trans woman working at her restaurant. *Valeria Blanc, iStock*.

Survey Respondents

Of 807 respondents:

286 (36%) were trans women.

242 (30%) were trans men.

271 (34%) were non-binary or gender diverse people.

5 (<1%) were people with a culturally-specific gender identity. 681 (84%) were born in Australia.

658 (82%) lived in a metropolitan area.

415 (51%) had a diagnosed disability or chronic health condition.

33 (4%) were Aboriginal and/or Torres Strait Islander.

Age range was 16 – 79 years.

Median age was 33 years.

“I have taken the issue of transphobic actions of my colleagues to my manager and to the executive level with no action. I was made to feel like I was being ridiculous to demand the basic respect of use of correct pronouns and language.”

—Avery, non-binary.

“I still work at the workplace at which I came out for the first time. I was blown away by how supportive my co-workers were, from the most junior to the most senior employees.”

—Harry, trans man.



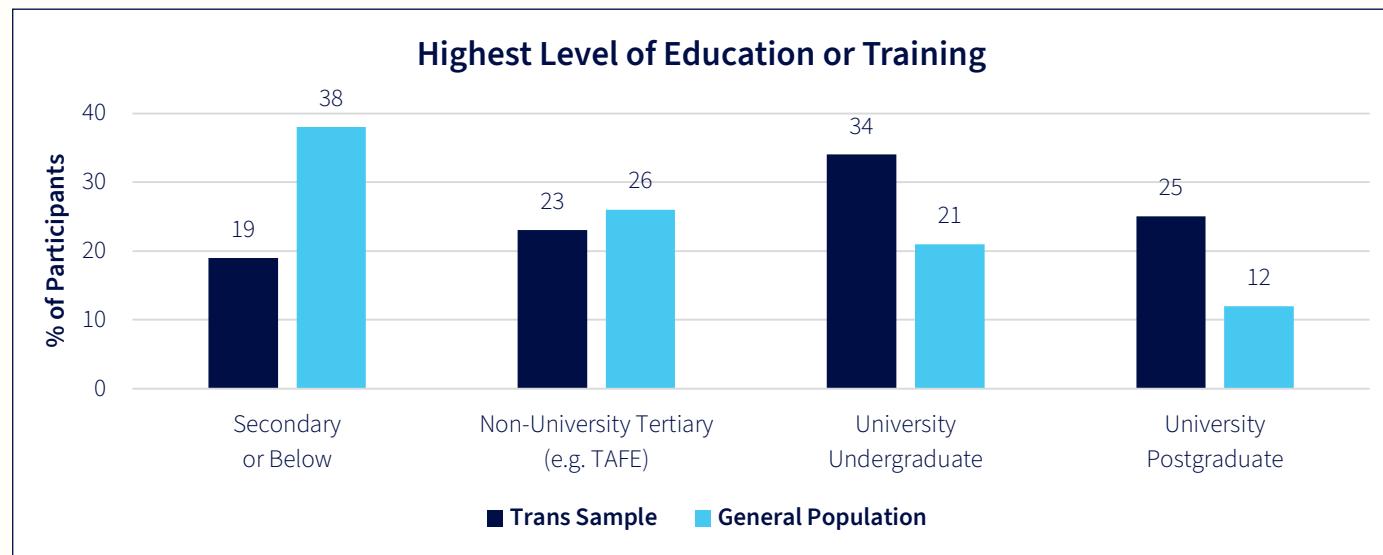
“Every job I’ve worked where co-workers knew I was trans, I’ve been treated terribly, overlooked for promotions, worked terrible hours, doing the worst tasks in the job while everyone else worked the better tasks, and being left out of work events. My current job no one knows I’m trans (not even employers) and I was promoted almost instantly and praised for my work and treated very well.”

–Jack, trans man.

Education and Training

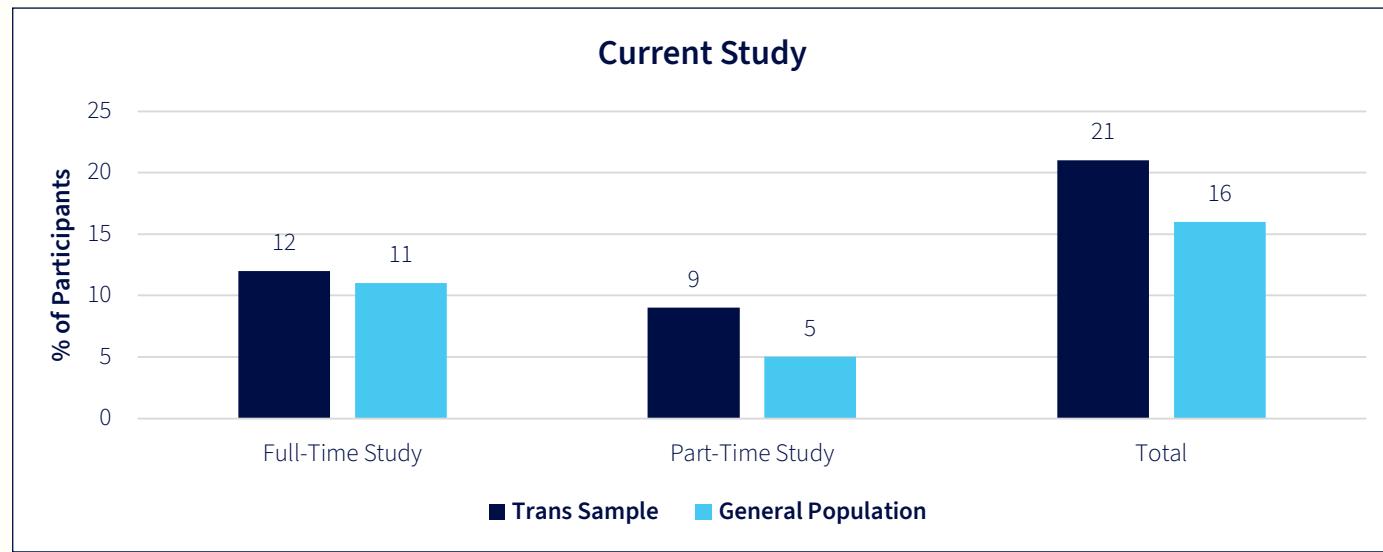
Highest educational attainment refers to the highest achievement a person has attained in any area of formal study. In this survey, respondents were asked *“What is the highest level of education that you have completed?”* and if they were currently studying.

4 in 5 (82%) had a tertiary qualification, compared to 59% of the Australian general population.



Source: General population data (15-74 years) is from May 2024, as reported by the [Australian Bureau of Statistics](#).

1 in 5 (21%) were currently studying, compared to 16% of the Australian general population.



Source: General population data (15-74 years) is from May 2024, as reported by the [Australian Bureau of Statistics](#).



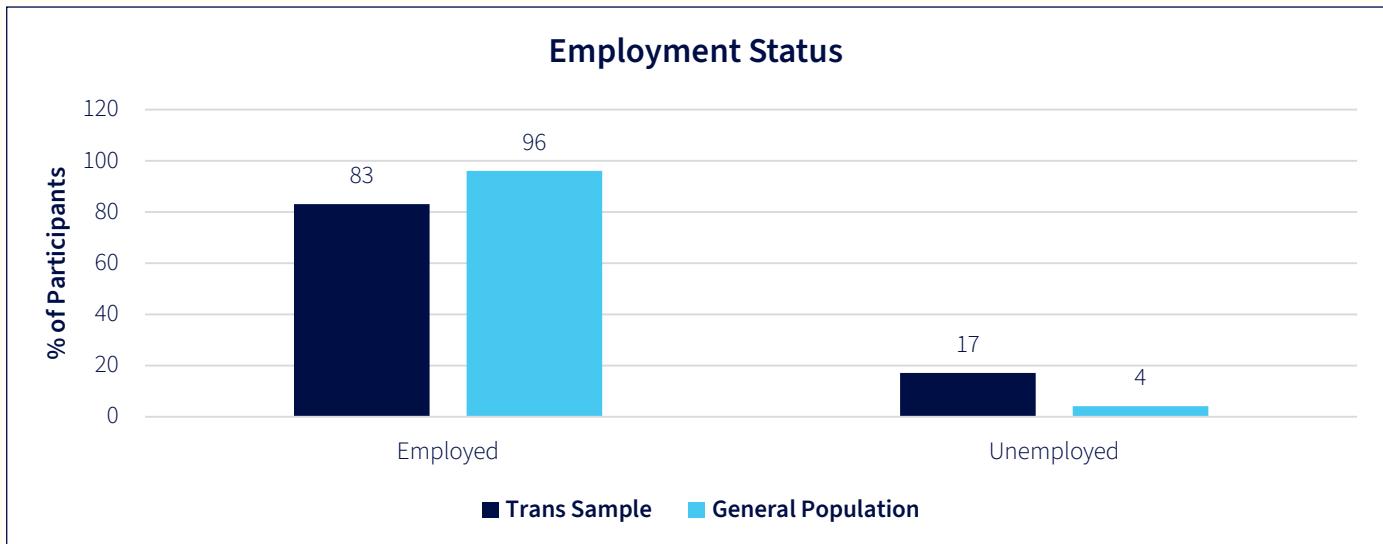
Trans woman in her office. staticnak1983, iStock.

Employment Status

The labour force framework can be used to categorise people into three mutually exclusive categories: employed; unemployed; and not in the labour force. Employed people worked at least one hour in the reference period, unemployed people are those who are actively looking for and available to work, and people who are not in the labour force include those who are retired, performing house duties or caring for children or an ill or disabled person, and those who have illness, injury, or disability that make it so they are unable to work.

To determine labour force status, survey respondents were asked “*What best describes your current employment status?*” Respondents who indicated they were working full-time, part-time, or casually were categorised as ‘employed’ (69% of total sample), respondents who indicated they were ‘unemployed’ (and did not also indicate they were retired), were categorised as ‘unemployed’ (14% of total sample). Respondents who did not indicate they were working or unemployed, were categorised as ‘not in the workforce’ (17% of total sample). Rates of employment and unemployment were calculated from the total number of people who were actively in the labour force (i.e. excluding those who were not in the labour force).

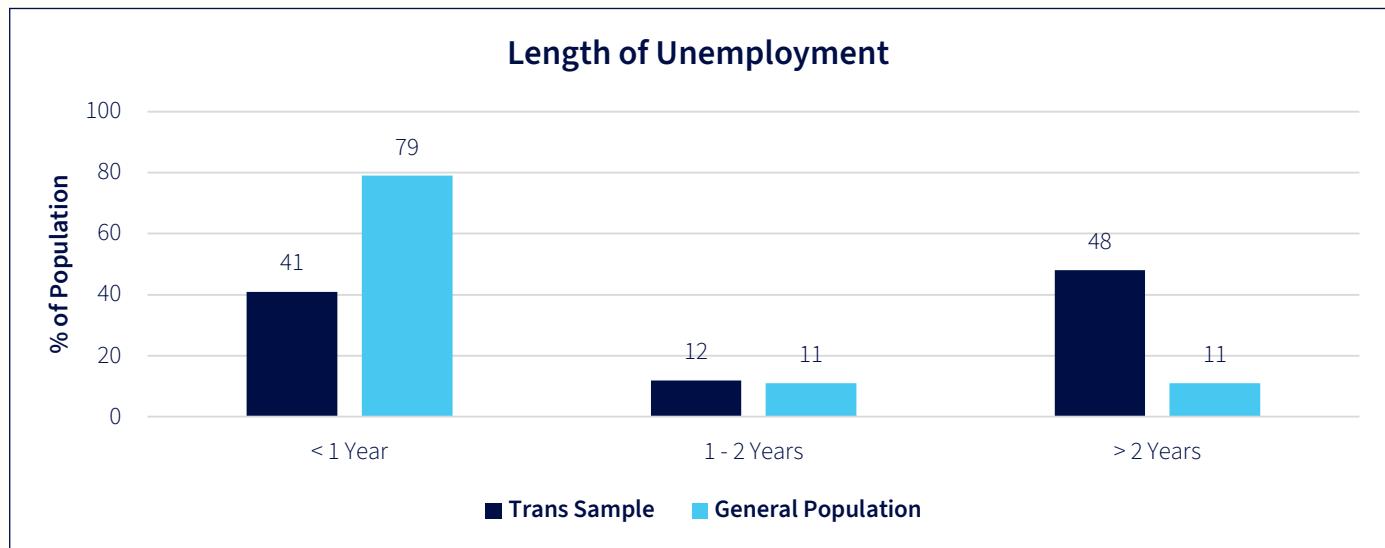
1 in 6 (17%) were unemployed, compared to 4% of the Australian general population.



Source: General population data (15-74 years) is from May 2024, as reported by the Australian Bureau of Statistics.

In Australia, long-term unemployment is defined as being unemployed for 1 year or more, and very long-term unemployment is defined as being unemployed for 2 years or more. In this survey, respondents who were currently unemployed, were asked “*How long have you been unemployed?*”

3 in 5 (60%) of those who were unemployed had been unemployed for more than 1 year, compared to 22% of the Australian general population.



Source: General population data (15-74 years) is from June 2023, as reported by the [Australian Bureau of Statistics](#).



Stressed trans woman. *Gender Spectrum Collection*.

“I haven’t been employed or seriously sought employment since transitioning, due to a combination of fear of discrimination and deteriorating mental health from the climate of anti-trans hostility.”

–Abbie, trans woman.

“I have been unable to work for over a year due to [post-traumatic stress disorder] from burnout, stress, bullying, and transphobia at my previous job.”

–Jethro, trans man.



Gender non-conforming factory worker. *mediaphotos*.

“I turned down a job offer due to not feeling safe as a trans person. They knew I was trans but there were red flags that didn’t make me feel confident I would be safe in the organisation.”

–Austin, trans man.

“I didn’t get my first job until after I had legally changed my name... My legal birth name/sex was a huge barrier to finding employment and getting started with life.”

–Craig, trans man.

Underemployment

Underemployment refers to employed people who have either had their work hours reduced, or were available to work more hours than they usually work. In May 2024, the Australian Bureau of Statistics reported a national underemployment rate of 6.7%.

In this survey, respondents who were currently working were asked “*Are you currently experiencing any of the following types of underemployment?*” with one of the response options being “*You want and are available to work more hours than you currently work.*”

Of those who were currently working;

1 in 6 (18%) wanted and were available to work more hours than they were currently working, compared to 6.7% of the Australian general population.

Additionally, based on previous research indicating trans and gender diverse people in Australia report high levels of education and high levels of unemployment, and high rates of long term health consequences following COVID-19 illness, respondents were offered two other options, as potential forms of underemployment; “*You are working in a job below your skill level*” and “*Your work opportunities have been reduced because of COVID-19 precautions or policy.*”

1 in 5 (21%) were working in a job below their skill level.

1 in 33 (3%) had experienced reductions in work opportunities because of COVID-19 precautions or policies.

“I am long-time employed with same employer. I have not experienced any direct discrimination, however, I do feel my self-consciousness in [my] voice has hindered self-confidence in leadership roles and that in turn has impacted on promotion opportunities.”

–Lacey, trans woman.

“[I was] made redundant for unrelated reasons prior to coming out, [and am] finding it hard to return to work. All my professional contacts don’t know me as I am.”

–Jessica, trans woman.

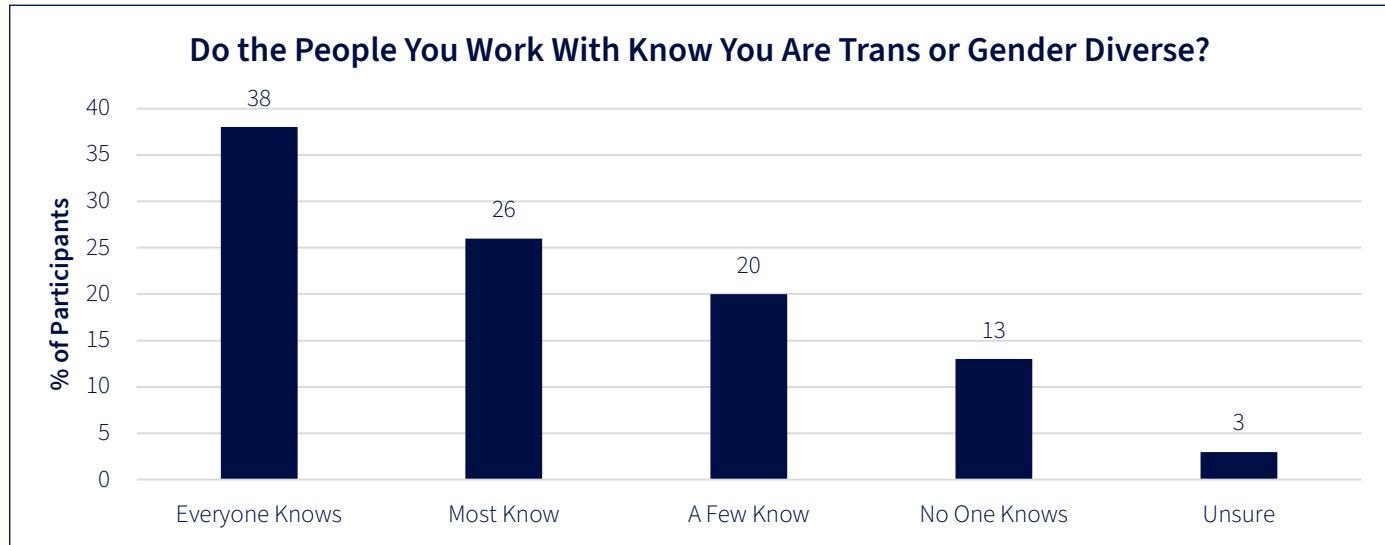
“Anti-trans attitudes used to be a lot more prevalent 15-20+ years ago. This general climate certainly affected my confidence in applying for more skilled jobs after I graduated from [university], and advocating for myself at university and [in] the jobs I did get. I spent a lot of energy surviving and trying not to be noticed, which certainly impacted my capacity to create and build on life opportunities. I worked mostly in low-skilled jobs and have always been employed casually or with short-term contracts.”

–Andy, non-binary.

Being 'Out' in the Workplace

Survey respondents who were currently working were asked “*In your main job, do the people you work with know you are trans or gender diverse?*”

4 in 5 (84%) reported that ‘a few’, ‘most’ or ‘all’ the people they worked with knew they were trans or gender diverse, while 1 in 8 (13%) reported no one they worked with knew.



Note: Respondents who indicated that they do not work with other people have been excluded from this analysis.



Transmasculine person. Shingi Rice, Adobe Stock.

“[I] intentionally delayed looking seriously for work until after my name change had gone through and I'd been on [testosterone] for a little while. I had a huge amount of anxiety around having to disclose my trans status to an employer (or potential employer) and around being taken seriously based on whether I passed.”

–Alfie, non-binary.

“No one at my employment knows, and I do this because I don't like how people would see me different if I was out.”

–Jonathan, trans man.

“As a leader in education, I was ‘strongly advised’, if I wanted to remain in post, not to disclose/discuss my non-binary status.”

–Sara, non-binary.



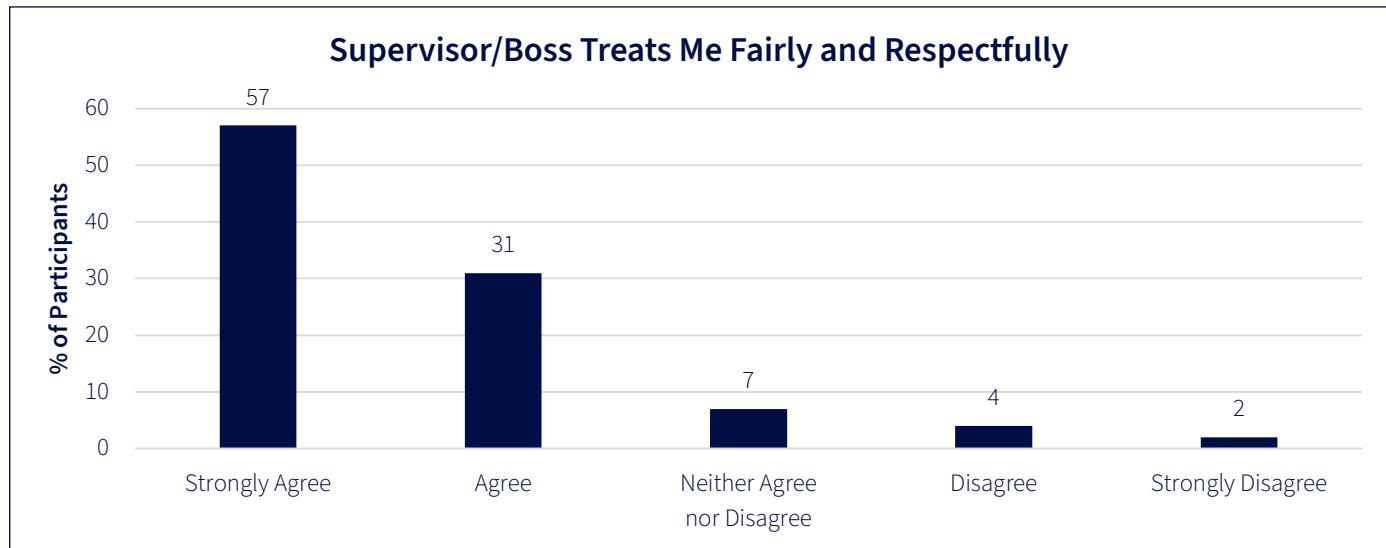
“I work in a trans-focused workplace, where I feel very valued as a trans person.”

–Rain, non-binary.

Experiences with Supervisors

Survey respondents who were currently working were asked to indicate the degree to which they agreed with the statement *“In my main job, my supervisor/boss treats me fairly and respectfully.”* Being treated fairly and respectfully was illustrated with the example of *“being made to feel included and valued, and if you have socially affirmed your gender, being addressed by your correct name and pronouns.”*

9 in 10 (88%) ‘agreed’ or ‘strongly agreed’, while 1 in 17 (6%) ‘disagreed’ or ‘strongly disagreed’ that they were treated fairly and respectfully by their supervisor/s or boss/s.



Note: People who indicated they did not have a supervisor/boss have been excluded from this analysis.



Trans male museum employee. O2O Creative, iStock.

“I would get asked uncomfortable personal questions (related to being trans), got misgendered by my supervisor on a daily basis, and got lots of stares when I used the men’s room.”

–Benji, trans man.

“[I was] told by my past manager in hospitality that they would not host an announcement of my initial transition about respecting my new name and pronouns, due to their fear of younger workers’ parents complaining and making them quit.”

–Alex, trans man.

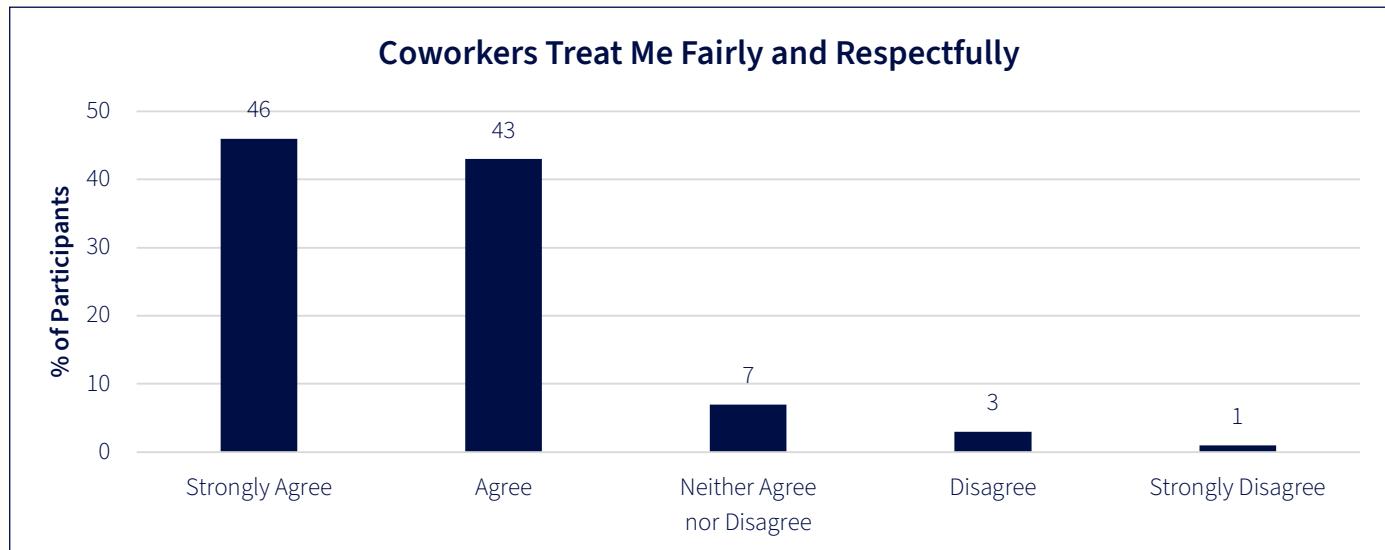
“I am the token trans [person]. The president outs me often to strangers to show me off as their pet diversity hire.”

–Oliver, trans man.

Experiences with Coworkers

Survey respondents who were currently working were asked to indicate the degree to which they agreed with the statement *“In my main job, my coworkers treat me fairly and respectfully.”* Being treated fairly and respectfully was illustrated with the example of *“being made to feel included and valued, and if you have socially affirmed your gender, being addressed by your correct name and pronouns.”*

9 in 10 (89%) ‘agree’ or ‘strongly agree’, while 1 in 25 (4%) ‘disagreed’ or ‘strongly disagreed’ that they were treated fairly and respectfully by their coworkers.



Note: Respondents who indicated they did not have coworkers have been excluded from this analysis.

“I have worked at a small retail business for 11 years. My boss [and] coworkers are all very supportive. I’ve only been asked a couple of questions, which I felt were asked respectfully.”

–Owen, trans man.

“I lost both of my last two jobs due to anti-trans sentiment and a person who has harassed myself, my family, and my employers due to my identity. She has made claims about me ‘recruiting’ young people to queerness and has had two working with children check investigations against me. Despite her claims being proven false, it has become untenable to continue to work in the industry.”

–Jamie, non-binary.

“I have had some fairly uncomfortable conversations with coworkers that include incredibly invasive questions or coworkers disclosing transphobic opinions about members of the community that are less conformist than myself.”

–Aaron, trans man.

“Although I don’t really experience discrimination directed [at] me, I often see my colleagues being incredibly transphobic to other trans people, which is very distressing.”

–Anika, trans woman.

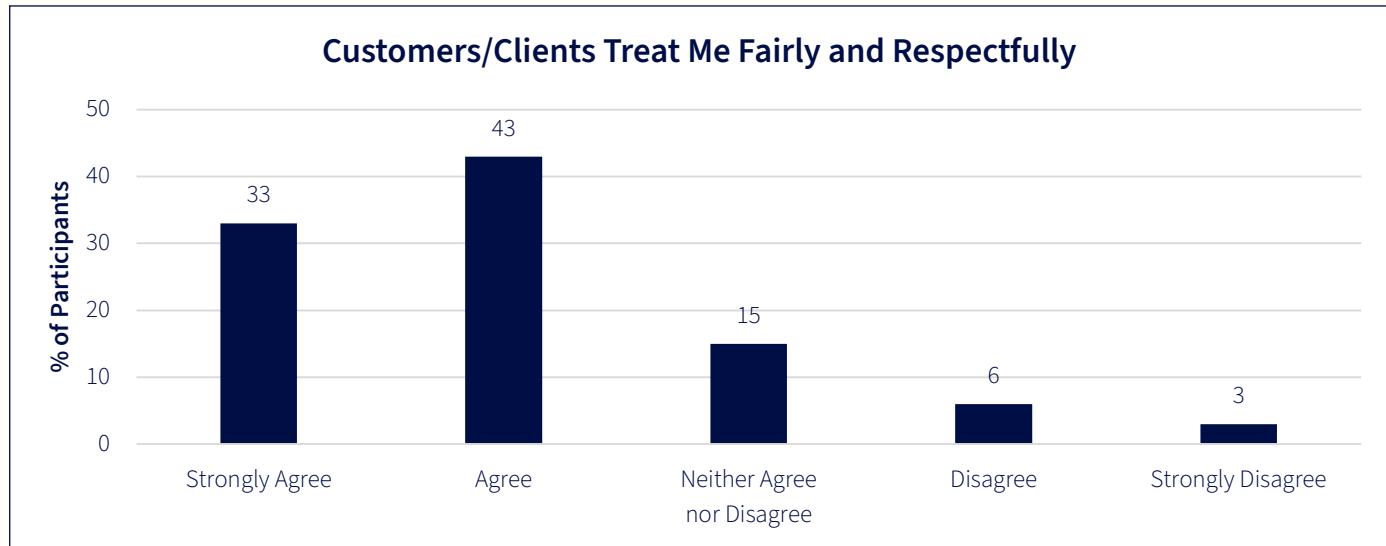
“[My] coworkers refused to use my pronouns because it was ‘political.’”

–Lauren, trans woman.

Experiences with Customers and Clients

Survey respondents who were currently working were asked to indicate the degree to which they agreed with the statement *“In my main job, my customers/clients treat me fairly and respectfully.”* Being treated fairly and respectfully was illustrated with the example of *“if you have socially affirmed your gender, being addressed by your correct name and pronouns.”*

3 in 4 (76%) ‘agree’ or ‘strongly agreed’, while 1 in 10 (9%) disagreed’ or ‘strongly disagreed’ that they were treated fairly and respectfully by customers or clients.



Note: People who indicated they did not have customers/clients have been excluded from this analysis.



Trans woman working in a kitchen. FG Trade, iStock.

“My employer has received complaints from the community about having a transgender employee, demanding I be fired, but they have ignored these.”

–Stephanie, trans woman.

“[A] customer repeatedly harassed me for being trans and... [my] boss told me to ‘suck it up’, and ‘this is retail’. [I] went above him and got moved to a different store.”

–Ari, trans man.

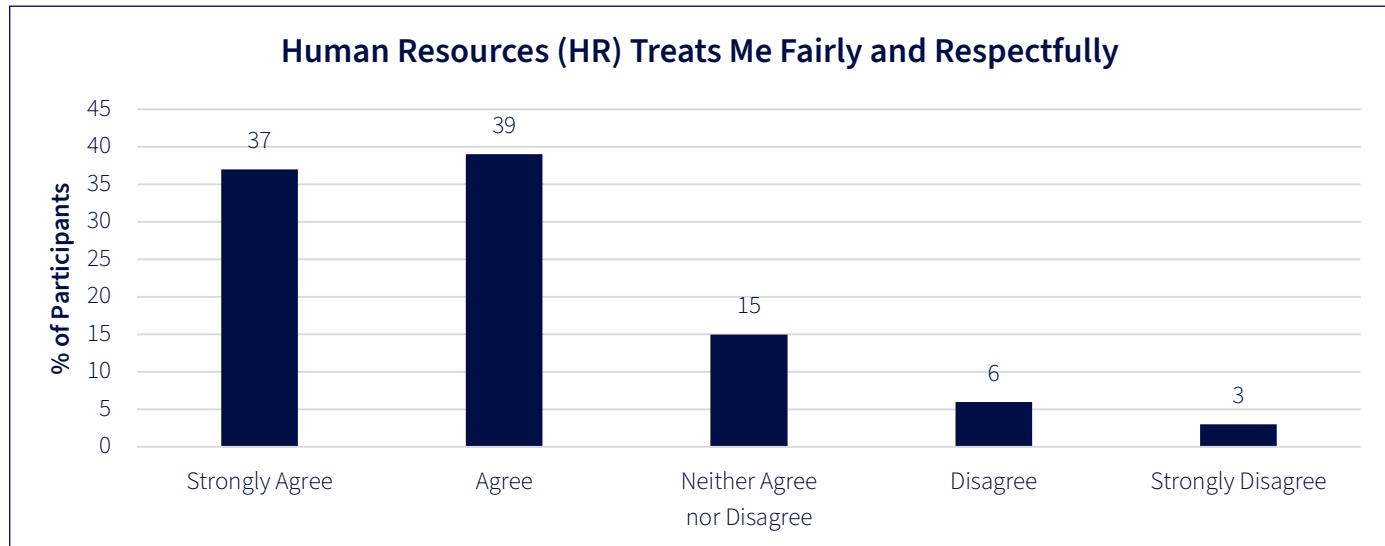
“[I am] currently out to staff but not to clients, as I work in aged care.”

–Raphael, non-binary.

Experiences with Human Resources (HR)

Survey respondents who were currently working were asked to indicate the degree to which they agreed with the statement *“In my main job, Human Resources (HR) treats me fairly and respectfully.”* Being treated fairly and respectfully was illustrated with the example of *“being made to feel included and valued, and if you have socially affirmed your gender, being addressed by your correct name and pronouns.”*

3 in 4 (76%) ‘agree’ or ‘strongly agreed’, while 1 in 11 (9%) ‘disagreed’ or ‘strongly disagreed’ that they were treated fairly and respectfully by human resources.



Note: People who indicated they did not have HR have been excluded from this analysis.

“I had a coworker who would consistently misgender me to my face, to other coworkers, and in front of guests, no matter how many times I corrected her.... When I tried to report her to HR, they did nothing in an official capacity except make her apologise to me.”

–Lenny, non-binary.

“Everyone knows I am trans due to HR and management disclosing against my will.”

–Noah, culturally specific identity.

“I have been outed in a job interview group/panel by a prospective employer.”

–Devon, trans man.

“[I] have had trouble getting preferred name used on ID cards, even though other people were allowed to use nicknames or variations on their name.”

–Calvin, trans man.

“HR do not take instances of deadnaming or misgendering seriously, taking months to respond to incidents and palming off with a ‘they didn’t know.’”

–Robin, non-binary.

Trans woman with her colleagues at lunch. *Getty Images, Unsplash.*



“I have been very fortunate to find work with a small and extremely inclusive community organisation that supports me unequivocally as a disabled and gender diverse person.”

—Gia, trans woman.

Workplace Discrimination

All survey respondents were asked whether they had been “*unfairly looked over or not hired for a job*”, “*unfairly dismissed or fired from a job*”, and “*unfairly denied a promotion, raise or work opportunities*” “due to anti-trans discrimination?” in the previous 12 months.

1 in 17 (6%) had been unfairly looked over or not hired for a job.

1 in 25 (4%) had been unfairly denied a promotion, raise or work opportunities.

1 in 50 (2%) had been unfairly dismissed or fired from a job.

“[The] owner/manager was very hostile towards me and pointedly refused to allow me to continue working in any physical areas or projects that were ‘for women’. This eventually led to an unfair dismissal case where the mediator was stunned by his behaviour and remarked privately to me on the transphobia involved.”

–Ava, trans woman.

“[I] was subjected to transphobic harassment from my manager. She outed me in front of colleagues and used my deadname, which she had discovered through the police check that I completed when being recruited. I made a complaint, which caused an in-house HR investigation. HR claimed that the investigation had shown there had been no wrongdoing. I made a separate complaint to WorkSafe, so they did an independent investigation, and they found that my claim was substantiated and that I was entitled to compensation. However, the process to apply for compensation was so convoluted and stressful that I gave up.”

–Zachariah, trans man.

“[After gender-affirming surgery] I had a valid reduced capacity assessment from a GP and my surgeon. The ultimatum given to me by my manager was [that] I sit at home on unpaid leave, or come back to work at full capacity.”

–Rob, trans man.

“I had a supervisor that asked about my life, and when I told him I was transgender... he took all my jobs off me, then proceeded to tell senior management I wasn’t doing the job I was employed to do. I felt threatened and put my notice in, but [they] told me to leave straight away.”

–Tracey, trans woman.

“I was once fired for my ‘bad attitude’ immediately after the bosses found out I was trans from a coworker, when they had not given any indication of being unsatisfied with my performance prior.”

–Blair, non-binary.

Workplace Harassment and Assault

All survey respondents were asked about “*Have you been physically threatened, harassed, or assaulted at work, due to being trans?*” and “*Have you been sexually threatened, harassed, or assaulted at work, due to being trans?*” in the previous 12 months.

1 in 17 (6%) had been physically threatened, harassed, or assaulted at work.

1 in 33 (3%) had been sexually threatened, harassed, or assaulted at work.

“I have had experiences that are hard to differentiate as either harassment or ‘boys being boys’ because I don’t have a good handle on how some cis[gender] men interact with each other. For example, a male coworker repeatedly pressing against my back and bum instead of stepping around me to reach something, and telling me to ‘meet me in the cool room’. If he was doing this to a woman I would immediately identify it as harassment, but to another man it might seem normal or funny.”

–Gabe, trans man.

“I’ve... experienced homophobic physical and verbal abuse and discrimination in the workplace, without people knowing I’m transgender... It would be a whole lot worse if they found out I was trans as well. I often lived in fear.”

–Aiden, trans man.

“[I am a] freelancer musician. [I] was stalked by a fan.”

–Alessandra, trans woman.

Feeling Unsafe in the Workplace

All survey respondents were asked “*Have you left a job because you did not feel safe?*” and “*Have you worked somewhere you felt unsafe, but you did not have the option to leave?*” in the previous 12 months

1 in 14 (7%) had left a job because they did not feel safe.

1 in 17 (6%) had worked somewhere they felt unsafe, but they did not have the option to leave.

“I previously left a workplace where there was a lot of anti-trans talk that was overlooked (in social settings, at after-work drinks, in the lunch room, et cetera.). Management/leadership allowed this to occur and didn’t speak up, and offenders were allowed to continue.... it was easier to leave than bring issues to HR.”

–Veronica, non-binary.

“I am currently working from home because I don’t feel safe in the office where I work.”

–Blake, trans man.

Recommendations

This research demonstrates high rates of underemployment and unemployment amongst trans and gender diverse people in Australia. While a majority felt they were treated fairly and respectfully in the workplace, poor treatment and experiences of workplace discrimination, harassment and assault were common.

These findings highlight the urgent need to reduce the barriers trans and gender diverse people experience to gaining and maintaining employment and improve their workforce experiences and outcomes.



Paediatrician and patient. *sturti, iStock.*



Warehouse worker. *David Tett.*

Strategies to Target Trans Employment Disparities

Commonwealth and state governments must commit to reducing employment disparities experienced by trans and gender diverse communities, through a targeted response that addresses the driving factors for this disparity, including discrimination.

Stronger workplace protections and enforcement. Ensure anti-discrimination laws are upheld, HR processes are accountable, and reporting systems for harassment or unfair treatment are trans-inclusive, safe, accessible, and effective.

Reducing discrimination. Commit to increasing awareness of trans people's employment experiences, highlighting barriers to gaining and maintaining employment.

Targeted employment and skills programs. Ensure trans-inclusive and/or trans-specific employment programs are available to support trans people in gaining and maintaining employment. These services should recognise the unique barriers that trans people experience in the workforce and support them accordingly. Trans people experience high rates of neurodivergence, disability and chronic health conditions, compared to the general population. Targeted employment and skills programs should therefore also recognise these intersectional experiences and identities.

Workplace rights literacy. Work with trans community stakeholders to improve workplace discrimination and rights literacy amongst trans people.



Trans female hairdresser with her client. *Igor Aleksander, iStock*.

Trans-Inclusive Workplace Cultures

All trans and gender diverse people should have a safe and affirming employment experiences.

Inclusive workplace initiatives. Workplaces should mandate regular relevant and appropriate training and education around trans-inclusion, to equip staff with the tools to be active allies.

Inclusive workplace systems and spaces. Workplaces should ensure that systems and spaces are inclusive and safe for trans staff. This may include allowing for diverse gender options and chosen names in staff records, having all-gender bathrooms, and removing gendered clothing expectations.

Visible allyship. Workplaces should encourage a meaningful and ongoing culture of inclusion, such as visual signs of inclusion (e.g. trans flags, posters), creating support groups for LGBTIQA+ staff and allies, and marking trans days of significance (e.g. IDAHOBIT, Trans Day of Visibility). In public-facing workplaces, such as hospitality and retail, visible allyship can also serve to reduce risk of harassment or discrimination from clients/customers.

Gender affirmation support plans. Workplaces should have a gender affirmation support plan for trans and gender diverse staff that aligns with best-practice.

Legislation-aligned policies. Workplaces should commit to a zero-tolerance policy for gender-based discrimination and harassment, with clear response pathways that align with current anti-discrimination legislation.

Complaint and support pathways. Workplaces should provide easily accessible information about complaints pathways and support options to all staff.

Trans-Inclusive Research and Evaluation

Researchers must ensure future employment research accurately and meaningful includes trans and gender diverse people.

Sex and gender data. All research should be inclusive of trans and gender diverse people, including utilisation of the two-step approach to collecting sex recorded at birth and gender, as recommended by the Australian Bureau of Statistics, National Health and Medical Research Council and the Medical Research Future Fund, and Trans Health Research guidelines.

Community co-design. All employment research should be co-designed with community members with lived/living experience, including trans and gender diverse people.

Intervention evaluation. Research that evaluates experiences and outcomes of different models of interventions and pathways, should be inclusive of trans and gender diverse people, to ensure interventions and pathways are appropriate and meeting the unique needs of this population.

“My employer allows pronouns on email signatures, and has rainbow tick. However, my program manager has never used my correct pronouns.”

–Ian, non-binary.

“I’m lucky to be with my current employer who has clear anti-discrimination guidelines and several gender diverse employees.”

–Jasper, trans man.

“Employers need to have updated training for all of the rainbow community.”

–Aurora, trans woman.



Trans man working from home. *Annie, Adobe Stock.*



Trans female beautician. *Press Master.*

Additional Resources

For Trans and Gender Diverse People

Navigating the workplace. Information by and for trans people, from TransHub.

LGBTI Jobs. National LGBTI job board connecting graduates and jobseekers with organisations actively engaged in LGBTI inclusion initiatives.

Rainbow WISE Employment Program. LGBTIQA+ tailored employment program for job seekers, available in Adelaide, Melbourne, and Sydney.

Fitted For Work. Job seeking support service for women, non-binary, and gender-diverse people, including help finding gender-affirming professional clothing. They operate nationally and have offices in Melbourne and Sydney.

For Workplaces

Key Definitions. A list of commonly used terms.

The Being Valued Toolkit: Creating Safer and More Inclusive Workplaces for LGBTIQA+ Victorians. A LGBTIQA+-led guide, that includes practical strategies, policy guidance, and resources to prevent gendered workplace violence, by Transgender Victoria, Your Community Health and Worksafe Victoria.

Pride in Diversity. This ACON initiative offers Inclusion training for employers and has a list of LGBTIQA+-inclusive employers.

Respect@Work. Information on training for employers, non-binary inclusion in the workplace, and gender affirmation policies, made in collaboration between unions, employers, and employer associations.

For Researchers

Including trans people in research guidelines. Written and video guidelines on how to include trans and gender diverse people in research using the two-step process for collecting data on sex recorded at birth and gender, by Trans Health Research.

Trans Research Resources. Information about ethical research with trans and gender diverse people, LGBTIQA+ Research Ethics Committees, and key Australian trans health research publications.

2025 AWEI Employee Survey. A research report on trans and gender diverse inclusion, by the Australian Workplace Equality Index and Pride in Diversity.

#SpeakingOut@Work. A research report on sexual harassment of LGBTIQA+ young people in the workplace, by the Australian National Organisation for Women's Safety.

Trans woman with her colleagues. *Don Wu, iStock*.



“Although my current employer has no formal policies in place... the workplace is a “trans positive workplace” that embraces diversity and equity, through inclusion and belonging. With the motto ‘action is louder than paper policy’, my employer is truly an example for trans inclusiveness.”

–Ashley, trans woman.