

# NSW BAR ASSOCIATION

## LGBTQIA+ PRINCIPLES ON INCLUSIVENESS



Acknowledging that lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual (LGBTQIA+) barristers:

- (a) possess attributes and legal skills for pursuing excellence in legal practice and the administration of justice;
- (b) reflect diverse perspectives, backgrounds and experiences which are valued and encouraged;
- (c) make significant contributions to the work, life and good reputation of the NSW bar and the community served by it;
- (d) derive benefit from existing standards, including the NSW Bar Association's Diversity and Equity Policy and its Best Practice Guidelines, as well as the Law Council of Australia's National Model Gender Equitable Briefing Policy; and
- (e) face unique challenges in bringing all of themselves to work, including exclusion, invisibility, homophobia or transphobia, prejudice, bias and stigma within the legal profession.

LGBTQIA+ barristers are entitled to:

1. enjoy all of their human rights, including liberty and security, equality, recognition as a person, work, family, health, education, cultural life, privacy, and the freedoms of thought, information and expression;
2. have the support of and collegial co-operation from the Association, all chambers/floors, individual members and staff;
3. participate in all aspects of their work life, to be treated fairly and honourably with dignity and respect, and to enjoy the opportunity to develop their full potential;
4. an open, healthy, harmonious and productive professional environment in which everyone feels welcome, safe and included, provides equitable access to employment opportunities, and ensures protection from discrimination, bullying, harassment and other forms of ill-treatment;
5. a workplace culture which facilitates LGBTQIA+ visibility and representation, such as the use of inclusive language and behaviour. Inclusive language includes respect for the pronouns individuals wish to use within the workplace and a consciousness to not misgender people;<sup>i</sup>
6. contribute to the creation and implementation of policies, procedures, strategies and other initiatives which implement practical and effective measures of positive support and assistance for LGBTQIA+ barristers, including ensuring their good mental health and wellbeing;
7. allies, role models and leaders who foster, champion and actively monitor progress towards LGBTQIA+ diversity and inclusion at all levels and address any areas of specific need;
8. equal access to resources, including regular education and training which furthers their professional development or promotes LGBTQIA+ issues and interests;
9. raise any concerns that they have suffered any form of unlawful conduct or ill-treatment, including discrimination, harassment, vilification and victimisation, through all available grievance handling procedures; and
10. have complaints treated seriously, expeditiously and where possible confidentially, with corrective action being taken against accountable individuals or entities where appropriate.

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<sup>i</sup> For guidance and examples of using inclusive language which respect gender and sexual diversity as well as pronoun choice, see the Australian Government's Style Manual: <https://www.stylemanual.gov.au>.