



Transitional Justice
transjustice.io

June 7, 2023

Business Coalition for Transgender Equality

CALL TO ACTION

Now is a time of unprecedented challenges for the transgender community. Across the nation, we are witnessing an alarming wave of legislation that seeks to marginalize and discriminate against transgender individuals, forcing many to consider relocating from their homes and communities in search of safer, more inclusive environments.

At Transitional Justice, we believe in the inherent dignity and worth of all individuals, and we are committed to fostering an environment that is inclusive, supportive, and respectful of all people, regardless of their gender identity.

In light of the current situation, we are calling on businesses across the nation to join us in standing up for the rights and well-being of the transgender community. We are asking companies to commit to the following actions and publicly pledge their commitment to these initiatives:

Prioritization for Transgender Employees Seeking to Relocate

Prioritize requests from employees who identify as transgender and are seeking to move from a branch in a state with discriminatory legislation to a branch in a state with sanctuary legislation.

Extra Consideration for Transgender Applicants

Consider transgender applicants as a valuable addition to your workforce, representing diversity, equity, and inclusion.

Moving Stipends

Provide a moving stipend for transgender employees who are relocating due to discriminatory legislation.

Inclusive Insurance Policies

Offer insurance policies that cover gender-related healthcare needs for employees and their families, including children. This includes coverage for therapy, hormone blockers, hormone replacement therapy, and surgeries.

Pronoun Displays

Support the display of pronouns in email signatures and other forms of company-wide communication.

Gender Neutral Bathrooms

Provide gender-neutral bathrooms in your facilities.

Equal Parental Leave Policies

Establish clear parental leave policies that provide equal rights for LGBTQ employees.

Gender-Neutral Language

Use gender-neutral language in manuals and other workplace materials.

Non-Discrimination Policies

Implement non-discrimination policies that explicitly include gender identity.

We invite you to join us in this commitment by publicly pledging your company's support for these initiatives. To make your pledge, please sign this letter and share it on your company's website and social media platforms.

By committing to these actions, we can create a more inclusive and supportive environment for the transgender community. We believe that businesses have a crucial role to play in promoting equality and justice, and we hope that you will join us in this important endeavor.

Thank you for your consideration.

Sincerely,

Lee Zuvanich
Founder & President
Transitional Justice
lee@transjustice.io

Business Coalition for Transgender Equality June 7, 2023 Public Pledge

We, **ABC Company**, pledge to uphold the principles and actions outlined in this letter. We stand with the transgender community and commit to fostering an inclusive and supportive environment for all.

Signed,



John Doe
CEO
ABC Company