

The Declaration of Dordrecht 'Call to Action'

Transgender persons are an existent and enriching part of modern society; an asset to our diversity. They are colleagues, managers, co-workers, clients and customers. Being aware of the difficulties many transgender persons still face, particularly in employment, TNN confirms our commitment to transgender employees and sets the following points forward to guide employers in doing the same:

- 1.** Everyone has the right to decent and productive work, to just and favourable working conditions and to protection against unemployment, without discrimination on the basis of gender identity or gender expression;
- 2.** We will take all necessary administrative and other measures to eliminate and prohibit discrimination on the basis of gender identity in public and private employment, including in relation to vocational training, recruitment, promotion, dismissal, employment conditions and remuneration;
- 3.** We will eliminate any discrimination on the basis of gender identity to ensure equal employment and advancement opportunities in all areas of the organization and show leadership in promptly identifying and reacting to any of this as unacceptable behaviour;
- 4.** We will actively create safe, adequate, equal opportunity workplaces and enable all employees to comfortably express their gender identity and guarantee participation of transgender employees to organizational and social events;
- 5.** We will provide appropriate training and awareness-raising programmes to counter discriminatory attitudes;
- 6.** Organizations should identify and support leaders and decision-makers who actively strive to create transgender-inclusive working environments;
- 7.** We support transgender persons in their transition-period;
- 8.** We will not exclude transgender employees or transgender partners of an employee from insurance and other social protection measures, including employment benefits, parental leave, unemployment benefits, health insurance, care or benefits (including for body modifications related to gender identity), other social insurance, family benefits, funeral benefits, pensions and benefits with regard to the loss of support for spouses or partners as the result of illness or death;
- 9.** Together we will create and endorse policies and structures in the organization that ensures, monitors and reports the level and progress of improvement of working conditions for transgender employees, and includes them explicitly in external communication such as Annual and Corporate Responsibility Reports;
- 10.** Organizations should visibly support the improvement of working environments for their transgender employees in all the countries where they are active and seek guidance from transgender employees on measures to implement this declaration's goals and best practices.