



SIX MHA



In the workplace:

Workplace discrimination and bullying can take place in many forms including direct discrimination, indirect discrimination, harassment and victimisation. Experiencing any form of bullying, discrimination or harassment at work can make you less likely to want to go to work and more likely to experience poor mental health.

- LGBTQIA+ employees are more likely to experience conflict and harassment at work compared to their heterosexual and cisgender colleague.
- A study of more than 15,000 workers found that 40% LGBTQIA+ employees and more than 55% of trans workers experienced conflict in the workplace over the last 12 months. This is compared to 29% of heterosexual and cisgender employees.
- The same study also found that 16% of LGBTQIA+ workers and 18% of trans employees felt mentally unsafe in the workplace. This is compared to 10% of heterosexual workers.
- 19% of LGBTQIA+ employees have experienced verbal bullying from colleagues, customers or service users because of their sexual orientation in the last 5 years.
- 5% of trans employees are made to use an inappropriate toilet in the workplace, or provided with none at all, during the early stages of transition.

The reasons why there are higher rates of mental health issues among LGBTQIA+ people are complex. There are many experiences that LGBTQIA+ people will often have to deal with as a minority community, such as stigma, prejudice, and discrimination.

As a Lavazza employee you also have SIX MHA for expert care and support. We have nurses and therapists who have specialised training in the needs of people from the LGBTQIA+ community.

Email us at helpine@sixmha.org or

Call us on: 0800 880 7373

We stand with you, love is love. We are here for you



Lavazza Employee App Code – LVZ-489-754

We are here for you!



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