Coming Out in the Workplace
It is important to note that every individual’s decision and thought process about disclosing their personal identity is different and unique. We respect each individual’s ability to make the decision about whether to disclose their sexual orientation, gender, sex or any other facet of their identity. In reflection on the decision to disclose or not to disclose, it may be relevant for LGBTQA individuals to ask the following questions:

- How important is it to me to be “out” in my future or current job/career?
- What are the implications for me being “out” at work? Of being “closeted?”
- Will being “out” affect my chances of getting hired or promoted?
- Should I communicate the LGBT organizations and events in which I have been involved on my resume and in the interview?
- Will I share my relationship with my coworkers? If so, how? And, how will I react to negative responses?
- How will I deal with job-related social events where spouses/partners are invited?
- If I choose not to disclose or be “out” in the workplace, how will I deal with the related stress?
- Does the company or state have a written non-discrimination policy? Does it cover sexual orientation and/or gender identity/expression?
- Is there a LGBT employee resource group at the company?

Resources
There are a number of resources devoted to assisting and supporting LGBTQA individuals throughout the career development process.

On Campus Resources
- Pride Center – 1552 SW A Avenue | 541-737-9161 | oregonstate.edu/pridecenter/
- LGBT Outreach & Services Office – 149 Snell Hall | 541-737-5479 | oregonstate.edu/lgbtqqia/
- Counseling and Psychological Services – 5th Floor Snell Hall | 541-737-2131 | oregonstate.edu/counsel/

Online Resources
- GayJob.biz
- Simply Hired

Websites
- OSU Career Services – oregonstate.edu/career/resources-lesbian-gay-bisexual-transgender-and-questioning-students
- Penn State’s Career Services – www.vpul.upenn.edu/careerservices/LGBTguide.html