

“When a hospital takes steps to provide equitable treatment and inclusion for LGBT employees, it benefits the entire workforce.”

- Joint Commission, LGBT Field Guide



South Texas Veterans
Health Care System

LGBTQ+ Special Emphasis Program—
taking steps locally to promote
inclusion and equality!



LGBTQ+

Employee

**Special Emphasis
Program**

VA

**U.S. Department
of Veterans Affairs**

South Texas Veterans
Health Care System

Resources for LGBTQ+ Employees



OPM.GOV FAQs for Benefits
for LGBT Federal Employees



VA Office of Diversity and
Inclusion: LGBT Program



Also, find Handbook 5975.4
“Transgender Employee
Transition Guide” in VA
Publications.

For more information, contact, **LGBT
Special Emphasis Program Manager
Michele Mick (michele.mick@va.gov /
ext. 16645).**

*“VA must have a workforce
reflective of society, where
all persons are valued and
respected, so that VA
maintains the highest
quality of care to our
Veterans, including LGBT
Veterans.”*

-VA LGBT Pride Month

Memo 2016

Lesbian, gay, bisexual, and transgender (LGBT) employees are an integral part of the diverse VA workforce.

The LGBTQ+ Special Emphasis Program...

- provides education about LGBTQ+ terminology, culture, and resources
- hosts annual observances of LGBTQ+ events like Pride Month, National Coming Out Day, and the Transgender Day of Remembrance
- makes available information about federal policies and protections affecting LGBTQ+ persons
- provides guidance for making environments more welcoming and inclusive for LGBTQ+ persons and
- contributes to improving LGBTQ+ Veteran health care services.



With supervisor approval, LGBTQ+ employees may participate officially in the LGBT Special Emphasis Program. Non-LGBTQ+ employees may join as “allies.” Informal participation is also an option for employees who want to maintain their privacy.

LGBT Special Emphasis Program Manager

Michele Mick (210-617-5300, ext. 16645)

is available to assist you with...

- joining the LGBT Special Emphasis Program
- finding information the LGBTQ+ community, local resources, or VA/federal employment policies
- discussing ways to improve workplace inclusion for LGBTQ+ employees

Contact:

EEO Program Manager

Rikkita Hughes

210-617-5300,

ext. 15813

for information
about Special Emphasis

Programs for other

employee “affinity” groups.

VA Equal Employment Opportunity, Diversity and Inclusion, No FEAR,
and Whistleblower Rights and Protection Policy Statement