

Navigate to...



You are here: [Home](#) > [Home](#) > [Company Culture](#) > The Most Transgender Friendly Workplaces In America

The Most Transgender Friendly Workplaces In America



1192

709

787

In light of President Trump's recent withdrawal of Obama-era protection for transgender students who wished to use bathrooms that corresponded with their gender identities, we have identified the most LGBTQ-friendly workplaces in America. Despite institutionalized discrimination across the country, there are hundreds of companies that prioritize gender and sex equality. In fact, the 2017 Corporate Equality Index saw the largest increase in top-rated businesses in the history of the survey, with 517 employers earning perfect 100% scores. Even while America's divisive politics center around bathrooms, employers around the country are demonstrating that they value diversity of all kinds.

These are the most LGBTQ-friendly workplaces in America 🙌

CLICK TO TWEET

The Most Trans-Friendly Workplaces

Using the Corporate Equality Index, below are the companies that have the best transgender-inclusive corporate policies. This year, half of Fortune 500 companies offered transgender inclusive healthcare benefits, including surgical procedures. Some of the [earliest adopters](#) of such health insurance policies include Aetna, American Airlines, Apple, JP Morgan Chase, and Nike.

Half of Fortune 500 companies offer transgender inclusive healthcare benefits, including surgical...

CLICK TO TWEET

Apple Inc

Navigate to...



Netflix, and Google as well), called Apple “the best company yet to work for.”

READ**Advice Column: Quitting Early**

Wal-Mart

The country's largest private employer offers transgender-inclusive healthcare options. The company has also publicly opposed a bill in its home state of Arkansas that would have allowed companies to discriminate against LGBTQ people for employment or housing on religious grounds.

Chevron Corp.

Chevron put out a white paper on being transgender at Chevron in 2005— way ahead of most other companies. The whitepaper outlines what terminology to use, what being trans means, and how to support trans co-workers. In the white paper, Chevron says “Restrooms are a mundane part of life, yet this one issue seemingly causes more discussion than any other aspect of the transition...Transitioning employees will be permitted to use the facilities that correspond to their Gender Identity.”

General Motors Co

General Motors very clearly states their support of LGBT employees, saying “GM supports its lesbian, gay, bisexual, and transgender (LGBT) employees in many ways and was recently recognized by the Human Rights Campaign Foundation as one of the “Best Places to Work for LGBT Equality.”

We work to provide an environment that recognizes and embraces the diverse needs of our employees and the LGBT community. That includes an active LGBT employee group, strong relationships with external organizations and community groups, and inclusive health and domestic partner benefits.”

CVS Health Corp.

In 2014 CVS introduced a new benefit program that included a health insurance plan offering coverage for the medically necessary health care services that transgender people need, including transition-related treatment. CVS said, “By expanding our benefits program to include additional options for transgender colleagues, we are not only providing a workplace that is supportive to all, but also ensuring that we continue to attract and retain top-notch talent.”

READ**Gender Stereotypes in the Workplace: Do They Still Exist?**

General Electric Co

In 2005 GE formed the The Gay, Lesbian, Bisexual, Transgender & Ally (GLBTA) Alliance. GE states, “GE’s commitment to the GLBTA community is supported by the GLBTA Alliance as well as inclusive benefits such as same-sex domestic partner health insurance and bereavement leave. At GE we understand that in this globally competitive environment we cannot afford to overlook the opportunities that arise from developing the capabilities and potential of every person in our workforce.”

Ford Motor Co

Ford supports Employee Resources Groups— or organized groups of minorities who share similar characteristics or life experiences. They offer transgender-inclusive benefits, and outline how much they value diversity in great detail on their [site](#).

Navigate to...



Recognition from the HRC Foundation demonstrates that we live by these principles and have committed to making McKesson one of the best places to work for our LGBT colleagues.”

At&T Inc.

In late 2010, AT&T introduced transgender guidelines, at the bequest of its LGBT employee resources group, League. AT&T offers simple guidelines for employees who wish to transition while working there, as well as transgender health benefits.

Fannie Mae

Fannie Mae offers same-sex partner and transgender benefits, an LGBT employee resource group, and diversity recruitment efforts. The organization has been recognized as one of the most diverse companies in finance.

[READ](#)

How To Successfully Manage A Growing Team

For a full list of the most transgender friendly workplaces in the US, you can download the HRC's [2017 Corporate Equality Index](#).

“The power of a bureaucratic form is hard to understate,” [said](#) Ginger Chien, a transgender woman whose accidental discovery of AT&T’s gender change documents triggered her transition. Companies with institutionalized support of LGBT employees are not just offering public policies and sound bytes for newspapers; they’re offering a marginalized group the opportunity to exist with rights as protected as those of their straight, cis co-workers.

Companies with institutionalized support of LGBT employees are offering inclusive workplace...

[CLICK TO TWEET](#)

AUTHOR



Elaina Ransford

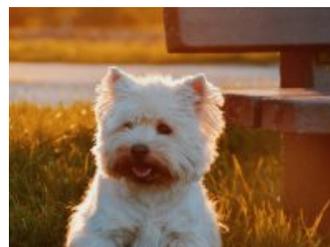
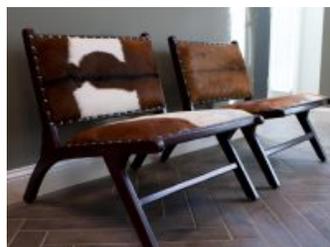
[View all posts by Elaina Ransford](#) →

Elaina is a writer/editor and the proud owner of Good&Co's office pug, Yuki.

[Elaina](#)



RELATED POSTS



Quiz: What's Your Spirit Animal?

Navigate to...



Leave a Reply

Facebook Comments

G+ Comments

0 Comments

Sort by Oldest



Add a comment...

Facebook Comments Plugin

Search...



RECENT



6 Ways Being A Perfectionist Is Hurting Your Career



The Most Inspiring Office Decorations Ever



The 5 Best Office Pets In The History Of The Universe!



Quiz: What's Your Spirit Animal?