

**BRIAN MCNAUGHT'S**  
**MANAGER'S GUIDE FOR GAY & TRANSGENDER WORKPLACE ISSUES**

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**NEWS RELEASE**

**WEB-BASED RESOURCE ON GAY AND TRANSGENDER WORKPLACE ISSUES NOW AVAILABLE**  
**Helps Companies with Talent Acquisition and Retention, Workplace Productivity**

**Austin, Texas, January 14, 2009** – [DiversityGuides.com](http://DiversityGuides.com) has introduced the Managers Guide for Gay and Transgender Workplace Issues. The Web-based product provides any of a company's managers access to reliable guidance for handling issues related to gay, lesbian, bisexual and transgender ([GLBT](#)) employees that may affect experiences and relations in the workplace.

The product was created by certified sexuality educator and corporate diversity trainer [Brian McNaught](#) in partnership with Web design firm db interactive Inc. A global network of senior corporate diversity and human resource professionals provided input. Key topics include proper terminology, company goals, and answers to the most commonly asked questions regarding GLBT workplace issues. Information in the guide is intended as a supplement to official company policies, procedures and training.

According to GLBT civil rights group [Equality Forum](#), 94 percent of Fortune 500 companies now provide written workplace protections on the basis of sexual orientation. However, research shows GLBT employees still encounter workplace discrimination. According to the [2008 Out & Equal Workplace Survey](#), nearly two-thirds (65 percent) of GLBT workers reported experiencing some sort of discrimination in the workplace, with almost half (47 percent) hearing anti-gay comments and one in five (20 percent) reporting being harassed on the job by fellow employees.

The guide not only helps companies protect themselves from potential discrimination lawsuits and brand damage, but also gives them an advantage in recruiting and retaining talented GLBT employees in an increasingly competitive global labor market. "Companies want to both welcome the widest possible net of employee talent and protect themselves from any potential claims of discrimination. This product arms employees—especially front line managers—with reliable information, helping companies meet both goals," said Mr. McNaught.

The guide was designed so that participating companies can provide access without installing special software or managing login accounts. All an employee needs is a standard Web browser. Diversity Guides takes care of everything else, including hosting, security and regular updates. Diversity Guides can also customize the look and feel as well as content to fit each company's specific needs.

According to Chubb Group of Insurance Companies Chief Diversity Officer Kathy Marvel, "This Web resource provides just-in-time answers to questions many of our managers have posed directly to the diversity office or HR in the past. Having Brian McNaught's Managers Guide available as a link from our intranet has made it possible for our 1500 managers to receive balanced, timely, consistent and clear answers to their questions."

Additional information, including pricing, is available at [www.brian-mcnaught.com](http://www.brian-mcnaught.com).

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