

**Question 4: If you feel comfortable, please provide an example of the discrimination you experienced in relation to employment [Optional]:**

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Marginalized from required workplace professional development workshops

Overlooked

I was a charge nurse of an operating suite that had successfully turned around the fortunes of a religious based hospital: a new manager was appointed that decided to "root out" all the homosexuals working in the organisation.

Fired from my first job (as a teenager) for being too 'feminine'.

Kicked out of nursing school when it was found I out was in a relationship

Work colleagues using terms like faggot and poo pusher around me not knowing I am gay

Passed over for job opportunities

Made me feel insecure and realize I needed to make a change employment wise

Was told I had to use the disabled toilets as it wasn't appropriate to use the Women's toilets.

In 2012 my boss suggested that we have 2 Christmas dinners. One for people with kids, and a separate one with just me and the 2 bosses because "it's not appropriate to allow a gay man near the kids of other staff members". I worked at an adult store (sex shop), where I thought I'd be accepted by open minds. I was wrong.

I have had legal advice sought in relation to my transgender name, I have had comments that I should be deserved using same techniques used in Rams. I have had previous work colleges say I will be punched in the face for using female bathrooms

I have been asked to sign a document that guarantees my not wilfully "sinning" (listing homosexual acts as one of those sins) in order to be considered for employment at a religious school. I have also been the subject of religious based hate speech in a non religious school in the lunch room and that was let slide despite my protestations.

To be honest I'm not sure but it felt uncomfortable. My boss (female) made several comments about 'you people' clean houses, dress well, are too emotional. My job was that of being a consultant and I needed to be level headed. She bullied me - made up stories, set me up, would roster shifts I couldn't do to make it awkward. Was it related to homophobia - not sure.

As a paediatric nurse I often have to change children's nappies. One heavily religious nurse on a particular ward often while I was doing so would feign forgetting that I was not married and had no children of my own, and would begin a line of heteronormative questioning/conversation while I was in the act of changing a child's dirty nappy.

After completing my course with results and references from teachers and clinical placements which were far superior to other students, I received no interviews or call backs from employers from religious organisations. I did find work at a private company in my field and am doing well in my job. I feel like my talents and abilities were denied to the clients of these religious employers

because of my gender identity and my employment options were severely limited.

Dismissed from several temp assignments early and without reason once my orientation was known

I once worked as a pizza delivery driver and the owner of the store told me how much he hated gay guys.

Fired

I once had an uncomfortable chat with a new manager that I don't normally work for in that department. We were in the elevator going to another level and he starts asking me if I've lost my virginity or when the last time I had sex was. I was 16 and he was in his mid 30's. Not only was I uncomfortable age wise, as soon as I told him I was gay, his entire persona and friendliness changed.

I was bullied and harassed in my job to the point where I had to change jobs. I launched a complaint about the issue but I don't know what action was taken against the perpetrators due to privacy.

I was told "we don't hire faggy trans here, or anywhere in this town. If you come back in this shop, we'll shoot you."

HR seemed to take me seriously at first but whenever I would make a small mistake she would blame it on my transition saying that I was a different and less capable person (primarily she blamed hormone therapy). Most of the time she would talk about me to other people and I needed to quit that job for my own mental health.

After losing my job, at every interview I've been told I 'got the job', and once they receive my legal documents and tax file number they never get back to me. At one interview, they told me that my gender identity was a 'mental illness' and they needed a doctor's note before I could work.

Physically tripped, pushed, spat on, and verbally abused.

I also did not attract an interview at [redacted] that is understood to be owned by the Hillsong Church.

I work as a nurse at a religious based hospital and I experience bullying/ homophobic remarks frequently at work

Salvos and promotion and harassment

Bosses putting a lock on a toilet to keep me from using it

2nd in command manager making negative comments based on what he saw as being from acting feminine e.g. resting finger on chin, the way I sat. Also, giving me a lecture on how I acted gay and how this may influence customers

I majored in social media coordination and have heavy experience in social work. Social work is

dominated by religious organisations and the christian groups are the biggest group expanding their investment in social media coordinators.

Application forms requiring gender as though that's relevant to the job, and not allowing me to input the correct gender anyway.

Was refused access to male toilets, constantly dismissed when asking manager I wanted to transition, she ignored me and I was forced to leave.

A coworker using homophobic slurs

light jabs about "being happy with whatever I got."

Introducing a partner to my boss and work friends at a work related function and being verbally berated for doing so, simply because we both present as female and "so you're a dyke"

Was made to complete tasks that were impossible or highly risky for a single person to do, to prove my "manliness"

Fellow employee called me a fucking faggot for a reason I forgot, after a few days I decided it wasn't cool and talked to the boss who said "well he wasn't wrong." And I kinda folded because I guess he wasn't, didn't feel great though

Was told repeatedly that I was only working at the establishment because I had a panic despite identifying and presenting as female.

Refused training for clergy

Not using the proper pronouns and names as requested from the person

I've actually been turned down for job interviews/offers on the basis of "suspected" orientation, most often though I get told a job or workplace is unsuitable to me because I'm in a wheelchair. I want a job but if I kick up a fuss about being discriminated it just becomes more difficult to get back in the job market.

gender identity denied/ignored by staff

This is an area that I get upset about, especially working for a religious organisation. The invisibility and intolerance by some people is hard to bear, especially knowing that religious organisations are exempt from the Anti-Discrimination Act. Living with the fear that if management realise you are gay and sack you for being gay - this is TOTALLY LEGAL. This is totally unjust and disgraceful that anti-discrimination law actually endorses and permits discrimination. I recently had a new manager who, though looking cool, held some very conservative views. I didn't dare sound him out on gay issues, because I would have been lectured that I was an abomination for being gay (as other people have told me). This leads me to not reveal my true identity at work and to live in some fear of discrimination (knowing the law does not protect me)

Was fired after two days for being trans.

My male boss sexualising me and my partner

My old maccas got a new restaurant manager who hated me because of it and stopped giving me shifts.

Gosh. Ok. Sorry for making my responses huge. There are the small things - assumed heterosexuality, snide comments about my love life when people find out I date all genders, assumptions I am up for sex all the time with everyone because of being pan (they don't even know I am poly!), resistance to any relabelling of toilets (less for my sake, as I can use the women's safely, but for others and for important symbolism), binary options of M and F only available, etc etc. There are the big things - a lot of sexual harassment and discrimination. Physical things like having my thigh being touched, men commenting when I walk into the office all sweaty in the morning (Darwin is a hot place), standing far too close to me, leering and ogling, rating other women in my presence, talking about other women in derogatory ways in my presence, cracking sexist / gender-ist(?) jokes, cracking transphobic jokes (I doubt many are even aware of intersex people), etc etc...

I have experience, but I feel my gender appearance and ambiguity led to not being hired

I had a job interview with an organisation specialising in disability support in the Midland area (Western Australia), to work as a disability support officer. I had already done exactly the same work for about a year with two other similar organisations which both wanted me to take on more hours. Because those organisations were both a long drive from where I lived I wanted to change to a closer employer. At the end of the interview one of the two interviewers said they could not employ a transgender person because their clients would not accept me. Funny that, their clients must have been very different from the other clients who accepted me without question.

One of my coworkers asked to not work with me because my sexuality made them uncomfortable

Verbal abuse

My butchy appearance was my downfall.

The rare use of slurs, the assumption that queer people check out everyone of the same gender and that they are dirty people

it was so bad due to employers googling my name centerlink took me off job start and put me on the disability support pension because of the danger i faced. so i am now technically disabled for identifying as bi-sexual by the Australian government in 2016.

While on a work placement in a library, overhearing homophobic conversations, leading to an increased "desire" to be closeted.

Would not hire me because trans

Offensive graffiti on work place walls

My "lifestyle choices" apparently weren't good enough for their staff image. I asked him to clarify and he refused to give me a straight answer but it was obvious it was because I was a transman.

company bought out by exclusive brethren, all gays got sacked, was obvious, but they got away with it. "company restructure"..

Rude comments, Sexual harassment

Dismissed because my manager saw my girlfriend hanging out and manning the shop while i went to get lunch and to the toilet. Saw us walking out to my car holding hands.

fired when begun transition

My enterprise agreement doesn't recognise my partner for leave (eg carer's leave). Also much unthinking discrimination.

when I had started working at David Jones as a Christmas Casual, as a 'Male' employee, I was made to wear pants, a button tea, closed in leather shoes and a belt. Even tho doing so restricted my flow of movement (which affected my work and the ability to do my job safely) and caused me to overheat. Even tho 'female' staff members were allowed to wear blouses, short sleeved shirts, skirts, dresses, various types of heels. I found this to be incredibly unfair, especially as someone who even at the time didn't identify as male and was forced to wear such clothing and not express my true gender identity, resulting in unsatisfied working conditions which ultimately lead to a lack of attendance and eventually quitting.

At a school I was hoping to work with to support a student.

When I came out to my employer, I asked to be redeployed into a different role. They assured me that they would support me and that never happened. I was compelled to give up on my career that I had spent 15 years nurturing.

I was sacked in 1987 because I was gay and working as a swimming teacher with children. Despite my full accreditation this was perceived to be inappropriate. I had no resources to take legal action as I was just 19, from a poor background and despite being the regional swimming champion the community had turned against me.

My openly gay colleague and I were both demoted due to 'performance' issues.

Whilst working at McDonald's the managers would throw around f\* slurs quite often not directed toward me as I wasn't out to anyone, but used in conversation with me about other queer people

Being told to not tell others my orientation.

I was doing work with teenagers at my church's youth group, but when I refused to hide my sexuality I was told that I was being a bad influence on the kids and would let the devil into their lives and condemn them to damnation. I was no longer allowed to work with the teenagers.

My referees being asked if my sexuality would impact on my ability to do the job

The Salvation Army was my employment provider when I was unemployed 5 years ago. They were helpful at first, but when they found out I was gay they stopped being helpful and sent me for job placement with a Baptist Pastoral charity where they continually tried to talk to me about religion.

I have felt discriminated against in the workplace certainly. I've had senior members of staff tell me I should use the girl's bathroom, been told off for how I dress because it is effeminate (or 'attention seeking' apparently) and been harassed by older gay members of staff for sex and had no support from HR because they don't recognise the parallels between this and older male staff harassing young female employees for sex. Because I was a gay male it felt that they thought I shouldn't mind or it wasn't as big a deal and it may be my fault because I had these staff members on social media. There was also subtle homophobia - a number of the male staff members couldn't stand me and it was obvious they had issues with me being gay. Many of the others were friendly. The ones who were uncomfortable let some homophobic comments out of the bag on occasion.

My position was changed so I was no longer in public view. Reason given was that owner/manager's church was going to make a statement about the greater queer community.

I was for many years a Nurse Consultant at a large mental health facility. A new Director of Nursing was appointed who was extremely anti-gay. He couldn't openly harass me due to the anti-discrimination regulations, but whenever he had the chance he would make snide or downright filthy remarks to me (including inferences that I was sexually involved with patients). He bluntly told me he would "see the back of me" - I did outlast him due to the fact that when he made unwitnessed comments, I realised I could reply and reply I did! Never considered seriously complaining, because I knew that a complaint would not succeed. I was satisfied at being able to tear him down at every opportunity. More recently (since I have now retired), I have been told by former colleagues (mostly heterosexual), that instances of discrimination on religious grounds has been increasing in the healthcare workplace (e.g., refusal to case-manage patients who are anything other than straight)! I have noted that a former religious colleague has made many disparaging and outright malicious comments on social media about homosexuality - I can only wonder how he treats patients?

Loss of job opportunity gossip and harassment religious persecution

My contract was not renewed because I am gay

I was hired as CEO for a charity. After three interviews, a psych test and a video presentation, I was told I was the leading candidate by a mile. We negotiated start date and salary. As part of the process, I disclosed I was married to a man. That disclosure happened at 305pm on a Monday. At 740am Tuesday, I received an email advising me that the offer was withdrawn. They, of course, did not say it was because I was gay. I, apparently, did not demonstrate sufficient interest in the job.

New manager at work doesn't like people who are different I've heard him talking behind my back for doing things that are feminine, and has given me less shifts because he does not like me

Innuendos from a direct report manager.

My job was in jeopardy for expressing myself

I had a false and vexatious complaint placed anon via telephone against me, I had to get legal representation and took nearly 6 months for no case to answer

I was employed by the Salvation Army. They told me not to have a photo of me and my partner on my desk even though all the Het people had their photos on their desks. I was then told they accept me being a Lesbian provided I'm not a practicing Lesbian. They put a private detective on me and harassed me out of my job.

A prankster targeted a fellow employee with gay paraphernalia. It was naturally assumed & was accused because I was the sole gay employee. Had no recourse to defend my position.

At my last job my employer found out I was a lesbian and coincidentally I stopped receiving any shifts.

Sexual harassment

Denied a job based on cultural reasons - sexuality not part of our culture therefore cannot teach about said culture. Offer of employment rescinded.

Clients have refused to hire me and have been open about it being related to my sexuality. My clients' clients have been very vocal and made complaints about hiring me because of my work with young people and their sexuality/gender identity/expression

I was bullied due to being open about my sexuality in the workplace

I wanted to work at a brothel in my hometown, but they denied me for being transgender and I now have to work in a city where I have no friends or family...

Sexual harassment.

Employments felt uncomfortable with my gender identity and asked me not to wear a binder at work. I've started presenting as only female at work now. It's killing me

I wasn't allowed to nominate my partner to receive my superannuation in the event of my death.

I lost my job because I'm gay when employed by Sanitarium

I was told that I was not psychologically fit for employment due to being transgendered.

I got fired at least in part because I was out as gay. I found out from one of my coworkers that when I worked at this place all the other staff would gossip about me and my gf a lot when I wasn't there. Additionally, I'm autistic which means I'm not great at fitting in, so that probably contributed too

I was required to resign my job in 2006 when I came out as gay because my employer was religious. The job had only tangential connection to his religion. I chose not to fight the discrimination - I had lost the heart to work there any more any way. I was then unemployed for 8 months, but that turned out to be a good thing - to find work, I moved from NSW to Qld, where I found a great job, a house, and a boyfriend who became my husband.

Being told my sexuality would count against me in an interview for a public sector position.

As a teacher, I was bullied and harassed, and the abuse gave me a mental breakdown. I am still undergoing therapy.

Interviewers attitude.

I'm a classical musician, I've been told not to bring partners to things/copped racist abuse on my partner's behalf. I've also had the flip-side, where people fetishize and tokenize my sexuality. "Oh, I love my gay boys, they all dress so well", that sort of garbage.

I was fired because I caught bronchitis from my students, but it was a Catholic school and I was clearly trans, so my friends and I suspect it was my identity itself that had the school request a different teacher.

I am constantly told I don't meet the criteria for what the employers want and I have been told on several occasion by newly employed staff (that don't know better) who told me it's because of my campy voice or feminine mannerisms and that the employer doesn't want someone like that up front or doesn't think they will do the right job out the back.

Despite the fact I had a name tag that said Adam and had introduced myself as trans, I was constantly called she. I complained to a manager and it happened again, in a group chat to all employees and managers I yet again said in the kindest way that I do wish to be respected and not misgendered and later that night and from then on was still misgendered.

Someone who has figured out I am transgender started making discreet personal attacks about it towards me at a stressful point during the day

I was in a casual position, the moment I began to transition however, I was shoved sideways and out the door. No more hours.

Refused employment because of my transgender status, the supervisor found a reason for dismissal on day one and asked what dose oestrogen I was on as my voice is deep and upsetting my patients

We were just joking around, as my partner works in a warehouse, I grew up on a farm and around trucks and such. And we were joking around about how to get your picker licence and everything like that until one guy turns around and says "you can't drive a truck, you're a girl!?" Like it's not that serious because luckily I could tell he was just playing around. But you'll get heaps of people who aren't like me and would take that to heart.

It was casual discrimination by the workplace and colleagues, with people talking about how queer people get advantages and are always complaining and marching and "why do they need a March anyway" and "stop making everything political" when you remind them you dated women as well as men and then people saying "do you always have to bring it up?" when you try and talk about your life instead of lying. Also people assuming that you're sex obsessed if you're bisexual and hitting on you in the workplace accordingly.

Refusal to change name in email system. Misgendering during heated discussions (seemingly deliberate). Office doesn't have gender neutral toilets, asked to use toilets of assigned gender  
Could go on ...

Refusal to work with so lost hours!

A very high state government office was used to make a vexatious complaint against me that had no grounds or standing as I had not been in that facility for 6 days at time of alleged incident.

Many years ago, I discovered that a former employer was making homophobic comments about me, after I had listed him as a job referee. He got him sacked!

I was sacked after 2 shifts in a pharmacy. (I'm a pharmacist). My employer stood me down as technically I couldn't cope with 300 scripts in the day (against all board protocols), broken down printers, and fridge and with ALL dispensary staff. Technically, I should have put a week's worth of stock away as well.

On the gay front, 2 staff told me the shift before how disgusting 'those gays' are disgusting and don't deserve rights. When they found out - through me speaking out - both didn't acknowledge me for the entire shift. These staff didn't turn up for the 2nd shift, yet complained about how I didn't put away the stock. I believe that my sacking was purely motivated by homophobia

when they found i was homosexual i was sacked from my position as bar attendant in a league club

A former employer used to use hate language, and would often ask intrusive questions about my personal life, or make jokes about queers.

Career halt. Interference with my personal life.

It's almost daily, negative comments and looks every time you talk about your family, there are no equal rights here. Normal every day conversation is out of reach

Man leading a training session completed a role play (customer/sales person) in which he imitated a high pitched exaggerated lisp and acted the role of a man buying an engagement ring for his same gender partner. After this display he started explaining how in this day and age some times gays would come in looking for jewellery. And that he liked to play that character to "throw people for a loop".

Manager of the workplace calling me over to do a task with him while he ranted about the gays, knowing that I was one in order to attempt to get a rise out of me for the purpose of firing me (he got fired for sexually harassing teenage girls in his employ, it was great).

I believe that when my homophobic boss found out I was gay, she discontinued my contract

Centre link wasn't called that then we can't send you for that they want a man or a woman so unless the job was sex non specific it wasn't an option

limit to taking leadership role as a promiscuous homosexual man

Cant get a job because of my looks

I worked in a [redacted] bakery where management wouldn't pay me equally to the men. When I companies they said I had father issues and was emotionally immature because of being gay and therefore wasn't entitled to equal pay for equal work. I walked out of a job I loved and the seen

other bakers, all straight men went on strike in solidarity. Which was pretty awesome. But it was insulting to be called deficient. And I had a great relationship with my dad.

The organization was theoretically supportive of queers in the workplace, but I had a couple of workmates who were homophobic which wasn't identified because it was unclear what the standards were around expectations of treatment.

I had once gone to an interview, as I was waiting for the manager to interview me I overheard their conversation about me (the employee and the manager) - they were casually talking about whether or not I was gay and saying how disgusting gays are. They were not aware I was within earshot of this conversation.

The boss' wife entering a clause into our contracts about staff members having to maintain a certain level of behaviour to "approved standards" outside the workplace.

Was told to either resign or be fired from my position

I had a few comments made about my sexuality and appearance at my last job interview, and the comments continued on as I left between the employer and the receptionist. Fortunately, I've found a much better employer

Got a job interview but as soon as they saw that I was a dyke I didn't even get a chance to speak to them they acted awkward and uncomfortable and said I wouldn't suit the job.

I'm not sure if this counts, but I had to leave my job working with my parents because of disagreements about whether or not I have the right to have an identity

Was told I had the job initially by boss. Then overheard me talking to another employee (who was a lesbian) about my girlfriend at the time. That night I get a text from boss saying suddenly there is no room for me... Didn't say why, but I doubt it was a coincidence. Also during that night I received a message from the employee I was talking to and she had also lost her job. In the conversation with me she also disclosed she was attracted to women. it was in the vicinity of the boss and she could clearly hear

I remember repeatedly losing jobs and/or promotions (which I was qualified and well suited for) because of my gender identity.

Being ignored by other staff, being denied breaks on 12 hour shifts.

I was dismissed in a group meeting as having "my own problems"

My boss called me a fairy because I complained about how hot it was in the office and I was unable to pull down the roller doors to block out the hot sun.

General manager going behind my back to all the staff asking about my preference and if i talk about it

Being a "pretty" young female who works in hospitality means that many employers only hire me to flirt with men, dress in a way that men might find attractive etc. I would be fired if I didn't play the character of the bimbo barmaid.

One employer was so uncomfortable with my sexuality that he would not allow his 3 daughters to have contact with me despite bringing them into the office frequently.

just the way your treated, being bi doesn't mean I'm sexually attracted to everyone, female co workers ask you if your attracted to them then get grossed out if you say you are or offended if your not, it can make friendships difficult.

Staff members finding out I was gay treating me differently. Being ignored, getting an increased workload. Being treated with less respect.

I applied to a [redacted] where my friend is currently employed. I have reason to believe that part of why I was turned away was because of where I am from, that I am gay, and I'm not cis-gendered. My friend has mentioned the manager making statements such as "I'm gonna help keep Australia clean of that filth", in regard to non white, Australian born, heterosexual, cis-gendered people.

In 2012 I was appointed as [senior position] in the [redacted] government. It was a high level and high profile appointment. The Deputy Secretary of the Department who appointed me, wrongly informed the Secretary (i.e. CEO) of the Department that I was gay, in the period when I was coming on board in the role. His response? He told the Dep Sec "I hope he's not going to flaunt it". This from one of the highest paid public servants in the entire public service in [redacted] - and the very person who was supposed to safeguard the rights of me and all his other employees. Unbelievable!

Have had persons say they were not comfortable to have a gay guy join the management team as they'd never been around one before

i was given 47+ barbie dolls and publicly outed by my supervisor which once i reported it snowballed out of control. as the footy club sacked me for having my sexuality printed in the Herald Sun.

As soon as the potential employer saw me, he did a double take and emphasised his religious affiliations and I could tell that I didn't have a chance.

Was told by numerous people at an old workplace they could turn me straight and how they wanted to rape me

Turned down for jobs I was qualified for.

Applied for jobs and later found out my resume was put in the bin cause of my private life

being denied employment on the basis of my sexuality

I hide who I really am from my religious co-workers

Where I work celebrates Christmas, Ramadan and Diwali. There are many Gay staff but Mardi Gras or Pride March are ignored by management.

Forced to resign due to coming out

I was interviewing for a job at the [redacted] store for the second time, so I knew what questions were coming and exactly how to answer them, and it was clear that the female out-of-store interviewer was responding very well to my general presentation and answers. However, the heterosexual cisgender male manager of the store regarded my every statement with quite evident disgust, even when the other interviewer encouraged me. I did not get the job.

My gender dysphoria contributes a lot to my severe anxiety and depression. Whilst I was unemployed Centrelink insisted I go out of my comfort zone in applying and looking for work at places I would feel extremely anxious in. My job seeking agency knew this struggle but continued to threaten cutting off my payments if I did not try harder and "get over my problems"

I was fired by my Manager at [redacted] for telling my department manager that she was a horrible human being for telling me "I walk like a girl" and that "I should stop it". That "it's okay to be gay, but don't do that shit at work."

Before I moved into my own practice, I was working in a Baptist school on a maternity leave position. The position then became a permanent role. My manager wanted me to apply and she put my name forward. They pretty much told her that they did not want me in the role because of my "sexuality" and they wanted a male.

Being a performing artist where LGBTQIA individuals can supposedly thrive, I find it incredibly backwards that places like Moulin Rouge Paris, can take me all the way through to the end of their auditions, as they should because I've put in the training and have the talent, then tell me "we don't do your look, here's a picture of the men you should look like if you want to work for us"... all because of some bullshit tradition...the tradition of bigotry and heteronormative beauty standards. What, there were no bearded ladies, crossdressers, drag queens etc back in the olden days?

I was asked by my employer to act more gay in front of my clients to win business. I quit shortly after.

i was made to apologise for coming out as transgender. i was given strict rules on how and when i could tell people i was trans. i was isolated from co workers and frequently undermined because i was vocal about racism, sexism and transphobia

My work requires i wear a male uniform regardless of my gender identity. I didnt get a choice of what gender uniform. Only got to choose the size

I was denied a job based on how I looked

Gay and AIDS jokes being made, and then on one occasions when i complained to the manager, the manager made me stay home whilst she investigated the complaint, which made me feel as if I was being punished and not the offender.

I was employed at a place for a number of years, left on good terms. During my time at this place, more than three years, I experienced homophobia from customers, employees, colleagues and owners. Some of the homophobia was unintentional through lack of understanding or someone being drunk. Then were times when my homosexuality was a source of hurtful rumours, even

though I was out proud lesbian but the colleagues didn't care to get to know me as rumours were more fun, to try and embarrass me and/or my friend that also worked within the organisation. When I approached my owners to try and address the homophobia I was experiencing it was consistently shut down as me being too emotional. Including the time when three other colleagues and I was in a room with plenty of seating, full view of co workers and customers and cameras; these three colleagues knew I did not like physical contact at work and those three were very close friends. One of the two females decided to joke that she would sit on my lap instead of one of the other available seats. I bluntly informed her that was not appropriate and would not happen, her two other friends began laughing and stating to do it as I was so uncomfortable in the situation. I told her no and it would be a breach of work place relations. She proceeded to sit on my and make sexual comments alluding to my homosexuality. The three of them laughed and made comments until a co-worker came in, who I was friends with and knew these three were doing things intentionally to make me uncomfortable, and physically removed her from my lap and got me out of there. My owners stated it was a bit of fun and I need to relax around the younger colleagues if I wanted to be liked.

Was attacked for dating a guy at work and was held down by the manager, however my boss was really understanding and dealt with it immediately, so my boss is good, it was just the manager

A colleague of religious believes bullied me and management did nothing in case they offended him

Barely got shifts because i had a "dyke" hair cut

a producer is always on my case !

Being forced to change my appearance for work against objection from other staff and customers, a decision which was reversed after customer backlash. Comments from manager included (for no apparent reason) "you know this isn't about.....your lifestyle, right?", complete with awkward pause.

I have been turned down for some jobs where I would be dealing with the public in hospitality because I was a non passing trans woman.

misgendering nearly every day, not allowed to wear makeup which helps me present the way i want to

My boss would say nasty, homophobic things to my face and said that it was wrong, god made Adam and Eve not Adam and Steve etc it made it very uncomfortable to work there

after the second round of interviews for a job i was singled out and phoned to specifically discuss that i would not be able to mention or talk about my trans identity in the workplace, should i be successful. i was still asked to participate in the next round of recruitment, but then didn't get the job. i felt it had something to do with being open about my trans identity.

Not exactly a queer thing but I'm a girl and my boss is very sexist.. I work in a bottle-o and it's just a whole bunch of little sexist implications that make me want to quit. For instance on xmas eve I was ready to lift the pallet with him and he wanted to get one of the boys that worked there to lift it with him. Also he was very reluctant to let me lift the cases of beer even though children get heavier than those boxes and we are still expected to carry them? I just feel that I'm constantly

trying to prove myself to him but he won't accept it bc I'm just a young girl.

Worked in hospitality with a head chef who was overly invested in my personal life and made many many comments about it being such a shame for a young girl to remain unmarried. Brought up the issue with management and all they could come up with was a half-arsed apology and a promise to not put me on shifts with this chef when possible, which resulted in me losing some of my hours at work.

People not allowing me into the bathroom/change room

I had to pull off looking less tomboyish and more feminine. The boss heavily hinted if I wasn't straight then I shouldn't work there

Very difficult to apply for job when all experience and jobs were held under previous identity

When I finally told my work I was Transitioning I was made to feel an outcast and I finally left the position

Accused of trying to hit on a female subordinate when I was in the process of disciplining her for poor performance. Discrimination case overtook the poor work performance and it was forgotten about.

Being told they don't hire "people like me" in regards to transgender people

It's really hard to explain, you know when people are making decisions about you without actually saying out loud it's homophobia. It can be very obscure & hard to prove, but its there alright.

I've lost employment as a fitness instructor when they found out I was transgender and I was made to feel uncomfortable where I was a care worker when they found out I was transgender. I left

My job application to a small country town supermarket was rejected as my sexuality was able to be sourced from my social media accounts.

Many years ago I won a job in a religious school, was offered the job and then the offer was withdrawn with the explanation that I would not fit the culture.

I was told that because I wasn't using my legal name in my application, I couldn't be input into their system, and hence did not receive an interview.

I generally find people subconsciously discriminate.

In the early 1990s, I was working in the Commonwealth Public Service in Sydney. I applied for a job at a higher level and was accepted for interview. I was told that although I had come first in the selection process, the job was going to be given to the second-rated candidate because as he was a "family man" he deserved the promotion (and increase in income) more than I did.

My relationship and sexuality became a source of gossip and commentary

A co worker obviously uncomfortable with my sexuality making it hard to work with him.

Hirers of venue I worked for treated me as shit

I can't prove it but have a strong suspicion my position was made redundant because my boss found out I was gay

I worked in a conservative federal office, I was on a reality tv program that openly promoted me as a gay man. I believe I was overlooked for promotions at work following my public outing.

I was bullied

My relationship was not recognised as meaningful

I was refused work from a gay man because he felt threatened by having another gay man working in a very small business.

After applying for a job, and getting through the first interview, i was called in for a recall and had to produce ID and I was given a cold stare and was told to leave

Face significant formal (policy) and informal (cultural attitudes) discrimination in the workplace as an ADF member. Whilst this is improving, it is wrong to say that I am not discriminated against - e.g. placed in the wrong accommodation area, having to adhere to binary uniform codes, etc.

Homophobic slurs used by co-workers, insults and Homophobic jokes were common

Being made uncomfortable and not taken seriously