

The Center for Career and Professional Development at Utica College

CAREER RESOURCES FOR LGBTQ+ STUDENTS

As a student who is part of the LGBTQ+ community, you have access to a variety of resources related to your career development in a safe and accepting environment. No matter what part of the coming out journey you are on, the decision to be out is yours alone – including if (and when and how) to be out as you search for a job. Following are some helpful tips and resources to keep in mind. Additionally, please be sure to reach out to us directly if you would like to meet with a career coach.



UC's [SafeZone](#) program, sponsored by the Diversity Committee, aims to increase the awareness, knowledge, and skills for individuals and address the challenges that exist when one wants to advocate for their LGBTQ peers, family members, friends and co-workers.

Adapted from the [Out Alliance](#)

If you want to disclose your identity with a new or potential employer, consider approaching a qualified human resources representative that is Health Insurance Portability and Accountability Act (HIPAA)-certified and preface your conversation that you are about to share confidential information.

Did you know?



You can check out the [Human Rights Campaigns' state maps of employment laws and policies](#) to see where your state stands on important employment laws and policies regarding workplace discrimination based on sexual orientation or gender identity and expression.

Chances are, you have questions. We can help.

The [Center for Career and Professional Development](#) is here to help you navigate your career development and job search, including finding answers to some of the tricky questions:

- Can I use my chosen name on a resume or cover letter?
- Will I have to use my legal name at any point in the job search?
- How do I dress for an interview?
- How can I find an employer's non-discrimination policy?
- Should I include LGBTQ+ Organizational Involvement on my resume?
- What questions are employers legally allowed to ask a potential employee?

Do you want to work there? Ask yourself:

- Non-Discrimination Policy Includes "Sexual Orientation" and "Gender Identity"
- Does the organization provide same-sex partner benefits?
- Is there an LGBTQ employee resource group?
- Does the organization have at least one all-gender restroom?
- Does the organization demonstrate Public Commitment to LGBT Equality?

HELPFUL RESOURCES

- Utica College's [Gay and Straight Alliance](#) offers a confidential and informal atmosphere where students can meet students who support them and other students like themselves.
- The [Human Rights Campaign's GenEQ Guide to Entering the Workforce](#) is a comprehensive resource for job seekers
- The [Human Rights Campaign Foundation's 2020 Corporate Equality Index](#) is the national benchmarking tool on corporate policies and practices critical to lesbian, gay, bisexual, transgender and queer employees.
- The [Q Center Mohawk Valley](#) is a safe place for LGBTQ+ and questioning youth, families and allies to gather. Their programming seeks to promote equality, celebrate diversity, and create a safer, more accepting and inclusive community for all.
- [Out Professionals](#) is the nation's largest LGBTQ+ networking organization
- The [Out Alliance](#) is a Champion for LGBTQ+ Life and Culture, ensuring that individuals at all stages of their lives are free to be fully participating citizens and celebrate their lives in which they are safe, stable and fully respected.

CONTACT US!

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