

## Pride @ Novartis 2019

As a company, we stand up for greater inclusion of LGBTI people because when each of us feels included, we all benefit.  
Oct 11, 2019

### Pride @ Novartis 2019



Past, Present and Proud – Nejc's story



Past, Present and Proud – Susan’s story



Past, Present and Proud - Tony's story



Past, Present and Proud – Brandon’s story





**Past, Present and Proud –Philip’s story**

**All Videos**

**Past, Present and Proud – Nejc’s story**

**Past, Present and Proud – Susan’s story**

**Past, Present and Proud - Tony’s story**

**Past, Present and Proud – Brandon’s story**

**Past, Present and Proud –Philip’s story**

In 2018, we made a public commitment by signing up to the UN Standards of Conduct for Business, Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People.

# Companies should...



## RESPECT HUMAN RIGHTS

of LGBTI workers,  
customers and  
community  
members



## ELIMINATE DISCRIMINATION

against LGBTI  
employees in the  
workplace



## SUPPORT LGBTI STAFF

at work



## NOT DISCRIMINATE

against LGBTI  
customers, suppliers  
and distributors-and  
insist that business  
partners do the same



## STAND UP FOR HUMAN RIGHTS

of LGBTI people in  
the communities  
where they do  
business



UNITED NATIONS  
**HUMAN RIGHTS**  
OFFICE OF THE HIGH COMMISSIONER



Our aspiration is to honor our commitment to uphold LGBTI human rights and ensure we have a more inclusive workplace. This year we are focusing on understanding inclusion barriers and taking action to address them by:

- Participating in the Stonewall Global Workplace Equality Index to identify actions to address any potential barriers;
- Raising awareness and understanding about LGBTI equity within the company;
- Demonstrating active support to the LGBTI community through policy changes, inclusion learning offerings, listening dialogues, and establishing a larger community of active allies;
- Raising awareness and celebrating LGBTI inclusion through global events and communications

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### List of links present in page

1. <https://prod1.novartis.com/news/pride-novartis-2019>