

LGBTQI+ inclusion

By building a world where we all belong, we discover more and change lives.

What does belonging mean to you?

Steve's story

Ravina's story

Samantha's story

Jacob's story

Piyush's story

Lalit's story

Stephie's story

Steve's story

Ravina's story

Samantha's story

Jacob's story

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Stephie's story

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In 2018 Novartis became the first global pharmaceutical company to pledge support for the United Nations Standards of Conduct for Business, tackling discrimination against Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI+) people.

Companies should...

 <p>RESPECT HUMAN RIGHTS of LGBTI workers, customers and community members</p>	 <p>ELIMINATE DISCRIMINATION against LGBTI employees in the workplace</p>	 <p>SUPPORT LGBTI STAFF at work</p>	 <p>NOT DISCRIMINATE against LGBTI customers, suppliers and distributors—and insist that business partners do the same</p>	 <p>STAND UP FOR HUMAN RIGHTS of LGBTI people in the communities where they do business</p>
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  UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

 **FREE & EQUAL**
UNITED NATIONS FOR LGBTI EQUALITY

As part of our commitment to stand up for LGBTQI+ human rights and ensure we have an inclusive workplace that supports our LGBTQI+ employees, we are:

- Participating in the Stonewall Global Workplace Equality Index to identify actions to address any potential barriers;
- Raising awareness and understanding about LGBTQI+ inclusion within the company;

- Demonstrating active support to the LGBTQI+ community through policy changes, inclusion learning offerings and open dialogue;
- Connecting and extending our LGBTQI+ community through Employee Resource Groups that are inclusive of allies and parents, with presence in countries and locations where it makes an impact. Hear from our ERG members below.

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