



Gender Equality and LGBTQ Inclusion Policy 01/2026

Introduction:

As a small privately owned social media marketing and language training company in Portugal, we recognize the importance of promoting gender equality and LGBTQ inclusion in our workplace. We are committed to creating a safe, inclusive, and diverse environment for all our employees, regardless of their gender identity or sexual orientation. This plan outlines our strategies and actions to achieve gender equality and LGBTQ inclusion within our organization.

1. Policy Development:

- a. Develop a comprehensive gender equality and LGBTQ inclusion policy that clearly outlines our commitment to promoting equality, preventing discrimination, and fostering an inclusive workplace culture.
- b. Ensure that the policy is communicated to all employees and stakeholders, and provide training on its implementation and importance.

2. Recruitment and Hiring:

- a. Implement fair and unbiased recruitment and hiring practices that promote equal opportunities for all candidates, regardless of gender identity or sexual orientation.
- b. Encourage a diverse pool of applicants by actively promoting job openings through various channels, including LGBTQ organizations and networks.
- c. Train hiring managers and interviewers on unconscious bias and inclusive interviewing techniques.

3. Training and Education:

- a. Provide regular training sessions on gender equality, LGBTQ inclusion, and diversity awareness for all employees.
- b. Offer specific training programs for managers and supervisors to enhance their understanding of LGBTQ issues and their role in creating an inclusive workplace.
- c. Collaborate with external organizations and experts to deliver specialized training sessions on LGBTQ inclusion.

4. Workplace Policies and Practices:

- a. Review and update all workplace policies to ensure they are inclusive and supportive of LGBTQ employees, including policies related to dress code, restroom facilities, and employee benefits.
- b. Establish a zero-tolerance policy for discrimination, harassment, and bullying based on gender identity or sexual orientation.
- c. Provide resources and support for employees who wish to transition or express their gender identity at work.



5. Employee Support and Well-being:

- a. Establish employee resource groups or affinity networks to provide a safe space for LGBTQ employees to connect, share experiences, and support each other.
- b. Offer confidential counselling services or employee assistance programs that address the unique challenges faced by LGBTQ employees.
- c. Provide access to gender-neutral facilities and ensure that all employees feel comfortable and respected in their workplace environment.

6. Awareness and Visibility:

- a. Celebrate LGBTQ events and awareness days, such as Pride Month, by organizing activities, workshops, or guest speakers.
- b. Display LGBTQ-inclusive posters, literature, and resources in common areas to promote awareness and education.
- c. Encourage employees to participate in LGBTQ-related community events and initiatives.

7. Monitoring and Evaluation:

- a. Regularly review and assess the effectiveness of our gender equality and LGBTQ inclusion initiatives.
- b. Collect feedback from employees through surveys or focus groups to identify areas for improvement.
- c. Set measurable goals and targets to track progress and ensure continuous improvement.

Conclusion:

By implementing this Gender Equality and LGBTQ Inclusion Plan, TropicalAstral aims to create a workplace that values and respects the diversity of our employees. We are committed to fostering an inclusive environment where everyone feels safe, supported, and empowered to reach their full potential, regardless of their gender identity or sexual orientation.