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## **Ways to Keep People in the Closet and Ways to help them out**

### **Ways to Alienate:**

- No established support groups or organizations for gay/lesbian persons.
- Closet supporter of basic human rights and human dignity issues for gay/lesbian people (i.e. not willing to be public or “go on record”)
- A non-discrimination, equal opportunity, or affirmative action statement that’s general or that includes only women and racial minorities.
- A minority affairs office whose mission is to serve the needs of all minority students, but gays/lesbians are clearly not considered in this group.
- Actions & policies that demonstrate harassment of racial minorities and women (only) is unacceptable.
- Publications, fliers, handbooks, forms & use of language which assume heterosexuality.
- A policy that allows heterosexual couples, married couples, or single persons to take advantage of benefits.
- A program or required training session on minority student needs or issues which omits gay/lesbian persons.
- Assuming that here are no gay/lesbian persons on your campus, staff, and in your campus organization to whom your support will matter.
- Personal ignorance of the gay/lesbian lifestyle, issues, concerns, etc. and/or negative feelings and thoughts.
- Avoiding social opportunities or attendance at programs and events.
- Ignoring the uninformed expressions and actions of others.

### **Ways to Include/Support:**

- Support to groups and organizations which provides times, space, and full access to all resources (not just words).
- Vocal & open supporters willing to be public and “on record” with their support of basic human rights and human dignity issues for gay/lesbian people.
- A non-discrimination, equal opportunity, or affirmative action statement that clearly states gay/lesbian persons.
- A minority affairs office whose mission is to serve the needs of all minority students, inclusive of gays and lesbians.
- Actions & policies that demonstrate harassment of gay and lesbian persons is also unacceptable.
- Publications, fliers, handbooks, forms & use of language that take into account differences in sexual orientation.
- A policy that takes into account the fact that gay/lesbian persons cannot legally marry in this country – but maintain similar relationships.
- Equal training time or attention is given to the minority experience of gay/lesbian persons and needs.
- Assuming that there are gay/lesbian persons on your campus, staff, and in your campus organizations. Showing them that your support is there whether they need it or use it.
- Becoming informed about the gay/lesbian lifestyle, issues, concerns, etc. and positive feelings and thoughts (acceptance, empathy, warmth).
- Outreach by participating in social opportunities and attending programs or events.
- Helping educate others and increasing their understanding.