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Supporting Transgender and Nonbinary Staff

At the National Renewable Energy Laboratory (NREL), we are committed to maintaining a safe, professional workplace in which every person can bring their whole self to work. NREL has resource guides to support transgender and nonbinary staff and provide guidance for all staff on how to best support their transgender and nonbinary colleagues, thus furthering NREL's culture of inclusion.

These resources provide helpful guidance and procedures and demonstrate inclusive practices and behaviors.

Transitioning While at NREL: A Guide for Nonbinary and Transgender Staff

This document outlines the process for transitioning socially at NREL. It explains how to create a transition plan, what information is kept confidential, how to change your name, gender, and staff/badge photo in NREL's systems, who to contact in the organization if you experience harassment, the resources available to LGBTQIA+ staff at NREL, and who to contact with transition-related health care coverage questions. The guide includes points of contact across the laboratory and email examples for communicating your transition to colleagues, if you choose to do so.

Supporting Transgender and Nonbinary Staff at NREL: A Guide for All Staff

This document is a resource to help all staff understand key topics related to NREL's transgender and nonbinary staff. The guide is designed to help allies support newly transitioning staff members and transgender and nonbinary staff regardless of their transition status. The intent of the guide is to educate, inform, and prevent any misconceptions or misunderstandings about transgender and nonbinary staff that may arise in the workplace. It provides information about pronouns, points of contact, and relevant terminology and definitions.

Supporting Transgender and Nonbinary Staff at NREL: A Guide for Leadership and Human Resources

This document is a resource for NREL's managers and Human Resources business partners to support NREL's transgender and nonbinary staff. It serves as guidance on leading practices for a social transition and what a staff member, manager, and co-worker can anticipate when an individual undergoes a gender transition. The guide is designed to help create a safe and inclusive workplace environment for all staff. The goal is to ensure the support, safety, and well-being of transgender and nonbinary staff and to provide guidance to the individual's coworkers and manager.

Resources

If you have questions about what is medically covered, please contact Benefits@nrel.gov. For general questions, contact NREL's Diversity, Equity, Inclusion, and Accessibility Office at diversityandinclusion@nrel.gov.

All NREL staff are welcome to join and support the Full Spectrum Network, an employee resource group that brings together LGBTQIA+ staff and allies. Contact FullSpectrum.Network@nrel.gov for more information.