



Safe Space™ Program

"A diverse and global workforce helps us create higher value solutions for our customers in more productive and less capital-intensive ways."--Charles O. Holliday, Jr., DuPont Chairman and CEO

"DuPont must embrace the diversity of its workforce in order to flourish and compete as a global leader."--Jim Borel, Senior Vice President, DuPont Human Resources

THE SAFE SPACE™ PROGRAM

This logo^{1/} is a visible, non-threatening way for DuPonters to show that gay, lesbian, bisexual and transgendered (GLBT) colleagues can feel safe talking to them. The Safe Space™ magnet is a simple way for DuPonters to show that their desk or office is a safe space for GLBTs. The logo bears a pink triangle, a widely-recognized gay-positive symbol, surrounded by a green circle, the international symbol of acceptance. Displaying the Safe Space™ magnet shows GLBT co-workers that they can feel safe with you.

The Safe Space™ Program is designed to provide a non-threatening way for DuPonters to affirm that transphobia, homophobia and hostility will not be tolerated in the workplace.

Many employees are ignorant of the facts about GLBT people. Many gay, lesbian, bisexual and transgendered people are not comfortable with, or may feel threatened by, being honest and open in the workplace. Consequently, they often feel a need to hide their sexual or gender orientation and anything about their personal life that might reveal it.

This is inconsistent with DuPont's Core Values and Company Policies^{2/} that DuPont values diversity and that a person's sexual orientation, gender expression or gender identity cannot be used as a basis for discrimination, workplace harassment or a reason for personnel decisions.

The result is that GLBT employees often experience a sense of isolation. When they need to discuss personal problems with co-workers or managers, they don't know who they can trust. Moreover, supportive managers and co-workers may not know how to show

this support to transgendered, gay, lesbian or bisexual co-workers.

WHY IS THIS IMPORTANT TO DUPONT?

Diversity is not about tolerance. It is about recognizing, valuing and taking full advantage of the unique and individual differences and contributions that each person brings to the workplace. Respect for differences allows for maximum productivity, and effective teaming; it provides individuals with the freedom to create and problem-solve without concerns that they will be judged on anything but their work.

WHY THE PINK TRIANGLE?

The pink triangle is a widely-recognized symbol of gay pride and liberation. Its origins are rooted in the Nazi Holocaust when a quarter of a million gay women and men, forced to wear a pink triangle, died.

WHAT CAN I DO NOW?

- ▼ Don't assume everyone is heterosexual. Few GLBTs fit the popular stereotypes of behavior and appearance. Likewise, don't assume that people who do fit these stereotypes are gay or lesbian. GLBTs may be in long term relationships with their same sex partners, married to opposite sex partners and/or have families.
- ▼ Display the Safe Space™ magnet. This magnet shows co-workers that you don't tolerate bigotry or discrimination. It is a visible, non-threatening way to show that your work area is a "safe space" for GLBTs. Displaying this magnet shows GLBT co-workers that they can feel safe with you.

Learn more about GLBT issues. Educational materials are available from many sources, including:

BGLAD www.dupontbglad.com
Human Rights Campaign www.hrc.org
Gender Education and Advocacy (GEA) www.gender.org
Gender Public Advocacy Coalition (Gender PAC) www.gpac.org
Transgender at Work www.tgender.net/taw

Talk to your colleagues. DuPont HR, BGLAD and the corporate Diversity/Work Life Office can help sensitize us to the concerns of our gay, lesbian, bisexual and transgendered colleagues.

Don't permit or join in homophobic comments or jokes. These are harmful and have no place in the work environment. Let your co-

workers know that you find such comments offensive.

Use inclusive language. GLBT employees are often in committed, long-term relationships but, in most states, cannot legally marry their same-sex partners. Instead of asking if a co-worker is married, ask if they're in a relationship. Terms such as "significant other" and "partner" are more inclusive than "girlfriend", "boyfriend" or "spouse."

Treat the subject positively. When issues are discussed, make it clear that you think all people, regardless of their differences, should be treated with respect.

Respect personal privacy. Keep in mind that a gay, lesbian or bisexual person may not be ready to "come out of the closet," even if you're trying to be supportive. They may feel threatened if your efforts to reach out appear to be aimed specifically at them.

1/ The Safe Space™ Logo was created by LEAGUE, the gay and lesbian network at AT&T. The Logo is the trademark of LEAGUE at AT&T. www.league-att.org.

2 DuPont Core Value Fair & Respectful Treatment of People: We will work to foster an environment in which every employee is treated with respect and dignity and is recognized for their contributions to our business. To accomplish this we will:
Communicate and reaffirm our standards and expectations of behavior, and hold all accountable to those standards;
Respect local cultures, customs and values while not compromising our people principles;
Provide opportunities for individuals to express themselves and have suggestions considered and responded to;
Work with employees to help balance work and family demands;
Provide opportunities for employees to develop their professional skills;
Recognize success and bring to light areas of improvement that serve to strengthen the capability and productivity of individuals and our organization.

¹DuPont Valuing Individual Diversity Policy

"In the conduct of Company business, employees should respect the rights and cultural differences of individuals. It is the policy of the company not to discriminate against any employee or applicant for employment because of age, race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation or veteran status. Harassment of any type will not be tolerated."

DuPont Non-Discrimination Policy

"It is the policy of E. I. du Pont de Nemours and Company not to discriminate against any employee or applicant because of age (within statutory limits), race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, gender identity/expression, or veteran status with respect to hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training."

For more information or to obtain a Safe Space™ magnet, please contact BGLAD @ www.dupontbglad.com

