SEXUAL AND GENDER DIVERSITY
A Summary of FSC-CCOO LGBT Initiatives

CCOO is a Union devoted to a more JUST and EQUAL Society for all.
We are strongly committed to the defend the rights of the LGBT Community and to fight discrimination in all its forms.
We have been pioneering the defense of LGBT rights in Spain for decades.
- EQUALITY and LGBT recognition is still insufficient at some levels and professions.
- Adopt a NO-TOLERANCE Policy towards discrimination and harassment.
- Actively DENOUNCE any possible situation of discrimination.
- COMMUNICATE and LISTEN to LGBT Employees to know how they feel and how the Union may assist in preventing discrimination in the Workplace.
- EDUCATE Delegates to bring awareness and sensibility to the work environment.
  - Establish alliances with LGBT Organizations and Activists that can help us provide special training to Union’s Delegates and Leaders.
- Promote and support Equality and Anti-Discrimination Provisions within Bargaining Agreements, to further protect LGBT People and other minorities.
- Push and Support legislations and initiatives within Central and Local Governments.

CCOO Conference and Debate on Discrimination and Labor Exclusion of Transgender People - May 2013

Transsexual and Transgender:
- Define concepts of Identity and Orientation.
- General training on issues of Sexual Diversity
- Program to bring awareness about Transsexual and Transgender Diversity in the Workplace.
- Discussion and Debate
Conference "Equality of the different, sexual diversity"
held at the U.S. Naval Base of Rota, November 7, 2013
CCOO Delegates and Human Resources Staff

LGBT Discrimination Awareness Workshop
LOCAL POLICE CORPS
METRO is one of our leading workplaces for LGBT Rights.

- Most recent Bargaining Agreement includes a specific Equality and Anti-LGBT Discrimination Clause.

BEING LGBT (Lesbian, Gay, Bisexual or Transgender) is not a CHOICE.

- Respect for LGBT Diversity favors a Healthy work environment in the Workplace.
I Conference between LGBT Activists and CCOO Delegates and Leaders.

- The most important outcome of this meeting was the decision to publish a “TRANS GUIGE” (A Reference Guide to assist Transgender people, as well as Employers and Union Delegates with the difficult Transgender Transition Process).

II Conference LGBT and Trans Activists and CCOO

- FIGHT LGBT DISCRIMINATION IN THE WORKPLACE.
- BARGAINING FOR LGBT RIGHTS.
- TRAIN UNION LEADERS TO BRING AWARENESS ABOUT LGBT ISSUES.
BEING TRANSEXUAL IS NOT THE PROBLEM, THE PROBLEM IS TRANSFOBIA

TO ERADICATE LGBTFOBIA IS ALSO A UNION STRUGGLE
Cruising for sex, or cruising, is walking or driving in search of a sex-partner, usually anonymous, casual or one-time variety. It also applies when technology is used to find casual sex, such as using an Internet Site, Application or Telephone Service.
FSC - CCOO Executive

International LGBTFOBIA Awareness Day Campaign

MADRID GAY PRIDE 2013

Jóvenes sin armarios con futuro

SIN ARMARIO
MADRID GAY PRIDE 2016

26th LGBT STATE MEETINGS
Gandía - Valencia - 2014

27th LGBT STATE MEETINGS
Sitgest - Barcelona - 2015

28th LGBT STATE MEETINGS
Marbella - Málaga - 2016
ILGA - International, Lesbians, Gays, Bisexuals, Trans and Intersex Assoc.
FSC-CCOO has attended this important LGBT forum for years, however this time we participated already as a member of ILGA-Europe.
ILGA-Europe is a Federation that comprises nearly 500 LGBT Organizations from 45 European Countries.

FSC-CCOO PARTICIPATED IN THE INTERNATIONAL CONFERENCE OF TRADE UNIONS ON LGBT POLICIES

- Held in Amsterdam on the occasion of the EUROPRIDE 2016
- Organized by Network Roze (Red Rose) part of the Dutch Trade Union F.N.V.
- Trade Unions from all over the world participated in the Conference
- CCOO was the only Spanish Trade Union at the Conference
We are Committed to EQUALITY in ALL of Its Forms