

LGBTQ+ staff travelling outside of the UK for work purposes – guidance for staff and managers

Background

Attitudes towards LGBTQ+ people vary around the world. This guidance has been prepared to raise awareness of the issues and challenges LGBTQ+ staff might face when travelling outside of the UK for work purposes.

Why this matters to the University of Greenwich.

The University's 'inclusive' value underpins its dedication to [Equality, diversity, and inclusion](#) for its staff.

The University therefore feels strongly that staff should feel supported to travel overseas for the purpose of work and be equipped with the best possible knowledge of important considerations by members of marginalised communities.

Representing the University overseas, while also feeling safe and supported, is a fundamental part of being part of the University of Greenwich's community.

Key points for consideration

Cultural acceptance and law can vary from country to country. The University encourages all its staff, regardless as to whether they identify as LGBTQ+ or not, to research the country they are travelling to. Managers should support said researching of the concerned territory while encouraging their direct reports whom travel to outside of the UK for work to do the same.

Note: While some territories may recognise LGBTQ+ legal rights in part or in whole, this may not be reflected in a country's culture and cultural values. The opposite may be true for some territories.

Personal safety and security

- Research local laws, customs and attitudes of the country you are planning to visit. Information about individual countries can be found as part of HM government's [foreign travel advice webpage](#). See below other [useful links](#).
- Consider whether it would be safe to express your views on the subject of LGBTQ+ rights, gender identity and sexual orientation while in public spaces in case they may be seen as contentious in an environment where local customs and cultures are less tolerant and not open to discussion on these topics.
- Make sure you are aware of the contact details of your local embassy and emergency services, such as the police and travel insurance provider.
- Some hotels may not accept bookings from same sex couples so please research this before you book work travel where you intend to bring along a partner*.
- When you are not familiar with the local area, try to plan your journey route in advance to avoid getting lost.
- Try to avoid high-risk situations – research what is and is not generally accepted within the culture of the territory you are travelling to.

*The University normally does not expect staff to travel for work with their family members.

Passport identity of trans travellers

You will usually be able to get a passport in your new name if you provide documentary evidence detailing the date and circumstances of the name change. You are advised to start this process as soon as possible to avoid delays in processing your new passport. Please see the [HM Passport Office webpage](#) for more advice.

University procedures

Any travel to outside of the UK by University of Greenwich staff for work must be booked and arranged in line with the [Off Campus Activities Code of Practice](#).

What you should do if you have a problem overseas

Contact your local embassy where staff will be able to provide advice and guidance.

University travel insurance contact details - Insurance@gre.ac.uk

Useful Links

- [Lesbian, Gay, Bisexual and Transgender foreign travel advice](#) (gov.uk)
- [Safe Travel Global Mobility for LGBT Staff Stonewall Guide](#)
- [HM Passport Office](#) (gov.uk)
- [International Lesbian, Gay, Bisexual, Trans and Intersex Association](#) – provides information on LGBT+ rights around the world
- [International Gay and Lesbian Travel Association](#) – travel advice for gay and lesbian people
- [Gay European Tourism Association](#) – travel advice for LGBT+ people travelling in Europe
- [Out of Office](#) – for leading and inspiring LGBT travel destinations
- [Stonewall Global Workplace Briefings](#) – shines a spotlight on the situation for LGBT+ people in different countries