



Health Service Executive

Reach Out Network

Network for LGBTQIA+ staff in the HSE and their Allies

Guideline for Use of Reach Out Network Lanyards

Background

The Reach Out Network for LGBTQIA+ staff in the HSE and their Allies has a supply of customised lanyards that can be provided to Reach Out Network members on request, subject to availability.

The Reach Out Network lanyard

The Reach Out Network lanyard is designed to be a visible representation of membership of the Reach Out Network. The lanyard can also be interpreted more broadly as a symbol of LGBTQIA+ identity or allyship.

Wearing the lanyard

Reach Out Network members who choose to wear the customised lanyard may be approached by other staff members, service users, and members of the public with questions or comments regarding the Network or wider LGBTQIA+ topics or issues. Members may also find that wearing the lanyard may prompt other individuals to share information with them about their own sexuality or gender identity.

In some instances, Network members may need to signpost individuals to relevant resources or supports, or may wish to access support or guidance for themselves. Members can contact the Diversity, Equality and Inclusion team for guidance by emailing diversity.HR@hse.ie

Additional Information

For additional information or to provide feedback regarding this guidance document, please reach out to the Diversity Equality and Inclusion team: diversity.HR@hse.ie

Version	Created by	Approved by	Date
1.0	Maria Molony and Ray Leonard	James Glover, National Lead, DEI	01/12/2022