Creating a positive experience for LGBTQ patients and employees:

~ Refrain from making assumptions about a person’s sexual orientation or gender identity based on appearance.

~ Be aware of misconceptions, bias, stereotypes, and other communication barriers.

~ Recognize that self-identification and behaviors do not always align.

~ Use neutral and inclusive language in interviews and when talking with patients.

~ Listen to and reflect patients’ choice of language when they describe their own sexual orientation and how they refer to their relationship or partner.

~ Become familiar with online and local resources available for LGBTQ people.

~ Seek information and stay up to date on LGBTQ health topics.

AtlantiCare’s Commitment to Diversity

AtlantiCare’s commitment to diversity supports creating a culture of inclusion, where all employees are encouraged to contribute their diversity of ideas, background, talents and experiences. We will attain a culture of inclusion by promoting open communication, knowledge sharing and innovation, and creating a mutually respectful environment for our workforce and customers.

Contact us at: diversity@atlanticare.org
LGBTQ individuals experience disparity in the prevalence of certain physical and mental health concerns, and in receiving care, due to a variety of factors including bad experiences, stigma, lack of awareness, and insensitivity to their unique needs. These disparities include the following:

- Less access to insurance and health care services, including preventive care (such as cancer screenings).
- Lower overall health status.
- Higher rates of smoking, alcohol, and substance abuse.
- Higher risk for mental health illnesses, such as anxiety and depression.
- Higher rates of sexually transmitted diseases, including HIV infection.
- Increased incidence of some cancers.
- Studies reflect cause is lack of environmental and community supports, vs. biological predisposition. YOU can make the difference!


**AtlantiCare’s PRIDE Employee Resource Group:**

Supports AtlantiCare’s commitment to fostering an inclusive workplace for all employees.

Supports AtlantiCare’s commitment to provide consistent, respectful, and inclusive healthcare services to members of the LGBT community.

**Leader in LGBTQ Healthcare Equality**

AtlantiCare has been recognized as a “Leader in LGBTQ Healthcare Equality” in the Healthcare Equality Index™ report since 2012, an annual survey conducted by the Human Rights Campaign (HRC) Foundation.

**LGBTQ Youth**

Many LGBTQ youth live with bullying as a part of their daily lives at school, putting their mental health and education at risk, as well as their physical well-being. Gay, lesbian, and bisexual youth are up to four times more likely to attempt suicide than their heterosexual counterparts. For more information and help, visit the “It Gets Better” Project at [http://www.itgetsbetter.org/](http://www.itgetsbetter.org/).

**LGBTQ Elders**

LGBTQ elders are less likely to have children than heterosexual elders, and are less likely to receive care from adult children. They may have higher rates of isolation due to a lack of family or social support. For more information visit: [http://www.lgbtagingcenter.org/index.cfm](http://www.lgbtagingcenter.org/index.cfm).

**DID YOU KNOW?**

In a 2010 Lambda Legal study, a majority of LGBTQ interviewed reported:

- Being refused needed care
- Healthcare professionals refusing to touch them; and using harsh or abrasive language
- Being blamed for their health condition or status
- Healthcare professionals being physically aggressive