



Transgender Guide @Telekom

Version 2.0



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An illustration of a woman with dark hair, wearing a white short-sleeved top and a long blue skirt, holding a blue watering can and watering a plant. The background is a vibrant pink with a teal ribbon banner at the top right.

WELCOME

01 Introduction

“For me, diversity is first and foremost about making everyone feel welcome and accepted for who they are. Only then everyone can realize their full potential for our company. That is a matter close to my heart. But also a matter of course, which we nevertheless have to work on every day.”

Birgit Bohle

Board Member Human Resources & Legal Affairs

Introduction



Have you ever been asked what your **“real” name** is?



Have you ever felt like you **can’t wear** your favorite outfit **in public**?



Have you ever been afraid of using a public restroom because people might think that you **used the wrong door**?

While most people will probably deny these questions or are even wondering why they are being asked, such discriminatory experiences might be part of everyday life for many of our trans colleagues.

Deutsche Telekom wants to encourage an open and honest workplace culture. All employees should be able to be themselves and feel comfortable and treated equally in the workplace.

Deutsche Telekom’s corporate culture focuses on inclusion and strives to foster a supportive environment characterized by mutual respect and understanding, regardless of age, ethnicity and nationality, physical and mental abilities, religion and belief, sexual orientation and gender identity, and social background.



Introduction

MagentaPride, Deutsche Telekom's LGBTQIA+ employee network, has therefore compiled information on the topic transgender issues together with the Diversity, Equity & Inclusion Team (DE&I Team). This document is intended to support all people at Deutsche Telekom in dealing with a transition in the workplace, whether as a manager, colleague or transgender person.

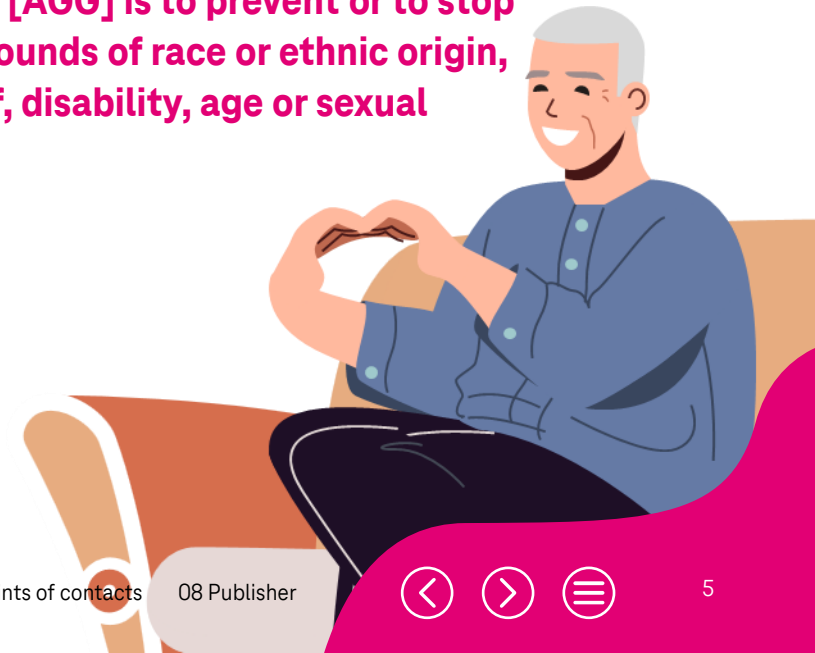
We want to offer everyone the best workplace. Therefore, Deutsche Telekom has committed itself to the Group Policy on Diversity, Equity and Inclusion (DE&I). [↗ more](#)

For Deutsche Telekom, DE&I is a concept that aims to make a significant contribution to the business success of the Deutsche Telekom Group through recognition, appreciation, inclusion, fair treatment and promotion of the diverse, individual stakeholder groups (employees, investors, customers, suppliers).

In addition to the internal DE&I Policy, external regulations such as [↗ The United Nations Human Rights](#) the European Employment Equality Directive (2000/78/EC) and the General Equal Treatment Act (German: Allgemeines Gleichbehandlungsgesetz; abbreviation: AGG) apply as well.

[↗ AGG](#)

“The purpose of this Act [AGG] is to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation.”



Introduction

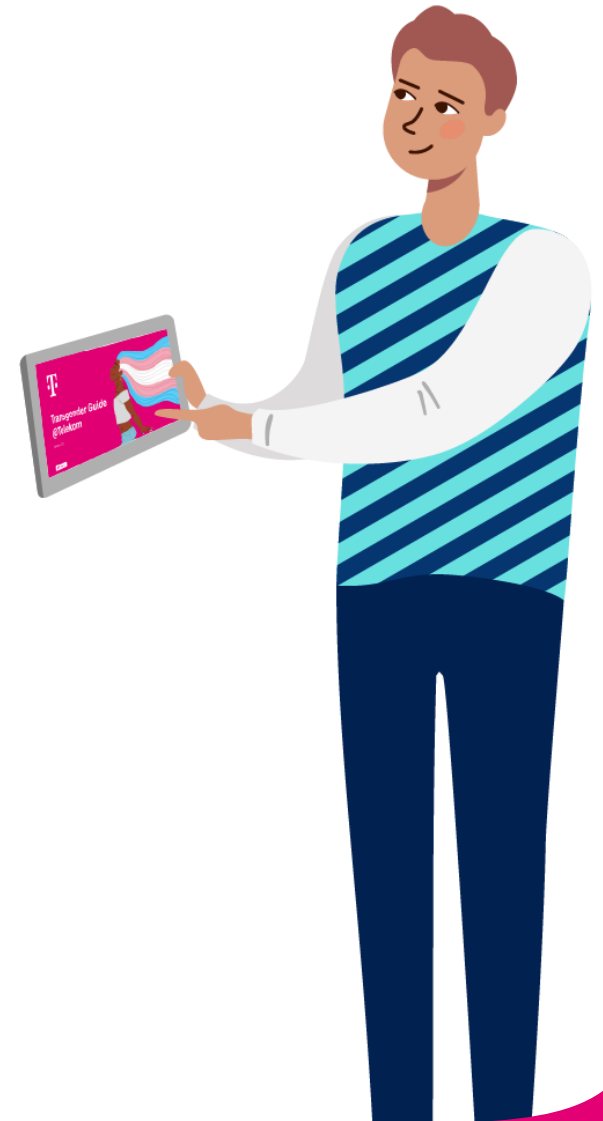
This guideline was written together with employees and is constantly evolving. Some processes are in the establishment phase, new questions may arise and we are constantly receiving helpful feedback.

This guide does not claim to be exhaustive, nor is it a legal document.

It may offer guidance and orientation on a topic that is still a taboo for many. It aims to support all people at Deutsche Telekom. Regardless of how they identify themselves. In the end, however, it is and remains a guide: None of it is controlled.

This is version 2.0 – the first iteration after the initial release in 2022.

Employees are always welcome to send feedback or open questions to the MagentaPride Community or the DE&I team, the contact details can be found in the internal document.



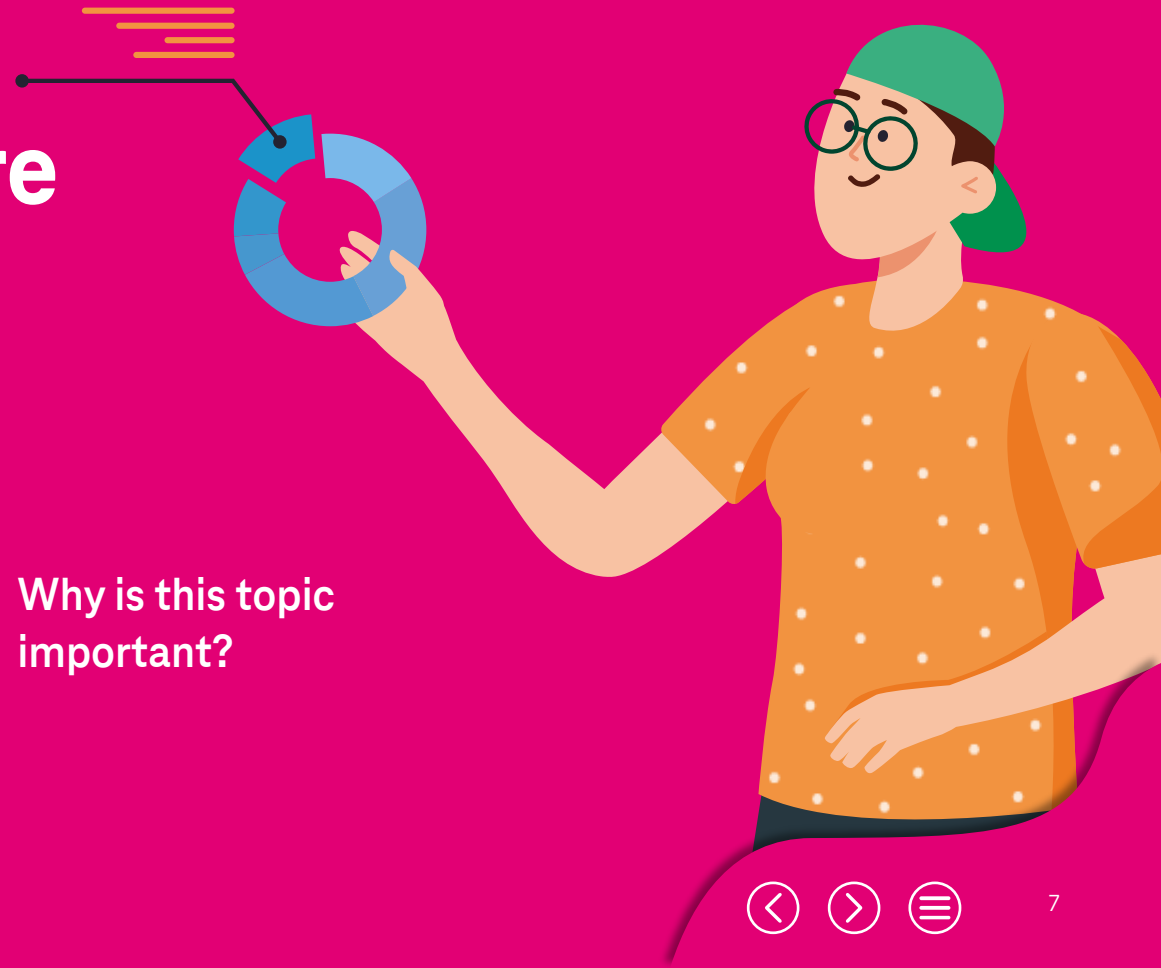
02 I would like to find out more about the topic and the terminology

➤ 2.1

Terms and explanations regarding transgender

➤ 2.2

Why is this topic important?



2.1 Terms and explanations regarding transgender

LGBTQIA+, queer, cisgender¹, transgender – For people who are hearing about these terms for the first time some of the following content may still be unfamiliar.

In this chapter, we therefore would like to explain some of the terms.

Transgender
is part of the acronym
“LGBTQIA+”.



¹ cisgender, or “cis” for short, describes a person whose gender identity matches their sex assigned at birth. For more information, see the following pages.

LGBTQIA+ stands for:

Lesbian

Women who are sexually and/or romantically attracted to women.

Gay

Men who are sexually and/or romantically attracted to men. The term “gay” can also be used as an umbrella term for homosexual people (people who are attracted to their own gender).

Bisexual

People who are sexually and/or romantically attracted to more than one gender.

Transgender/trans

Transgender is an inclusive term for anyone whose gender identity does not correspond to their sex assigned at birth. The word is used like an adjective, e.g. transgender person.

Queer and/or

Questioning

An inclusive term that expresses the differentiation from social norms. The “Q” can also stand for questioning – people who are still searching for the right sexuality/gender identity for them or who do not (yet) feel that they clearly belong to any category.

Intersex

Intersex is also used as an adjective and means that a person was born with internal or external sex characteristics that cannot be clearly classified into one of the two medical categories (male and female). Intersex differs from transgender insofar as intersex describes a person’s anatomy, while transgender rather refers to a person’s inner experience, although the body is or can of course also be affected.

Asexual/Aromatic

Asexuals are people who are not sexually attracted to any gender or only partially so.
Aromantic are people who feel little or no romantic attraction to others.
Agender is a term used to describe people who do not feel they belong to any gender.

+

at the end of LGBTQIA+ stands for inclusion and openness and includes members of other communities or allies (“allies”: People who support the LGBTQIA+ community, even if they do not identify with the community themselves).

i

The term “transsexual” tends to be rejected by transgender communities, because being trans is not about a person’s sexuality, but about their gender identity.



Other common descriptions used in the context of LGBTQIA+ that are important when reading this guide:



Sexual orientation is the expression used to describe the sexual feelings we experience towards other people, i.e. if somebody is heterosexual or homosexual.



Sex includes biological characteristics such as internal and external sexual organs. A person's sex is assigned at birth, based on the external appearance of their genitalia. Sex is not binary, i.e. not just clearly male or female, see also "intersex".

In Germany, the birth certificate therefore either states male, female, diverse or the corresponding field remains without an entry.



Gender, on the other hand, is based on socially defined characteristics. In German, this is also referred to as social gender or a person's gender expression. This can include "gender-typical" clothing and accessories or behavior. How people perceive and live gender can vary and is usually based on their socialization and learned behaviours. The gender role in particular is the expression of one's gender identity.

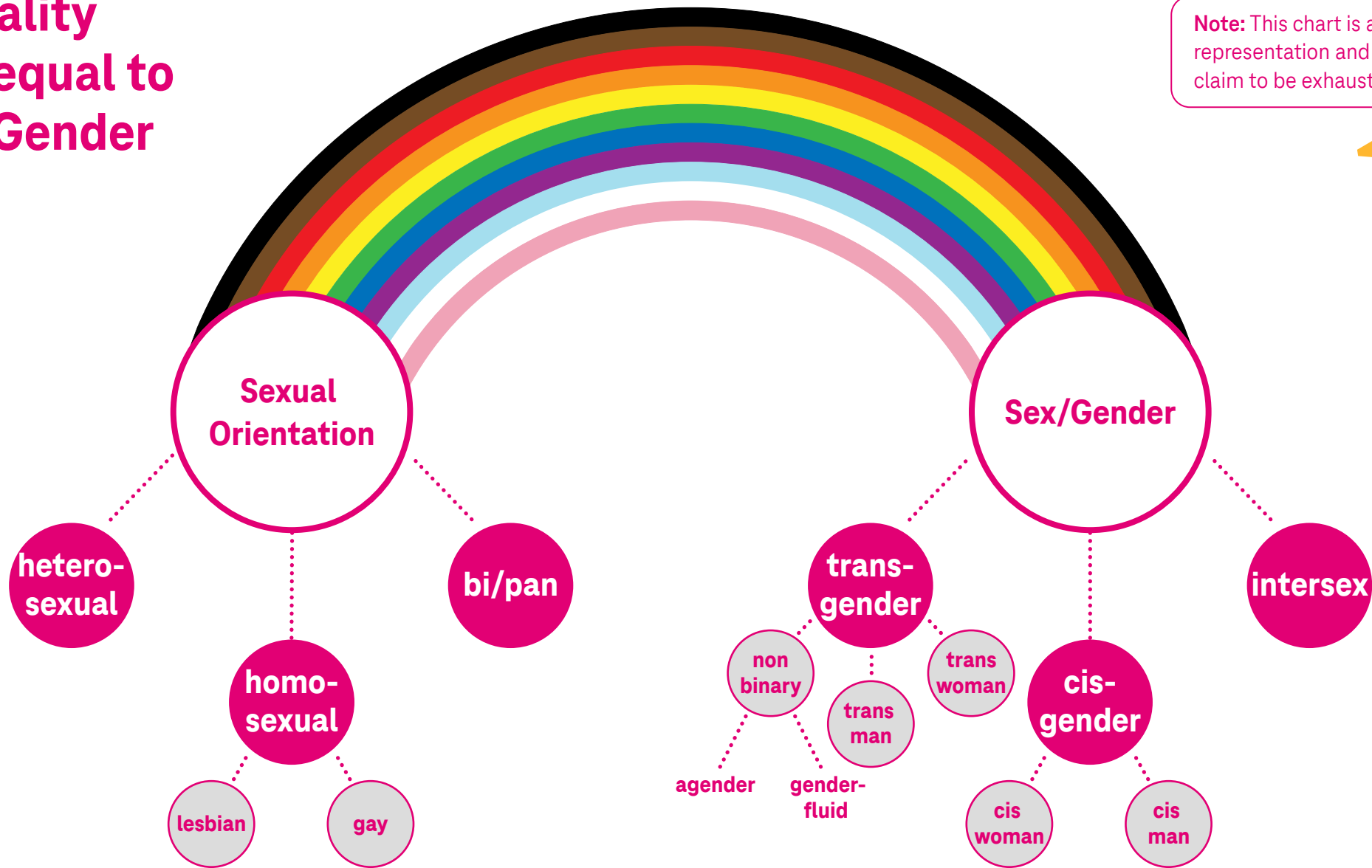


Gender identity describes the innermost concept of self. This can be female, male, a blend of both or none of the above. Gender identity is not chosen or selected and is not binary (i.e. only clearly male or female), there is a whole spectrum, see the following pages. For many people, their gender identity corresponds to the sex they were assigned at birth (called cisgender). For some people, however, their gender identity differs from the gender they were assigned at birth (called transgender).



Sexuality is unequal to Sex/Gender

Note: This chart is a simplified representation and does not claim to be exhaustive.



Other common descriptions used in the context of LGBTQIA+ that are important when reading this guide:

Allyship Being an ally refers to people who themselves are not affected by a particular form of discrimination, but who want to show solidarity and provide some kind of support.

Cisgender (often abbreviated to cis) describes a person whose gender identity corresponds to their sex assigned at birth. For example, if “female” was stated on the birth certificate and the person also identifies as a woman. The word is used like an adjective, e.g. cis man or cis woman.

Coming out describes the process in which someone reveals something about themselves and is seen as a difference from the norm. This can include information such as being lesbian or transgender. There is an inner and an outer coming out. When coming out internally, the aim is to understand and accept your own feelings. Coming out externally is about expressing these feelings to other people. Coming out is voluntary and self-determined. In contrast, **getting outed**, is when a person is unknowingly or involuntarily outed by another person to or in front of other people. Coming out to others can take place in the presence or absence of the person and deprives them of self-determination and the opportunity to decide for themselves when, where and with whom they want to come out.

Deadnaming refers to the act of calling a transgender person by their birth name or another assumed name without their permission. Deadnaming can also result in outing a person as trans if other people only find out that the person is trans because of that.

dgti² supplementary ID card can be issued in Germany for transgender people who do not yet have an official ID with their self-determined name on it after coming out. Due to their transition, many transgender people no longer wish to be addressed by their “birth name” (see term, “deadnaming”). With this supplementary ID card, they can already identify themselves with their chosen name. For more information, see chapter 6.

Gender alignment is the process that a transgender person goes through to have their physical sex characteristics aligned with their gender identity. This can be done surgically or non-surgically.



Note: Terms and words are constantly changing, for example, “queer” was used as an insult before the 1990s and today the community has appropriated the word positively for themselves.

² dgti is the German Society for Transidentity and Intersexuality e.V. (German abbreviation: dgti).



Other common descriptions used in the context of LGBTQIA+ that are important when reading this guide:

- Gender dysphoria** describes a feeling of discomfort or despair. This can occur due to a perceived discrepancy between the sex assigned at birth and the gender identity. This feeling can be so deeply rooted that it can lead to anxiety or depression.
- Gender euphoria** is the counterpart to dysphoria and describes the positive feelings that a person experiences when, for example, the correct pronouns and name are used for the person. Dysphoria and euphoria can both be caused by internal and external triggers.
- Genderfluid** describes a gender identity that can change over time.
- Genderqueer** is an umbrella term for people who do not want to or cannot specifically categorize their gender identity and do not see themselves as exclusively female or male.
- Non-binary** is a term for people who identify as neither male nor female. It is also used as a collective term for other gender identities that fall outside of male and female spectrum.
- Misgendering** means addressing people with the wrong form of address or talking about them using the wrong pronouns (for more information, see chapter 3.2).
- Civil status** in Germany the civil status includes data on birth, sex, marriage, establishment of a civil partnership and death, as well as related family and name-related facts. There are currently four options regarding sex in Germany: “diverse”, “male”, “female” and “without entry”. All countries regulate their civil status differently.
- Transition** every person’s transition is unique. Transition can, for example, just be a name or pronoun change, but it can also include a change inside and/or outside the body. A transition can be associated with an operation, but can also take place without an operation. Not all transgender people want to transition or are socially or medically able to do so. If one’s own gender identity differs from the assigned sex at birth, this can cause a huge amount of distress for a person. This distress can be alleviated through the process of social and/or medical transition.

2.2 Why is this topic important?

“Transgender people are just ordinary people who want to be happy.”

Katie Neeves, cool2btrans.co.uk



Why is this topic important?

Statistically, there is a clear correlation between the degree of openness regarding one's own gender identity and sexual identity and job satisfaction rate. Studies show that greater openness among respondents is associated with increased job satisfaction.³

LGBTQIA+ employees who do not have to hide in their workplace are more satisfied with their employer and are happier with their career.⁴

However, other studies also show⁵:

49% of LGBT⁶ employees have been **treated unfairly** at work because of their gender identity

31,1% of LGBT employees have experienced **discrimination in the workplace**



40%

According to a study conducted in 2017 **transgender people have experienced various forms of harassment**, including verbal, physical and sexual harassment, insults, hurtful comments and being involuntary outed as being part of the LGBT⁶ community by others.

[to the study](#)

The mental health and well-being of all employees is important to Deutsche Telekom.

Deutsche Telekom wants to create an environment in which people can show their personality without fear. Deutsche Telekom's management has made a clear commitment to supporting colleagues before, during and after their transition.

³ Source: https://www.diversity-institut.info/wp-content/uploads/2022/11/IDA_Studie_Inter_2021_03_02.pdf

⁴ Source: <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/how-the-lgbtq-plus-community-fares-in-the-workplace>

⁵ Source: <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Sep-2021.pdf>

⁶ The study refers to lesbian, gay, bisexual and transgender people; for more information on the acronym, see the previous chapter.



Why is this topic important?

What role plays unconscious bias in this context?

The human brain is designed to think in boxes and form categories. This is a process of “biological survival”. Relevant terms in this context are (un)conscious **stereotypes and prejudices**.

Both are initially normal and human. Our brain can only process a limited amount of environmental stimuli and is reliant on working with categories and assumptions. In empathic interactions, it is therefore worth consciously reflecting on your own boxes and trying not to make hasty judgments.

It is important to be aware of prejudices and to turn them as little as possible into actions. Deutsche Telekom employees have the opportunity to actively address their prejudices in training courses and workshops, such as the Unconscious Bias Training, more details of which can be found on the intranet.

It is also worth keeping in mind that nobody chooses to be transgender, just like nobody chooses to be cis.

Hence, people tend to label other people by making assumptions about them. However, it is important not to assume someone is transgender just by their looks or the sound of their voice.

A transgender person does not have a specific background or a specific appearance. Everyone has a different voice, longer or shorter hair, and we all have a different dress sense.



03 How can I contribute to a trans inclusive environment?

- 3.1 How to act as an ally
- 3.2 The power of communication: Sensitive language
- 3.3 Ally checklist – Every single person can do something
- 3.4 Reactions to someone coming-out at work
- 3.5 Sensitive handling of personal data
- 3.6 Workshop and training sessions
- 3.7 The special role of leaders

How can I contribute to a trans inclusive environment?

Every single person can contribute to respectful and empathetic workplace regarding transgender people. Regardless of whether they already know a transgender person who has come out or if they would generally like to contribute to an environment in which transgender people can feel safe. Behavior in the workplace can have a wide range from supportive to ignoring to discriminatory.

Therefore, an important term in this context is “allyship”.

Being ally means supporting the transgender community, i.e. standing up against discrimination and taking small and/or large steps to create a trans inclusive environment. Especially when employees are “not affected themselves”, it has an even more positive effect when they support others.



3.1 How to act as an ally



Act as Ally

61% of respondents in a Deloitte study say that role models and allies have helped them to be open about their sexual orientation and/or gender identity in the workplace. [↗ to the study](#)

If you want to act as an ally, you have various options and every action can make a difference and have an impact in the lives of others.

Reading this **Transgender Guide**, for example, is a first step towards inclusion. Those who inform themselves are better at acting empathetically, which helps to reduce unintentional harm towards trans people.

In the same way, **honest, non-judgmental listening** in personal exchanges can promote transgender inclusion.

For example, if a transgender colleague reports a hurtful experience that the other person does not immediately understand, these could be possible reactions:

- *“I would like to understand better what exactly was hurtful about the behavior. Would you be willing to explain it to me?”*
- *“I realize that this is bothering you, is there anything I can do?”*
- Denying feelings, accusing someone of being too sensitive or referring to the other person’s intentions (*“They certainly didn’t mean it that way.”*) should be avoided.



Act as Ally

Reflecting on your own situation

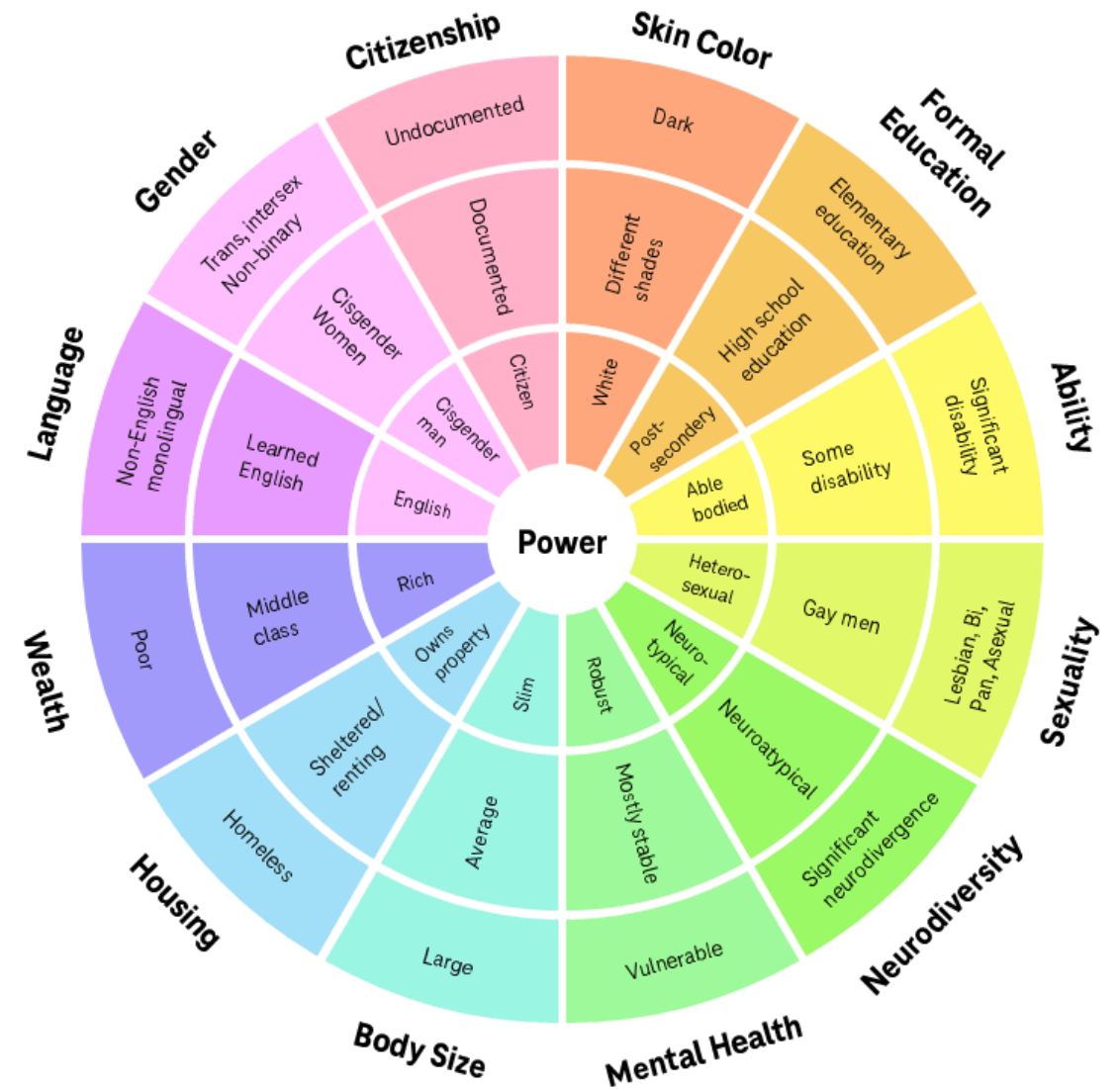
People are born in and with certain physical, social and mental conditions.

Much of this is pure chance and has little to do with will or achievement.

The wheel of power and privileges

This wheel shows the different dimensions of power and privilege. Social privileges are opportunities for action that people have and are associated with advantages, benefits and access.

In the Wheel of Power, the privileged version of an identity that has the greatest share of power and/or influence in our society is in the middle. The outermost column shows the identity with the least power. The respective pieces of the pie are labeled with the characteristic to which they refer.



Source: Sylvia Duckwort



Act as Ally

Some characteristics increase the chance of “tailwinds” (e.g. positive unconscious thought patterns, see Chapter 3.2) in life, while others can generate regular “pushbacks” (e.g. discrimination, negative prejudices).

Allies can, for example, strengthen their understanding by reflecting on moments in which they had it easier than others.

For example, if a cis man goes to the gym and chooses the men’s changing room without thinking, he could take a moment afterwards to consider what this situation would have been like as a trans man. How might it feel if every visit to the gym, toilet, swimming pool etc. is associated with the fear of being told by looks or words that you do not belong here?



Act as Ally

Point out less inclusive behavior or discrimination

If an ally observes behavior that can hurt transgender people, it is important to draw attention to it or ask questions how something was meant. Especially if trans people themselves are not present.

What you can do, for example, if you as an ally hear others talk about a colleague, who is a transgender man:

*“Thomas is actually a man and not a woman”,
could be a question:*

*“How do you come to define that from the outside
and how do you define it?”*

If a transgender person is in the room during a conversation and someone observes discriminatory behavior from others, an “I” message can help, for example:

*“I had the feeling that that was a very judgmental statement,
that made me feel uncomfortable. Was it just me?”*

In addition to what is said and done, discrimination can also manifest itself in what is not (or no longer) said or done.

For example, when invitations to meetings or lunch dates suddenly stop or decrease, when people are in their transition or afterwards.

If employees or customers observe serious, discriminatory behavior by Telekom employees that violates laws or our Code of Conduct, this can be reported (also anonymously) to Telekom’s reporting portal “TellMe”, which is accessible internally and externally. For more information, see chapter 5.



3.2 The power of communication: Sensitive language



Words guide our perception of the world and are linked to associations and feelings. They therefore not only convey information, but also emotions.

A mindful use of words prevents us from (unintentionally) excluding or hurting people.

The power of communication: Sensitive language

Questions, supposed compliments, comments

Transgender people describe that they occasionally receive compliments that are supposedly nice, but feel rather hurtful. Or they are asked very intimate questions that are offensive.

A change of perspective can also help here as an ally:
Would you want to be asked about your genitals or sexual preferences by a stranger?

On the next page you will find a few examples and more considerate alternatives.

Always think about what effect your words could have.

Possible questions for reflection could be:

- Do I mean what I am about to say in a positive way?
- Would I say the same to a cis person?
- Is the question perhaps too intimate, given that we don't know each other well yet?



The power of communication: Sensitive language

Hurtful or insulting remarks	Considerate alternatives	Why are the formulations not ok/respectful?
“You look so convincing – like a real woman.”	“You look great today.”	Transgender women are women. In general, gender identity is socially, medically and psychologically complex. Therefore, compliments that do not refer to gender at all and would be a compliment for everyone are more appropriate. In the alternative, someones gender is irrelevant.
“Have you ever thought about watching make-up tutorials or buying a more modern wig?” “Have you ever thought about getting a voice coach?”	Do not ask such questions.	These questions suggest that there is a “right way” to be or dress female/male or even non-binary. Advice formulated as questions can be perceived as overbearing. Tips should only be given if they are asked for. When it comes to small talk or making contact, it’s better to choose a topic that has nothing to do with being trans.
“How does a transition actually work? What operations are possible and can you change your name just like that?”	“I have a few questions about transitioning, which I would be very happy to discuss, but only if it’s okay and you want to share your experiences with me. Otherwise I can also read it on the internet.”	For some transgender people it is ok to talk about the topic, for others it is not. If in doubt, ask politely. Inform yourself by reading this document, for example, or by taking a look at the external contacts listed in chapter 7. There is also the opportunity to take part in internal Telekom workshops and training sessions.
“I think it’s really great and very brave of you to come out as transgender! So really, really great, keep up the good work!”	“I imagine it being very challenging to have a coming out at work. If there is any way I can support you here at work in this regard, please feel free to contact me.”	Transgender people do not choose to be transgender. If there is a desire to actively support transgender people, this can be offered proactively. Empathy or positive feedback can also be expressed verbally, without making being transgender the focus of attention.



The power of communication: Sensitive language

Neutral description of people without referring to their gender

Since our brains are designed to think in boxes or categories, see section 2.2, we ascribe certain attributes to different people based on their appearance or put them in boxes that they may not fit into. False assumptions can be avoided through linguistic solutions:



Possibly incorrect assumptions	Considerate alternatives	Why
The woman on the right with the black scarf.	The person on the right with the black scarf.	We do not know whether the person we are talking about identifies as female. We make this assumption based on external characteristics that we assign to a gender. In most situations and contexts, the gender of the person we are talking about is completely irrelevant. It is more appropriate naming a unique identifying feature of a person than referring to a assumed gender. We can use other characteristics for identification that have nothing to do with gender, for example the color of an item of clothing, a rucksack, a dog or similar.
I hand over to him.	I hand over to Max.	If you don't know which pronouns Max uses, choosing a name without a gender reference is a good alternative. Perhaps there will be an opportunity in the near future to ask Max about the preferred pronouns. For more information on pronouns, see the following pages.
Yes, the gentleman there ...?	Yes, you there ...? Yes, you in the front?	Even without knowing a person's name, it is possible to address them directly without assigning a gender.

The power of communication: Sensitive language

Use of neutral or preferred identity descriptions: salutation, first name and personal pronouns

As already indicated in the terms listed at the beginning, gender identity is very individual and of high relevance for one's self-esteem. All people use forms of address and pronouns that suit their own gender identity. This includes transgender people as well.

Therefore, it is important to respect and use the preferred self-descriptions of people and try to avoid to use old names or contradictory forms of address and pronouns.

Salutation

In many documents and e-mails people are addressed as "Mr./Mrs.". In most cases, these salutations are used without the person concerned having been asked about their preferred form of address. Sometimes this is also due to forms not offering a neutral salutation.

One way to use more neutral wording is, for example: "Hello Luise Dubois" instead of "Dear Ms. Dubois".



*Hello Luise Dubois,
Thank you for contacting me.*



The power of communication: Sensitive language

First name and personal pronouns

Pronouns are used in place of i.e. people, things or animals. Personal pronouns replace a (previously mentioned) name. They are mainly used when talking about a person.



It can be rude, hurtful and discriminatory if the old first name is used for a transgender person (e.g. Julia instead of Julian) or if the old pronouns are used (e.g. “she has forgotten her key” instead of “he has forgotten his key”). Especially if this happens repeatedly or deliberately.

Of course, this can also happen by mistake, especially at the beginning or when people have known each other for a long time before a name or pronoun change. As long as it is clear that it was an oversight rather than a deliberate insistence on the old name being the “real name”. In general, this situation is unpleasant but can usually be resolved quickly with a short, sincere apology.

The (deliberate) use of a name which a person no longer uses is known as deadnaming. The intentional use of incorrect pronouns is understood as misgendering, see chapter 2.

The power of communication: Sensitive language

In addition to the binary pronouns he/him or she/her some people use gender neutral pronouns like **they/them**.



Whereas some gender non-conforming people prefer to be addressed only by their first name and not being addressed by any pronouns.



For example:

Raheem works at Deutsche Telekom. The working environment supports **Raheem's** transition. **Raheem** enjoys working with the team because the team is very respectful towards **Raheem**.

Raheem works at Deutsche Telekom. The working environment supports **their** transition. **They** enjoy working with the team because the team is very respectful towards **them**.

The use of they/them pronouns to refer to a single person can be unfamiliar and require practice. However, a serious attempt to adapt ones language is often highly appreciated.



The power of communication: Sensitive language

Sharing your own pronouns

Some e-mail signatures and social media profiles contain information about people's pronouns. This can be in brackets after the name or in specially designated fields or lines. Increasingly, this is also being done by people (allies) who "don't need it", i.e. people who are generally read and addressed the way they prefer.


The idea behind it:

I am usually addressed correctly, but this happens not to everybody. If I share my pronouns, it becomes more natural for others to share or ask for them instead of guessing them, too. Sharing ones pronouns as a cisgender person makes it easier for trans colleagues to communicate their pronouns, too.

Making ones pronouns visible can also be helpful with gender-neutral names such as Kim or Chris. Or when names have a different geographical or linguistic background and cannot be directly assigned to people from other language regions. T Sharing pronouns is also helpful for people who are read differently due to physical characteristics or clothing than feels good and right for them.

Pronouns can now also be put in digital collaboration tools, i.e. such as Microsoft Teams.

Sharing ones pronouns when introducing oneself also becomes more and more established:



Hello, I am
Joris van de Berg
and I use the
pronouns he/him.



The power of communication: Sensitive language

Sharing one pronouns in an e-mail signature can look like this:

With best regards,
Sara Morales

DEUTSCHE TELEKOM AG

Organizational unit

Sara Morales (she/her)

Function

Sample Street 123, 01234 Sample City, Country

+49 69 123-1234 (Phone)

+49 69 123-4321 (Fax)

+49 171 1234567 (Mobile)

E-mail: sara.morales@telekom.de

www.telekom.com

EXPERIENCE WHAT CONNECTS.

You can find the compulsory statement at: www.telekom.de/pflichtangaben

BIG CHANGES START SMALL – CONSERVE RESOURCES BY NOT PRINTING OUT EVERY E-MAIL

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Note:

At Deutsche Telekom nobody is obliged to share their pronouns.



The power of communication: Sensitive language

Gender-sensitive language

Being respectful towards all people can be (expressed) in the form of neutral and inclusive language: So nobody gets excluded. As Telekom, we also use gender-sensitive language in official communication materials. This does not apply to one-on-one communication between colleagues or between employees and customers, because this is very individually.

The official guide to gender-appropriate language can help.

You will find it [here](#)

To ensure this, gendered terms and forms of address are replaced with neutral alternatives.

Out-of-office reply

The out-of-office reply is something everyone can check and change individually for it to be more inclusive:

- Instead of i.e. “Dear Sir or Madam”, neutral alternatives such as “Good afternoon” or “Dear sender” can be used.

Another aspect is **employee communication**:

It is important that all employees are addressed correctly and no one gets excluded.

- E.g. using “Dear firstname lastname” instead of “Dear Mr. lastname”



3.3 Ally checklist – Every single person can do something.



Every single person can support changes and make a difference.



Checklist

- Read **Transgender Guide** and share it with others
- Use **training opportunities** and motivate others to take part as well
- Show **openness** and be an ally
- Reflect on and train **your own use of language** in relation to **gender-neutral language** and be a role model, e.g. in presentations, e-mails, newsletters or at events (follow and share Brand's language guidelines) [↗ to the guideline](#)
- **Share your pronouns** in your e-mail signature, on Teams, the intranet (YAMUnited), externally on LinkedIn or verbally when introducing yourself
- **Check out-of-office reply** (instead of using "Dear Sir or Madam" use neutral alternatives such as "Good afternoon" or "Dear sender")

3.4 Reactions to someone coming out at work



Reactions to someone coming out at work

The following suggestions for when a team member comes out as trans have been compiled together with people who have already transitioned themselves. In general, someone's coming out is always very individual and personal and, therefore, requires sensitivity.

There is often not just one solution in a particular situation. It is therefore crucial to listen to the person who is transitioning and to take them and their needs seriously.

Considering and understanding the feedback of transgender employees and allies can help to further develop inclusive practices.

It's also okay to be open about not knowing something or if you are unsure if your behavior is appropriate.

If a transgender person comes out to you, ask them how they want you to deal with the information and what the person wants.

- Is the information already known to other people in their working environment?
- Does the person prefer to tell other team members or work contacts about their transition themselves?

By being clear about these questions, you avoid inadvertent disclosure, i.e. outing the person.

Above all, especially when you are a leader, show understanding for the coming out process of your employee and offer space to talk about it.

Ask what help and support the person wants and needs in their coming out and transition process.



3.5 Sensitive handling of personal data



Sensitive handling of personal data e.g. name changes and outing

Gender identity is an essential part of a person's personality – we all have a deep-seated sense of how we identify and which gender we feel we belong to.

Transitioning is a process that begins with a deeply personal decision that may have been made years ago and/or suppressed for years.

One part of a transition (see Chapter 2) can be the change of one's first name.

Trans people change their name when they no longer wish to be addressed by the name they were given at birth. They choose a name that fits better to their gender identity. A new birth certificate is issued for an official change of first name.

There is often some time in between coming out as transgender, using one's preferred name in everyday (working) life and legally changing their name. Due to this most transgender people are involuntarily exposed to deadnaming (see Chapter 2), for example when they have to show their ID.

First name changes are a very important process and the handling of data is therefore a sensitive one. It is important that transgender people are not outed against their will or without them knowing. Deadnaming, whether intentional or unintentional, is a form of discrimination and can have a negative impact on a transgender person and their wellbeing in the workplace.



3.6 Workshops and training sessions



Workshops and training sessions

Deutsche Telekom offers awareness trainings and workshops regarding transgender in German and English several times a year. Containing and answering the following:

- What is it like to be transgender?
- And how can I support those who are transgender?

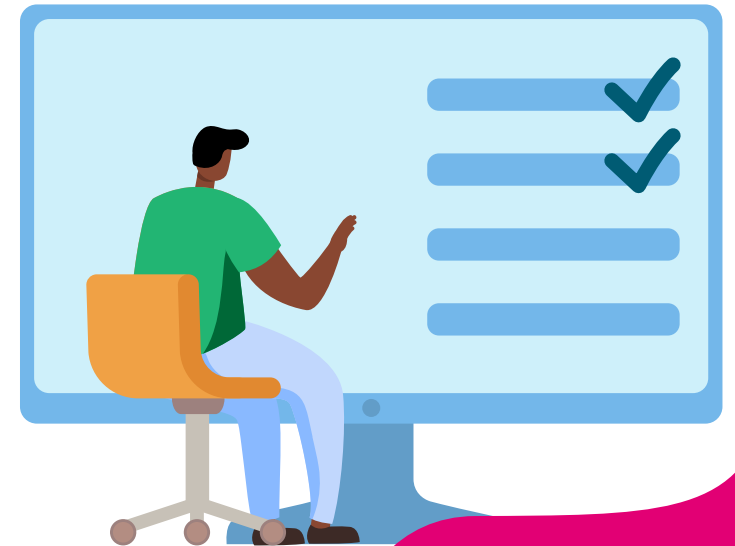
The workshops give participants an insight into the day-to-day reality of transgender people, as our speakers are transgender themselves.

The workshops explain terms that often appear together with gender diversity, such as intersex, transgender or diverse. The experiences transgender and non-binary people face in everyday life will also be part of the sessions. The challenges and opportunities that arise from gender diversity in everyday working life are also highlighted.

In addition, there is always room for open questions at the end.

Who are these sessions for?

- If you want to support transgender people at work but are worried that you might offend a trans person if you say something that might be wrong.
- If you do not (yet) understand what the topic of transgender is all about, or would like to find out more about it in general.



3.7 The special role leaders



The special role leaders

Especially Leaders have a particularly responsible role when it comes to creating trans inclusive working space.

In their role as manager it is their duty to provide security in a moment of uncertainty and possibly vulnerability. To offer protection, where protection is important and to point out processes and resources to support. Therefore, this sub-chapter provides information that is particularly relevant for managers.

In addition, managers can contribute to making the workplace even more trans inclusive:
Suggestions for workplace inclusion can be found in chapter 4.



Reaction to coming out

Leaders have a responsibility when a person in their team transitions. It is important to be a trustworthy contact person and to support transgender people in their transition where possible. A sensitive reaction to coming out is therefore an important moment. More on the importance of coming out, please take a look at chapter 2.

Transitioning can also mean that there are periods of absence – e.g. due to the psychological stress that often accompanies one's transition, planned medical or psychotherapeutic appointments or a surgical procedure. Planning for these phases at an early stage and raising awareness within the team can prevent potential conflicts or misunderstandings.



The special role leaders

Information about transition: data protection and communication

Managers are often informed about a transition before others. For example, they may be informed about an official name change, or be told about the wish to change a name without official documents, or be asked about the available processes regarding a name change. At such times, the Transgender Guide can help to clarify important questions and facilitate action.

Regarding a transition special attention has to be paid and is required towards personal data. Among other things, it is important to avoid an external outing.

The following reflection questions can help managers:

- Are there any pictures or documents that present the team (photos/names) and should be revised/updated (e.g. team presentations, organizational charts)?
- What else needs to be considered so that new colleagues, customers or stakeholders are not informed about the former name so that the transgender person does not get outed?
- Do personal documents and cover letters need to be changed and has the HR department been informed?
- Do colleagues also need further awareness and knowledge sessions – if so: what could this look like?
- Who may need to be consulted as well (with consent)?
The manager of the manager? The team?



The special role leaders

Involvement of the team

Conversations or (moderated) workshops with the team can help to answer questions and reduce any fears of doing something wrong. It is important to discuss this with the transgender person beforehand in order to agree what they would feel comfortable with. Some people are happy to answer questions themselves – others want the team to get informed themselves without them being present. Resources on workshops and training can be found in chapter 3.6.

Be mindful with yourself

Leaders are not therapists and are usually not psychologically trained. Having a person transitioning in the team can be potentially result in feelings of being overwhelmed. Deutsche Telekom offers external, anonymous, psychosocial counseling by Fürstenberg Institute.



The special role leaders

Request for a change of the first name

As it can still take years – due to the current legal situation – for a transgender person to officially change their name given by birth to their self-determined one (and some people in some countries are even legally not allowed to change their name at all). Deutsche Telekom enables trans employees to change their first name for everyday communication, such as their e-mail address, without official documents.

Managers and employees can find further information on how to initiate this process in the internal document.

This process results in visible changes (e.g. different e-mail name). It is therefore important that managers talk to the person beforehand in order to jointly determine when the systemic change should take place and how the information should be communicated to the team and/or customers/stakeholders.

If the person transitioning has official documents for a name change, Deutsche Telekom employees in Germany can submit them at any time via the “HR portal”. International employees please contact their local HR department.



The special role leaders

Business trips

Not all countries are open to and accepting of LGBTQIA+ people and transgender people in particular. Some governments criminalize transgender people (up to and including death penalties) and/or deny the existence of transgender people.

In addition, transgender people may encounter problems when entering some countries if, for example, their ID does not match their current appearance.

Hence, transgender people may not feel comfortable traveling to a particular country if other transgender people have already had negative experiences there.

This can lead to a high level of stress for a person.

The above mentioned and/or other obstacles can also result in a person not wanting or being able to participate on international business trips.

When traveling for business, the acceptance and legal situation of trans people at the destination country should therefore be checked in advance.

The safety of our employees must be guaranteed on business trips. The Group Situation Center can provide advice on this.

Safe travel to and from the event location must also be ensured. Deutsche Telekom employees and managers can find out more about business travel on the intranet at MagentaPride and at the Group Management Center.

The International Lesbian, Gay, Bisexual Trans and Intersex Association (ILGA) offers a world map of LGBTQIA+ rights, which can be very helpful when assessing the risks of traveling.



[to the world map](#)

[more about ILGA](#)



The special role leaders

Recruiting and onboarding

Recruiting

A transition can have an impact on application documents:

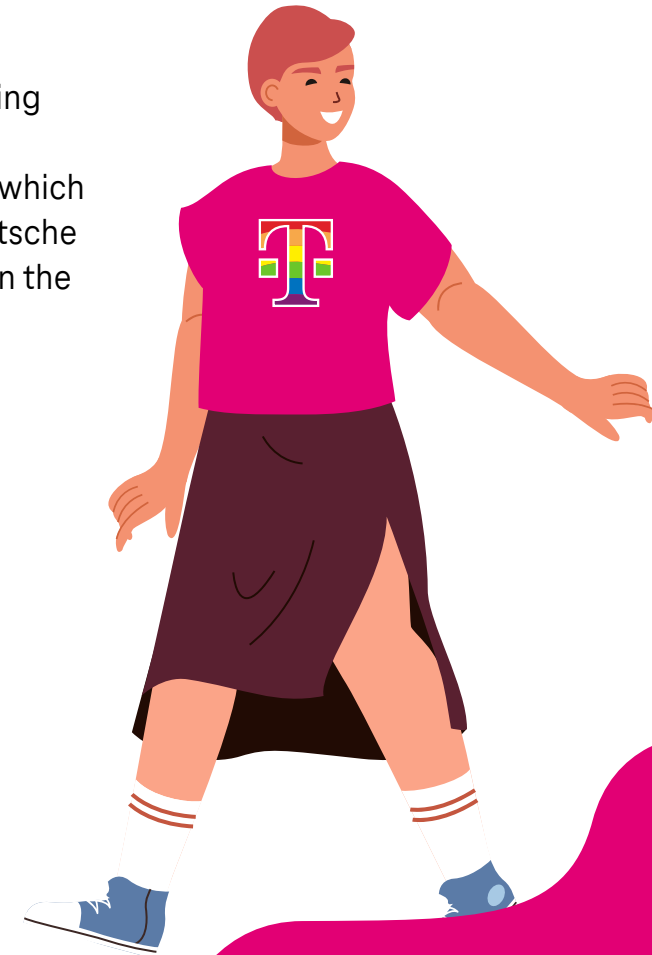
- Transgender people may, for example, have certificates issued in their previous name, which would lead to deadnaming and an outing in the selection process. If the applicant does not want to come out, they may decide not to submit such references. This does not mean that there are no good references.
- Transgender people may have gaps in their CV, e.g. due to medical treatment.

It is therefore often worth getting to know the person behind a CV and then making a judgment as to whether the person is suitable for a position.

Onboarding

Trans inclusion can also be fostered during onboarding.

For example, by telling your employees which networks and communities exist at Deutsche Telekom and where they can be found on the intranet.



The special role leaders

Dealing with discrimination (in the team)

As a manager, you have a duty of care for your employees. If you are made aware of violations with regards to the General Equal Treatment Act, this is considered as an official report and you have to take actions since you have a duty of care towards your employees. This can also be done initially without naming the employee if something has been brought to your attention in confidence.

If something is reported to leaders, it is important that you seek advice on the right course of action.

Possible first steps could be

- Take your time and listen carefully to the person concerned.
- Offer support and inform the person concerned that you, in your role as a manager, will investigate the matter and want to put an end to discrimination in the workplace as far as you can.
- Together with the person concerned, consider what further support they need.

- For example, in your role, get in touch and talk with the people involved to clarify the incident and prevent future misconduct.
- If you would like to involve an independent body, you can contact the threat management. Threat Management is the point of contact in the company for all employees who feel unsafe or threatened at work or in their private lives.

Managers can also get in contact with the Fürstenberg Institute or the threat management team to better understand their own role in the reporting process and to get support if necessary. For more information on the reporting processes, see Chapter 5.



04 How does a trans inclusive workplace look like? Which processes and products contribute to this?

In addition to ones individual contribution, it is also important to implement structures and processes that are inclusive for transgender people so that everyone can #takepart.

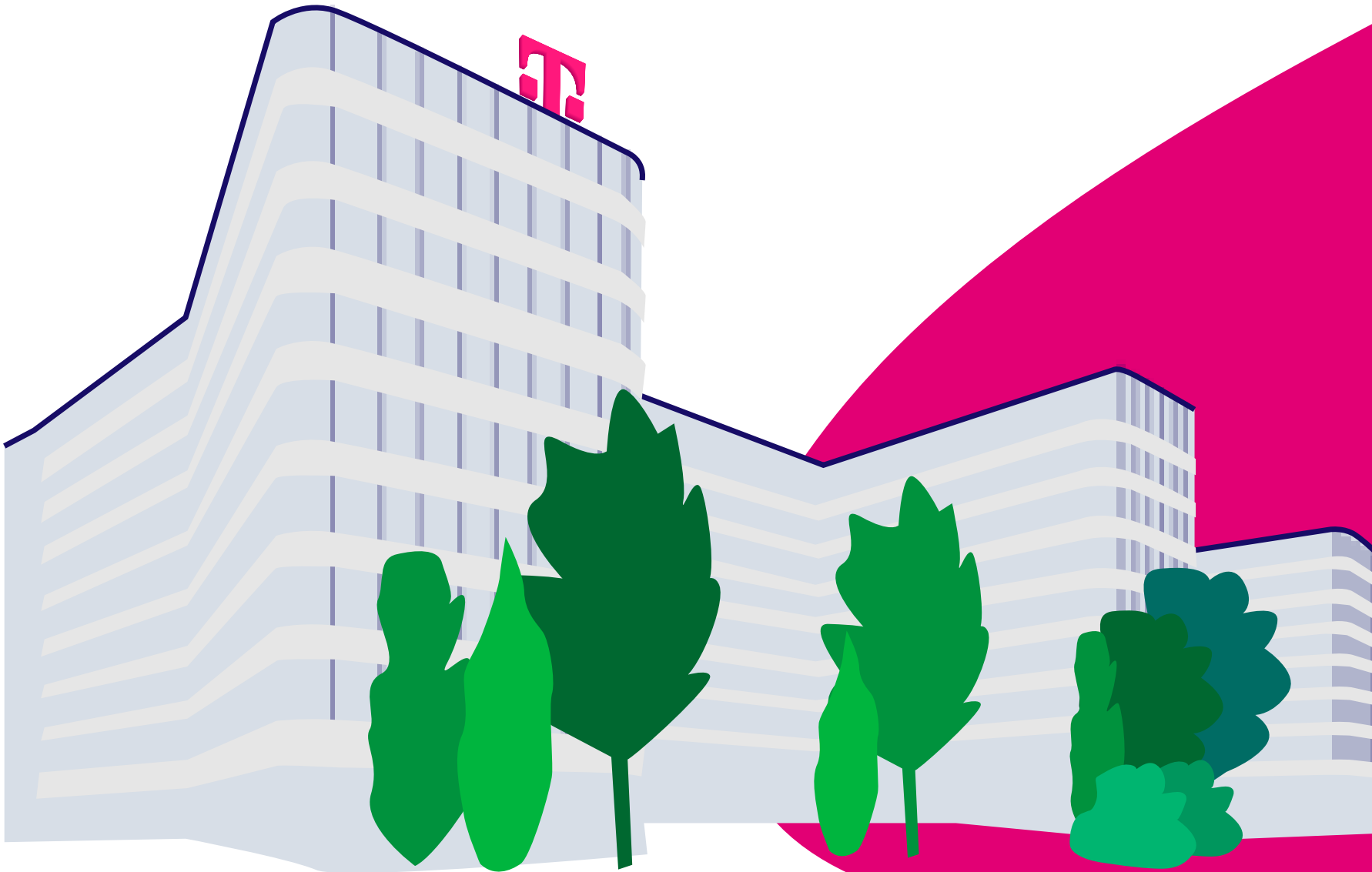
Here are a few examples of how to make workplaces more inclusive.

➤ 4.1 Facility management

➤ 4.2 Further aspects of a trans inclusive workplace



4.1 Facility management



Facility management

A trans inclusive working environment includes the entire workplace and thus also Deutsche Telekom's buildings. Gender diversity, which is reflected in the architecture of a building, can create an additional awareness that the world is not binary.

Some examples of an inclusive working environment for transgender people are:

Gender-neutral restrooms

Gender-neutral restrooms are rooms which are accessible by one person at a time and are fully enclosed. Hence, they are usually equipped with a toilet, a urinal, a sink and a sanitary bins. This means that these toilets can be used by anyone regardless of their gender identity or gender expression.

Additional sanitary bins in men's restrooms

People of all gender identities may need sanitary bins. If there is a need, sanitary bins can be ordered. Further information can be found in the internal document.

Showers and changing rooms

It is important that changing rooms and showers are not only accessible to everyone, but that employees also have access to gender-neutral rooms or individual cubicles.

These are examples how door signs could look like for gender-neutral restrooms:



4.2 Further aspects of a trans inclusive workplace



Further aspects of a trans inclusive workplace

Other options that can contribute to a trans inclusive workplace:

Reviewing the HR processes and/or products from hire-to-retain regarding transgender inclusion, e.g.:

- Recruiting
- Job change
- Promotion
- Parenthood



Mapping the realities of transgender employees' lives is also of importance in HR IT systems, data processing and data storage:

- Changes of first name and civil status
- Gender is a legally protected information and may only be requested, processed or stored according to the current Data Protection Act.

More detailed information on the above mentioned can be found in the internal document.



05 What can I do if I experience or observe discrimination?



[↗ 5.1](#) General Equal Treatment Act

[↗ 5.2](#) What can I do if I experience discrimination myself?

[↗ 5.3](#) What can I do if I witness discrimination?

[↗ 5.4](#) The special role of managers

What can I do if I experience or observe discrimination?

At Telekom, our goal is to ensure that everyone feels comfortable and welcome and can develop their full potential at work. We therefore strive to prevent discrimination in the workplace for all employees.

According to the Federal Anti-Discrimination Agency, transgender people are affected by discrimination and exclusion in all areas of daily life, especially in the workplace.

 **Contact**

Examples of discrimination in the workplace:

- Knowingly and intentionally incorrect usage of the first name and/or pronouns and outing someone
- Conflicts with traditional role models
- Insulting remarks
- Exclusion
- Breaking off contact
- Sexualized harassment



5.1 General Equal Treatment Act



General Equal Treatment Act



The General Equal Treatment Act (German: Allgemeines Gleichbehandlungsgesetz; abbreviation: AGG) **protects all people from various types of discrimination in the employment context.** Further information on the characteristics protected by the AGG can be found on the website of the Federal Anti-Discrimination Agency.

 [see here](#)

Employers are obliged to take measures to protect employees against discrimination (which also includes preventive measures) and to stop discrimination that has occurred.

There are also various laws that stipulate a confidential and reliable complaint process, e.g. the AGG itself, the Whistleblower Protection Act and the Supply Chain Due Diligence Act (German: Lieferkettensorgfaltspflichtengesetz; abbreviation: LkSG). The scope of protection of the LkSG includes human rights and environmental due diligence obligations.

Discrimination is not legally the same as **“feeling unfairly treated”**. For example, if someone was not invited to an important meeting while direct colleagues were invited, this can be unfair. However, it is not automatically discrimination. In this case, it would have to be provable that it is unjustified unequal treatment based on a legally protected characteristic. Other reasons in this case could be, for example: an oversight, not knowing a person’s areas of responsibility or non-transparent communication of comprehensible reasons. Various factors are relevant for an assessment, such as repeated occurrence or (provable) intentionality.



General Equal Treatment Act

In the event of a breach of the AGG, employees have the right to redress and – under certain conditions – compensation. In addition to the AGG, criminal law also applies in the employer-employee relationship. Misconduct can therefore have consequences under criminal law as well as under employment law.

Consequences under employment law can range from a warning to a transfer to dismissal, whereby the consequences must be suitable, necessary and appropriate in each individual case. Feedback and mediation can be considered as less severe measures. If the limits of a criminal offense are exceeded, the consequences under criminal law may include fines or imprisonment.

Discrimination can take various forms and can sometimes only be discovered at second glance. The General Equal Treatment Act (AGG) distinguishes between **direct and indirect discrimination, harassment including bullying and sexual harassment.**

Direct discrimination

Direct discrimination occurs when someone is treated less favorably than another person in a comparable situation on the basis of a protected characteristic, such as gender identity (i.e. transgender).

In the workplace, for example, this can manifest itself as follows:

- The refusal to hire a transgender person because of them being transgender.
- A transgender person is paid less than a cis colleague for the same work.
- Refusal to promote a transgender person due to them being transgender.



General Equal Treatment Act

Indirect discrimination

Indirect discrimination occurs when, for example, an employment policy or practice, although seemingly neutral, puts people with a particular protected characteristic, such as transgender, at a particular disadvantage compared to other people.

An example of this could be

- The requirement for employees to wear gender-specific uniforms, which can be stressful for transgender employees who cannot identify with the prescribed clothing.



Harassment

Harassment is defined as unwanted behavior, which is related to a characteristic listed in the AGG and that violates a person's dignity or creates a hostile environment. In the context of discrimination against transgender people, harassment in the workplace can include, for example, the following:

- Disparaging slurs or insulting remarks about the appearance of a transgender person.
- Sending offensive e-mails or messages to a transgender person.
- The exclusion of transgender employees from events or discussions at the workplace.

Bullying can also constitute harassment within the meaning of the AGG if systematic hostility, bullying or discrimination between employees or by managers is linked to a characteristic protected by the AGG.



5.2 What can I do if I experience discrimination myself?



It is often difficult for those affected to react directly to experienced discrimination or harassment. They may not have the right words or it is unclear whether and how they should react. To make matters worse, those affected are often accused of having misunderstood something or of taking what happened too seriously.

We want to offer all employees in the Telekom Group a workplace free of fear and violence. In this section, we therefore describe what employees can do if they experience discrimination.

What can I do if I experience discrimination myself?

Possible actions beforehand or instead of a formal complaint

1. React

Tell the person that your boundaries have been crossed. This can also be done afterwards. However, it is important to do this as soon as possible.

Possible reactions could be:

- Ask people who were there with you: How did you experience this and/or can you imagine being a witness?
- Give the person feedback directly (or later) or ask for a one on one conversation
 - If necessary, include supportive people in the conversation, e.g. MagentaPride, workers council, colleagues or managers
 - If necessary, ask for professional mediation (neutral mediation by a trained moderator)

2. Contact persons of trust

If you feel that you can no longer make any progress on your own, contact a trusted person who can support you.

- Report to your own manager or inform your manager's manager
- Contact your workers council, MagentaPride or the DE&I team

3. Document the incident

- Start a record looking back and/or from now on: Who said what, when, where, who else was there, what were their reactions? These notes can be very helpful at a later state if the behavior is repeated.
- If necessary, save evidence, e.g. screenshots or e-mails. Please note: Video/audio recordings without the knowledge of the other party are a criminal offense.



What can I do if I experience discrimination myself?

4. Report your incident

Everyone has the right to respectful interaction.

If you have the impression that a violation has happened, please contact internally:

Fürstenberg Institute: They offer support and treat your concerns confidentially. The trained experts (also regarding LGBTQIA+ topics) can support you with the following, for example:

- How do I deal with the situation, give psychological advice for inner processing and offer options for action
- Discuss uncertainty as to whether you want to make an official complaint
- The Fürstenberg Institute does not provide legal advice and, as an external provider, can only give limited advice on possible consequences and internal options for Telekom.

Threat management: In addition to the Fürstenberg Institute, the Group's threat management team is there to support you if you feel threatened, discriminated against or frightened.
How does contacting them work?

- Your concerns will be handled by trained and experienced threat managers and treated with absolute confidentiality.
- Private threats can also be reported here, i.e. when people feel threatened from outside their working environment.
- Threat management takes care of all employees, leaves no one behind and sometimes takes unconventional paths for the well-being of employees and in the interests of the Telekom Group, i.e. it never proceeds according to scheme X, instead, each situation is considered individually and discussed in close consultation with the employee concerned. The threat managers are in constant close contact with you.
- Absolute confidentiality and discretion are guaranteed. Your concerns will not be shared with your manager, colleagues or social partners without your consent and knowledge. However, there is one exception: If the threat managers become aware of a criminal offense through your information, they are obliged to inform the criminal authorities.

The team can also advise on and support with the formal complaint process described on the following page.



What can I do if I experience discrimination myself?

Formal complaint process

Since 2006, Deutsche Telekom's "TellMe" portal has been offering all employees and external parties the opportunity to report violations of the current legal and internal company regulations – anonymously, if preferred. This also includes information on human rights or environmental risks and legal violations along our global supply chain. This may relate to the actions of our employees in the Group companies' own business areas or those of our suppliers or business partners.

If preferred, your case will be treated confidentiality in accordance with the current law. Every report is examined in detail, suspected cases are investigated and any breaches are consistently followed up.



- **Threat management** is an internal preliminary stage, see previous sections.
- In acute emergencies that do not allow any delay, you can contact the **Group Situation Center**.
- The **Federal Anti-Discrimination Agency** can also be contacted externally if, for example, you do not agree with the internal process. The office offers information and advice.



5.3 What can I do if I witness discrimination?



What can I do if I witness discrimination?

- See also allyship in chapter 3:
 - If possible, speak to the person about their behavior and do not let comments or behavior go unnoticed.
 - Or give feedback in the form of an “I” message:
“I felt uncomfortable with that joke.” or
“I found the statement XX inappropriate.”
- Offer people your support as a witness or sparring partner and ask if help is needed.
- You can also offer to accompany the person being harassed if they seeks counseling for themselves.
- Inform the person concerned about this document and their reporting options.
- Connect affected persons with MagentaPride or the TINA* community.



5.4 The special role of managers



Managers have a special role to play in the context of discrimination, as they have responsibility for personnel and can provide both preventative and supportive assistance, for more details see chapter 3.7.

06 My transition at Deutsche Telekom

This chapter lists the support services for people before, during and after their transition in more detail.

Deutsche Telekom wants to offer all employees a working environment in which they can be themselves. If a person decides to come out and wants to transition, Deutsche Telekom aims to provide the best possible support.

If you would like to transition and/or feel ready to do so, even if you cannot (yet) officially change your name, for example, or if you have any questions on the subject, please get in touch with the following internal contact points.



My transition at Deutsche Telekom

Internal points of contact before, during and after a transition

If you feel ready to come out and talk to someone in the company, there are currently various options:

Contact your direct manager, if you feel you can discuss your transition process confidentially with this person. You can also confide in a colleague.

Another good first point of contact is the **TINA* Community** (Transgender, Intersex, Non-binary and Agender), an exclusive network of people who are themselves transgender, intersex, non-binary or agender. Hence, you can talk to and get in contact with people who might have experienced a similar situation or came out like you. The community offers a safer space for TINA* people. You can find the TINA* Community on the intranet.

MagentaPride Network

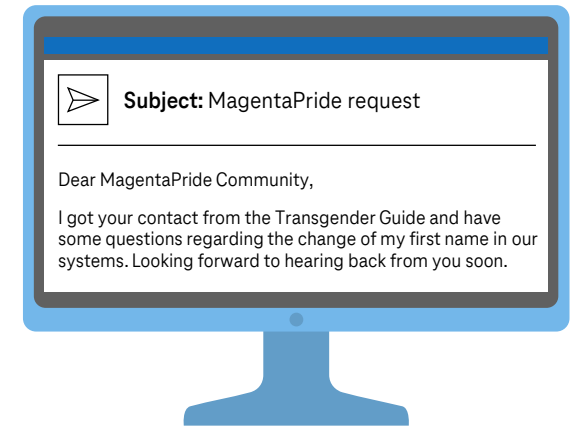
The voluntary LGBTQIA+ employee network MagentaPride is also available for getting in touch with peers.

All employees can get in touch and contact MagentaPride. Inquiries are treated with absolute confidentiality. It is also possible to contact individual members of MagentaPride – if this is preferred.

If you wish to remain anonymous, it is also possible to ask your manager or a trusted colleague to make contact on your behalf.

Diversity, Equity & Inclusion Team at Deutsche Telekom

The DE&I HR team will be happy to advise and support you, especially in the process of your transition within Telekom.



My transition at Deutsche Telekom

Counseling services for transgender people – Fürstenberg Institute

Are you facing personal or professional challenges? Are you looking for support with your transition or guidance with other issues relating to your mental health?

Then you can take advantage of the Fürstenberg Institute's employee advisory service. The trained experts (also regarding LGBTQIA+ topics) will be happy to support you. You can discuss your personal concerns, e.g. regarding your mental health, with them in a confidential setting and work out solutions together. Counseling can take place nationwide by telephone or online. Confidentiality is guaranteed at all times, and anonymous counseling is also possible. Employee counseling is of course free of charge for you.

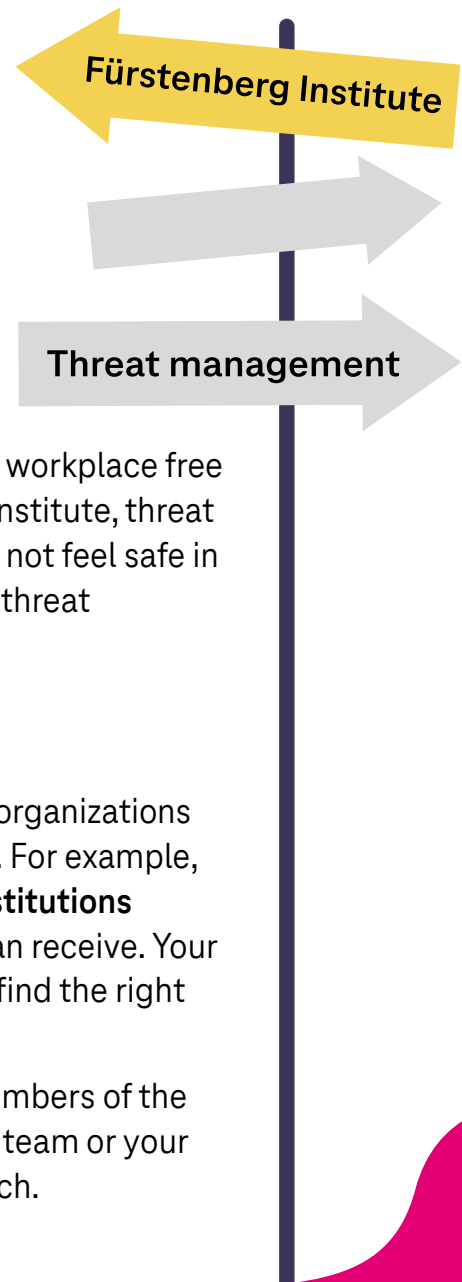
Threat management

All Deutsche Telekom employees have the right to a workplace free of fear and violence. In addition to the Fürstenberg Institute, threat management is a possible point of contact if you do not feel safe in your working environment. For more information on threat management, see chapter 5.2.

Country-specific support

Each country has its own support networks and aid organizations that offer individual support for transgender people. For example, please **contact your local authorities or relevant institutions** regarding the legislation and legal assistance you can receive. Your respective healthcare provider can also help you to find the right advice for your individual needs.

For further information, you can also contact the members of the international diversity community. The central DE&I team or your local HR department will be happy to put you in touch.



My transition at Deutsche Telekom

Change of the first name and pronouns

First name changes can be requested with or without having official documents.

Change of first name with official documents

It is possible to change your first name in our IT systems. If you have official documents and work in Germany, you can do this via the official name change process, which is linked in the internal document.

If you have official documents and work outside Germany, please contact **your local HR department**.



⁷ dgti stands for German Society for Transidentity and Intersexuality e.V. (German abbreviation: dgti)

Request for a change of the first name without official documents

For transgender people it is also possible to have their first name changed directly in internal systems without the need for official first name change documents. This change is self-determined and takes place at a time that feels right for the person coming out.

To initiate the process, please contact MagentaPride or the DE&I team.

There are also external support options, such as the **dgti**⁷ in Germany.

The dgti is an independent association and offers free peer counseling nationwide.

An overview of their counseling services is in German available [here](#)



My transition at Deutsche Telekom

The dgti is in Germany also the only organization to offer the supplementary **ID card** approved by the German Federal Ministry of the Interior and Community. The dgti supplementary ID card is a standardized ID document that includes all self-determined personal data (first name, pronouns and gender) that have been chosen by the transgender person. It also shows a current passport photo. The dgti is known and accepted by all interior ministries, the police, many authorities, banks, universities, insurance companies and other entities. In institutions where this is not yet the case, a QR code provides help with more detailed information on the ID card.

The supplementary ID serves to prevent discrimination when being in contact i.e. with institutions. It supports the right to be addressed in one's correct gender and first name when communicating with state bodies, as stipulated by a ruling of the Federal Constitutional Court.

Pronouns

We invite all employees to share their pronouns, e.g. in the e-mail signature.

In the context of pronouns, it is important to note that no one at Deutsche Telekom is required to share their own pronouns. No one is forced to come out as transgender or non-binary, for example.

Therefore, sharing your own pronouns is always voluntary.



With best regards,
Sara Morales

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07 Points of contacts – Where can I find further information on the topic?
















For internal contact points, see internal document.

German and global contact points

i Deutsche Telekom is not responsible for the content on the pages listed here.

There are many official support groups for transgender people and their families around the world. Some global organizations that offer support for transgender partners, parents of trans children, and trans people themselves are:

-  **ILGA** **The International Lesbian, Gay, Bisexual Trans and Intersex Association** – ILGA is a global association of over 1700 organizations from more than 160 countries and regions that advocates for the human rights of lesbian, gay, bisexual, transgender and intersex people.
-  **T-Vox** **T-Vox** is a website that lists transgender support groups around the world, both by continent and by country.
-  **Stonewall** **Stonewall** is Europe's largest charity for LGBTQIA+ people. The website has a list of support and resources for transgender people, which can be searched by region.
-  **TGEU** **Transgender Europe** is a member-based organization whose aim is to strengthen the rights and well-being of all transgender people.
-  **Gender dysphoria** **genderdysphoria** – One aim of this website is to cover the entire spectrum of gender dysphoria.
-  **transfable** **Transfabel** – A large selection of literature and other material on the topic of transgender. (Only available in German.)

-  **Interventions** **Interventions for gender and sexual diversity** – The site provides an overview of organizations, contact points and services relating to sexual and gender diversity throughout Germany and can be filtered individually according to all federal states. (Only available in German.)
-  **BV Trans*** **Bundesverband Trans* e.V.** is committed to gender self-determination and the rights of transgender people. (Only available in German.)
-  **Transgender Intersex** **Transgender Intersex Counseling Center** – This platform offers an overview and clarification of the most important and critical terms in the context of transgender and intersex. There are also telephone consultation hours available.
-  **Trakine e.V.** **Trakine e.V.** is a parents' initiative for transgender children and young transgender people and a national contact point. (Only available in German.)
-  **schlau.nrw** **Transgender and school** – A brochure for young transgender people. (Only available in German.)
-  **vielbunt** **vielbunt** – There are also local associations that campaign for the visibility and acceptance of transgender people, such as the non-profit association vielbunt in Darmstadt, which can also be contacted as a first point of contact. (Only available in German.)
-  **queermed** **Queermed Deutschland** offers a Germany-wide overview where people who have experienced discrimination in the healthcare sector can make recommendations or do their own research. Within the search mask, you can filter by city, department, group of people, reason for visit, language and degree of accessibility.

08 Publisher

This guideline was created by **Deutsche Telekom's Diversity, Equity & Inclusion Team** on the initiative of and in cooperation with the **LGBTQIA+ employee network "MagentaPride"** and revised together with the **TINA* (Transgender, Intersex, Non-binary and Gender) community** and the **BIPoC (Black, Indigenous and People of Color) community**. This is an external version without internal links, internal contact options, and internal processes.

Employees can find the internal version

[↗ here](#)

