

# Structural Changes Organizations Can Implement to Provide Bisexual Employees with Visibility and Social Comfort

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## Abstract:

In this research, bisexual employees' opinions of their workplace were compared with the measures implemented by organizations for their bisexual employees. This was to get a better view of the productive, and potentially harmful measures that organizations used to create a more inclusive atmosphere. There were 95 participants who identified as bisexual, or others with multi-sex and/or gender attractions, who were 18 years of age or above, and currently employed.

The first study conducted were interviews with 6 companies' management, HR and LGBT+ ERG personnel to explore measures already in place by organizations, and to assess the general consensus on if additional measures were necessary, from a top-down perspective.

The second study used information from these interviews, to create an online survey for employees. Through the online survey, participants describe measures for bisexual inclusivity in their workplace, their satisfaction levels, and whatever negativity they experienced due to their bisexuality. A stratified sample was created through the use of snowball sampling.

This research aimed to find correlation using Pearson's Correlation and Regression analysis; it looked between workplace satisfaction, the treatment of bisexuals in the workplace and specific measures to aid bisexual employees, but did not find statistically significant results. It found that specific practices, or the amount of practices in place had no effect on satisfaction levels of employees, or on how they were treated in the workplace. Finally, treatment in the workplace and satisfaction levels were not related.

Instead, avoidant behaviours by bisexual employees were correlated with biphobic and generally negative behaviours of management personnel and colleagues. This research found that personnel on the work floor, in terms of how they treat their bisexual employees and co-workers,

have a higher influence on negative behaviours and attitudes of bisexuals than measures implemented by higher management.

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## Introduction

In recent years' organizations have been looking at social policy issues in order to increase productivity; this also creates a more appealing atmosphere to provide incentive for prospective employees. Organizations have been implementing measures for the lesbian and gay community, and in certain countries the issues of transgender rights have become more visible (Erikson-Schroth, 2014). Bisexual individuals are often marginalized within their workplace and LGBT-friendly spaces, and as a result become less productive, either because of biphobia related stress, or due to bisexual erasure (Green, 2011). To combat this, specific measures need to be evaluated, to see if they are effective in providing bisexuals with visibility and social comfort within their workplace.

Because bisexual issues are often assumed to be either the same as lesbian and gay issues, or non-existent, concerns for bisexuals remain rampant but not much discussed (Barker, 2012). This in turn leads to increased unhappiness and less productive employees, which then negatively affects organisations.

This research designed two studies to explore measures organizations have put in place for bisexual inclusivity, and bisexual employees' opinions of their workplace compared to measures implemented by organizations. This was to get a better view of the productive, and potentially harmful measures that organizations use to create a more inclusive atmosphere. It also reviewed the potential lack thereof.

By comparing qualitative interviews (study 1) with management about their inclusive practices with quantitative survey data (study 2) gathered from bisexual employees concrete examples of workplace integration of bisexual employees, or their exclusion becomes apparent. These insights allow for the evaluation of inclusive practices put in place, and for the recommendation of positive changes in the workplace to enhance employee and organizational performance. This research examines biphobia and bisexual erasure along with work practices to

determine the best course of action for cultivating a more diverse and accepting climate for bisexual employees in the workplace.

In terms of difficulties bisexual employees face, this research separates two main concerns: biphobia and bisexual erasure. Biphobia can be measured in two dimensions, first set out by Mohr and Rochlen: intolerance, or refusal to accept bisexuals, and instability, the assumption that there is something inherently mentally volatile about bisexuals (Kollen, 2013). Bisexual erasure pertains to the disregard of bisexuality as a legitimate identity (Bisexual Invisibility: Impacts and Recommendations, 2011).

The literature that exists on bisexual issues tends to examine biphobia and bisexual erasure, and potential methods to improve inclusivity; there is however little research to support these methods (Barker, 2012; Chamberlain, 2011; Green, 2011; Rankin, 2015). This research seeks to address this literature gap and examine the different methods to combat the issues bisexual employees face in the workplace, their overall effectiveness, and potential suggestions for employers. This is done by examining work satisfaction, treatment of bisexuals in the workplace, and workplace practices in place for bisexual employees.

People tend to conflate bisexuality with lesbian and gay identities, and assume that issues remain homogenous across sexual identities (Bisexual Invisibility: Impacts and Recommendations, 2011). This research aims to identify and address bisexual-specific concerns, and methods to combat these particular issues.

A positive environment encourages commitment to the workplace (Green, 2011; Kollen, 2013). Not only could an organization profit financially from making their workplace bisexual-friendly, but they may potentially benefit by being open to new employees, thereby increasing their opportunities in the war for talent (Overdijk, 2015). Implementing structural changes to an

organization's LGBT network, social climate, and official policies could realize these benefits by making the treatment and experiences of bisexuals in the workplace more positive.

This paper uses the term "bisexual" to denote those who have experienced attraction to more than one sex and/or gender in varying degrees; this term is used for effectiveness purposes, however those who use the terms "pansexual", "fluid", "omnisexual" etc. are also considered to be attracted to more than one gender, and are therefore included under "bisexuality". The next section will discuss further the existing literature on the subject.

### Biphobia and Bisexual Erasure

Biphobia is thought to stem from conformist pressures from a larger set of society, be it religious, cultural or otherwise (What is Biphobia). It is also related to the long-inculcated heterosexism in society, or "an ideological system that denies, denigrates, and stigmatizes any non-heterosexual form of behavior, identity, relationship, or community" (Herek, 2014). This in turn spawns monosexism, or the privileging of single-sex attracted individuals; something bisexuality is not compatible with (Roberts, 2015; Garner, 2008). Biphobia can also be viewed as a form of oppression (Obradors-Campos, 2011). While still related to intolerance and instability, Obradors-Campos' eight dimensions are a more nuanced method of viewing the difficulties bisexuals face. The eight dimensions are:

1. Exploitation, as bisexual activists' work has been used to further the goals of the LGBT community, however their contribution tends to be ignored, or their sexual orientation is not acknowledged.
2. Cultural imperialism, in the sense that bisexuality is either made invisible or entrenched in negative stereotypes.

3. Powerlessness, because bisexuals are often excluded or made to feel unwelcome or inferior in LGBT+ spaces.
4. Violence, either verbally, physically, sexually, or symbolically in terms of bisexual erasure.
5. Marginalization of bisexual people in the workplace and in society.
6. Alienation of bisexual individuals from LGBT+ and other spaces.
7. Heteronomy due to biphobic pressures; bisexual individuals may behave and make decisions based on outside negative pressures, as opposed to free will.
8. Stigma based on stereotyping and heteronormativity, which is reinforced by monosexism.

The next section elaborates upon specific issues related to biphobia and bisexual erasure in the workplace.

### Workplace Difficulties

Not being out at work is positively correlated with workplace dissatisfaction; studies have shown that in less open environments, LGBT+ people lose 30% productivity making efforts to deal with a hostile environment (Green, 2011, Overdijk, 2015). Bisexual individuals are also less likely to be out than their gay and lesbian counterparts (Green, 2011; Jenkin, 2013). Studies show in addition to productivity loss, closeted bisexuals tend to experience self-alienation, isolation, ego depletion and cognitive dissonance, which also diminish performance (Kollen, 2013). Openly bisexual employees should show a higher level of organizational citizenship behaviour than closeted employees; this would be due to a lack of emotional upheaval which leaves mental capacities to be focused entirely on work (Green, 2011; Kollen, 2013).

LGBT+ initiatives and diversity management tend to focus on homosexuality, but sexual orientation still tends to be the least regarded 'core dimension' of diversity management (Kollen,

2013). Diversity training tends to be very generalized, discussing lesbian and gay issues, and sometimes transgender issues, but little on bisexual-specific issues (Green, 2011). Without specific diversity training programs, bisexual employees tend to internalize biphobic attitudes, in that bisexual individuals start to believe their own stereotypes, leading to poorer mental health and productivity loss (Kollen, 2013). Because of this, bisexual employees also tend to be less open about their emotions, their personal life, and suffer socially as well as emotionally (Dutch Government Pride, 2015).

Some of the negative stereotypes surrounding bisexuality include biphobic micro-aggressions; micro-aggressions are “brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership”, in this case bisexuality (Granger, 2013). These include the notion that bisexual individuals are incapable of making clear and reasonable decisions, that bisexuals cannot be in monogamous relationships, or faithful in those relationships, that bisexuals are either heterosexual or homosexual but have not fully realized or admitted to it, and that bisexuals are more promiscuous than their counterparts, to name a few (April Town Call, 2011; Bisexual Invisibility: Impacts and Recommendations, 2011; Barker, 2011; Chamberlain, 2012).

Because of these issues bisexual employees suffer from specific verbal and sexual harassment, and are discriminated against in the workplace, by fellow employees as well as employers and managers (Chamberlain, 2011).

Bisexual employees report increased workplace discrimination, as well as stereotyping, intimidation and harassment (Green, 2011). This can be verbal, physical, or sexual (Tweedy, 2015). Bisexual employees also experience more conflict on the work floor because of this (Felten, 2015). Other issues include increased and invasive questions about their sex lives, and a general assumption that bisexuals are less capable than their heterosexual and homosexual counterparts (Green, 2011; Chamberlain, 2012).

They are also more likely to be seen as unreliable and unpromotable by management, due to the assumption that bisexual individuals are unable to commit, are flaky and immature, and are indecisive (Green, 2011). Management also often silences bisexuals, more so than their gay and lesbian counterparts (Kollen, 2013). This can lead to less opportunity for promotion, less inclusion in workplace activities and social grouping, and less benefits in terms of healthcare, due to negative stereotypes (Rankin, 2015). These negative stereotypes lead to bisexual employees feeling marginalized and unsafe on the work floor (Dutch Government Pride, 2015).

These issues cause bisexual individuals to find less satisfaction at work, because of the harshly negative stereotypes and oppression bisexuals face (Green, 2011). Dissatisfaction tends to be more pronounced for bisexual employees; dissatisfaction at work is also correlated with general life dissatisfaction, which leads to poorer physical, sexual, mental and social health (Felten, 2015). These symptoms are more pronounced for bisexual employees than their gay, lesbian, and heterosexual counterparts in a similar negative environment (Felten, 2015). Bisexuals are also more likely to experience symptoms of burnout than their gay and lesbian counterparts (Dutch Government Pride, 2015). This is in part because they tend to experience more conflict with fellow employees (Felten, 2015).

Research addresses the issue of hostility within LGBT+ organizations and LGBT+ Employee Resource Networks (ERGS) towards bisexuals; this in turn stimulates the need to fight biases and stereotypes from both the heterosexual and lesbian and gay communities, as biphobia is rampant in both (Chamberlain, 2012; Tweedy, 2015). Various studies also examine the gap in research and funding for bisexual initiatives: possibly due to the assumption that bisexual individuals do not require specific resources (Jenkin, 2013).

While lesbian and gay employees tend to be very conscious of the discrimination they face, it is possible that they are less informed in terms of bisexual-specific issues, and how they may be discriminating against bisexuals; this can be seen in the level of biphobia common in the lesbian and

gay community (Chamberlain, 2012; Tweedy, 2015). Heterosexual employees tend not to consider phobia related to their sexual orientation because they do not experience it, part of heterosexual privilege (Bisexual Invisibility: Impacts and Recommendations, 2015). Some assume that bisexuals in different-sex relationships cease to experience biphobia, or are assumed to have 'heterosexual privilege', because they are assumed to be heterosexual; this is an example of bisexual erasure, as bisexual identity is erased completely due to heteronormative standards (Felten, 2015; Tweedy, 2015; Rankin, 2015; Bisexuality Workshop for Counsellors, 2011).

Other issues include not being trusted by fellow gay and lesbian employees (Bisexual Invisibility: Impacts and Recommendations, 2011). Studies have shown that because of biphobia, bisexual employees tend to avoid LGBT+ spaces and help centres for fear of discrimination (Barker, 2012; Chamberlain, 2011). This leads to bisexuals being underrepresented in LGBT+ networks (Kollen, 2013). Bisexuals face unique issues such as being treated as 'allies' to the LGBT+ community, but not being seen as a part of it (Green, 2011). This also leads to the 'B' in LGBT+ being seen as a token, or an empty gesture on the part of LGBT+ networks (Kollen, 2013). Bisexuals often feel less accepted than gay and lesbian people, both within LGBT+ friendly spaces and outside of it (Felten, 2015). The next section details measures to integrate bisexuals in the working environment, as found in previous literature.

### Workplace Integration Measures

It has been shown that while popular as a method of increasing LGBT+ visibility, photo campaigns and external 'gay' marketing negatively affects bisexual employees; this could be due to the fact that bisexuality is not visually represented (Kollen, 2013). Photo and televised campaigns tend to reinforce the monosexual binary of heterosexual/homosexual, and thus contribute to bisexual erasure. Gay marketing removes anyone who self-identifies as bisexual, making their

campaign solely about 'gay' issues; this is reinforced by studies on terminology contributing to bisexual erasure (Tweedy, 2015). This is also related to monosexual privilege: the idea that being attracted to one gender is acceptable and 'real', while bisexuality is marginalized as a 'phase', as 'greed', and many other negative attributes (Eisner, 2013). Because of this, visual representation needs to be nuanced to either represent bisexuality itself, or to remain ambiguous enough to portray same-sex and different-sex attractions without re-enforcing the heterosexual/homosexual binary.

Changing the wording in official documentation from 'gay' and 'straight' to 'same-sex' and 'different-sex' relationships makes it inclusive to bisexuals and thereby increases visibility and accessibility (Tweedy, 2015) This could additionally include those who do not conform to the gender binary or monogamy, consequently increasing inclusivity of those with multi-sex and/or –gender attractions.

To measure the effectiveness of inclusive practices in the workplace, suggestions have been made such as utilizing the Corporate Equality Index, as created by the Human Rights Campaign (Green, 2011). Other methods include anonymous diversity climate surveys, either from management, the organization's diversity officer, the LGBT+ network within the organization or through the Employee Resource Group on diversity; this would allow employees to self- identify as bisexual in an anonymous forum, and thereby measure the general consensus on the working environment (Green, 2011). It has been found that there are typically more bisexual employees than those who attend LGBT+ network events, and so by measuring climate and comparing it with bisexual attendance, organizations can measure their LGBT+ network's inclusivity, through an LGBT+ cultural audit (Barker, 2012).

Data segregation through satisfaction surveys should also help show the general satisfaction of bisexual employees in the workplace, which tends to be lower than for other employees (Green, 2011). This is a potential self-check for employers, both on the environment they create and the

usefulness of the measures they employ. While most research relies on the information of bisexual that are out of the closet, it is difficult to draw accurate conclusions as a statistically significant portion of bisexuals are in the closet, more so than their gay and lesbian colleagues (Green, 2011). This is why anonymity and aggregate data analysis is important.

The next section discusses the two studies conducted in this research.

## Research Methodology

This research is divided into two studies; the first study collected qualitative data through interviews with management personnel, and the second collected quantitative data through an online survey for bisexual employees. Quantitative data was collected through the use of snowball sampling. The interview questions are in Appendix A. The survey (in English) can be found in Appendix B. There is also a Dutch version, in Appendix C.

The interviews were used to obtain data on organizational practices as well as fine-tune the survey instrument. The central research question examined specific measures implemented by organizations and if they aided bisexual employees, and if the amount of measures in place affected satisfaction of bisexual employees; this study also examined treatment of bisexuals in the workplace compared to satisfaction and measures in place.

The interviews conducted reviewed measures in place, difficulties that HR, management and LGBT+ ERGs had encountered in making their workplace bisexual-friendly, and the general consensus on effective measures from their viewpoint. From this the survey questions were generated, to specify further and to investigate prior claims (International Handbook of Survey Methodology, 2011). The survey was theory-driven, starting with social constructs (biphobia and bisexual erasure) and continuing to measure the observable artefacts of these concerns.

To ensure that respondents could fill out the survey, this research was conducted in both Dutch and English, with a language selection option in the invitational email (see Appendix D) or during the interviews. In terms of ethical considerations, the beginning of the survey had an informed consent form, and a debrief section at the end, in which it further explains the aims of the research. It was unnecessary for the interviews, as all interviewed personnel volunteered to give information about their organization (International Handbook of Survey Methodology, 2011).

## Method (Study 1)

### Participants

The qualitative data was gathered through interviews with 6 members of management, HR and/or LGBT+ ERGs at different organizations in order to find out which measures were being implemented by organizations to create a safer environment for their bisexual employees. Participants were selected through discussion at a networking event, through emails sent through the company website (Appendix E), or at the suggestion of others who had already participated. There was no compensation for participation, however the results will be sent out, as an incentive to participate in an interview.

### Materials and Procedure

This study was conducted through the use of open-ended questions to make sure it would provide a better-rounded view of measures implemented by organizations, and to look at the nuances created through them. They were semi-structured interviews, to ensure that while certain topics were addressed the discussion would provide more in-depth answers that were relevant to the organization (International Handbook of Survey Methodology, 2011).

Probing, or asking additional questions based on the answers given during the interview helped gain additional insight into the workings of different organizations, an additional benefit of semi-structured interviews (International Handbook of Survey Methodology, 2011). Additionally, conversational interviewing ensured that while the questions remained the same, clarification could be tailored to the interviewee or interviewer's needs (International Handbook of Survey Methodology, 2011). The questions were similar to the organizational inclusivity and demographic data sections of the survey.

The interviews helped show where to focus the survey questions, as different organizational methodologies and discrepancies in terms of missing measures to protect bisexuals in the workplace were the focus of the survey questions. Responses were gathered through face to face interviews, or through telephone interviews.

The first section of the interview looked at organizational inclusivity from the view of management personnel and official policy, adapted from Green et. al and Tweedy et. al's survey questions (Green, 2011; Tweedy, 2015). This was to see what measures were or were not being implemented by organizations to increase visibility and inclusivity for bisexuals in their organization.

First were questions on the LGBT Network; "Does your organization have an LGBT network?", "Are you a member of your organization's LGBT network?", "Do you feel your organization's LGBT network and/or community understand bisexuality as legitimate?", "Do you feel your organization's LGBT network and/or community understand bisexuality as separate from homosexuality?", "Does your LGBT network liaise with bisexual communities on issues of equality and representation?", "Does your LGBT network separate biphobia from homophobia, and issues related to it?", and "Does your LGBT network host bisexual-specific events?".

After this, questions were asked about the organization's practices and measures in place for bisexual employees. These included "Does your organization have an Equal Employment Opportunity policy that includes bisexuality?", "Does your organization offer fringe benefits (pension, health insurance, etc.) for bisexuals?", "Does your company have a non-discrimination policy that includes bisexuality?", "Does your organization's discrimination policy refer to "same-sex" and "different-sex" relationships?", "Does the country your organization is located in have any laws protecting against bisexuality discrimination in the workplace?", "Does your organization have training seminars for management about LGBT issues?", "Does your organization have training seminars for employees about LGBT issues?", "Does your organization have training seminars related to bisexual-specific issues?", "Does your organization's training seminar include biphobia?",

“Does your organization’s training seminar include bisexual erasure?”, “Does your organization’s training seminar include bisexual-oriented micro-aggressions?”, “Has your organization given an award specifically to a bisexual employee?”, “Does your organization have openly bisexual employees in leadership positions?”, “Does your organization have LGBT visual campaigns?”, “Does your organization’s visual campaign specify bisexuality?”, and “Does your organization have bisexual-specific campaigns?”

The second section of the interview was organizational demographics. This was to see the diversity in the organizational design, and to examine if the sample was stratified. These were adapted from Tweedy et. al’s survey and recommendations from peers in the social sciences field (Tweedy, 2015). These questions included “Is your organization a part of the public sector, private sector, or a non-profit?”, “How large is your organization?”, “Is your organization located in an urban, rural or suburban area?”, “Is your company a local, national or international organization?”, and finally “What country is your organization located in?”.

## Results (Study 1)

The six organizations interviewed either had an LGBT+ network, or were part of an umbrella network of LGBT+ ERGs, both nationally (Netherlands) and internationally. For their privacy, the quotes below remain anonymous.

Many organizations showed interest in aiding their bisexual employees; the problem in their experience was that many managing personnel were unsure of which policies to implement, or how to do so. For international organizations, having an LGBT+ network was either not feasible (in every country they work in), or would be difficult to maintain due to underlying cultural prejudices.

It was also noted that public sector organizations tend to have more difficulty with increasing bisexual awareness, as “there is little organizing power behind it” and “private sector organizations have it easier because they can put money into advertising, and have better diversity management”. In looking at private sector LGBT+ networks, it was found that while it may be true

that they have better access to resources, they were just as confounded in terms of which steps to take, and what would be genuinely helpful to their bisexual employees.

For organizations that had their own LGBT+ networks, the question seemed to be raised as to why bisexual employees were not accessing the network, or why the network was not more effective in aiding bisexual employees. As discussed previously, many bisexual employees avoid LGBT+ networks for fear of discrimination from lesbian and gay colleagues; biphobia and bisexual erasure exist in these supposed “safe spaces”. A common theme among organizations’ LGBT+ networks is a lack of bisexual representation; most networks do not discuss biphobia or bisexual erasure. Most of the time, bisexuality simply “falls under the LGBT+ umbrella”, and discussions centre around “the L and G, and some T”.

There is some fear that specifying bisexuality “will hurt their inclusive practices”, however due to the fact that these networks are still willing to discuss homophobia it seems incongruent, and possibly biphobic in itself. Even an international network that currently embraces bisexual employees initially showed “a bit of biphobic attitudes and micro-aggressions”.

This was similar to another network that experienced initial biphobia within their group, but through working with a bisexual network created more understanding. What they noticed was that biphobia was more subconscious than directly aggressive, and so discussing the nuances was important in improving the level of compassion from lesbian and gay colleagues. While a common theme, different networks have shown that improvements can be made, simply by opening up the discussion on bisexuality. Very few organizations liaise with bisexual networks, or experts on the topic to change the current discourse.

It is important however that these LGBT+ networks work in tandem with management, to ensure that effective policies are put in place. As one person put it, “In my employer and colleagues’ eyes, networks are just a way to meet people and have a good time. There is no contact [with] HR”.

In order to be effective, employers and management should be on board with creating a positive environment, wherever that may be. It has been noted that “It is very difficult to... convince the employer that our network can make a difference”. By having management as a driving force behind the LGBT+ network, it gains the attention and momentum it requires to create effective changes. While representation is important, effective policies and enforcement ensures that bisexuals are protected from harassment and inequality, as well as encouraging those members already present to keep working towards an inclusive workplace.

While several organizations and their members actively seek to engage the bisexual community, and seek to make the organization more inclusive, it has been noted that “there is a risk of complaint” in terms of focusing time and resources on bisexuality. Additionally, some felt that having to consistently address bisexuals was an exhaustive practice that was unnecessary. In addition, there is also the problem of heterosexism, and many cultures and thus organizations rely on “the nuclear family... [and thus] diversity is left as a less-important dimension in the workplace”. Organizations that truly seek to create an inclusive, and thereby more productive workplace should take into consideration that whatever expenditures occur all contribute to the productivity of several employees. Showing initiative through concrete steps to make a better environment for bisexual employees increases both awareness of the cause itself, and makes it known that the organization always seeks improvement.

## Discussion (Study 1)

Interviews with management personnel found that while several organizations seek to make their workplace inclusive for bisexuals, the problems that arise are mainly not knowing how, or not having the support from upper management and/or employees to do so.

The organisations interviewed varied in terms of sector, location, and reach (national vs. international), however they were all connected with an LGBT+ network, offered fringe benefits to

bisexual employees, and had some kind of Equal Employment Opportunity and Anti-Discrimination rules for bisexuals. Because the sample all functioned (in part) in the Netherlands, this was to be expected; as mentioned above, with some of the international organizations applying these rules abroad was problematic, due to the laws of specific countries. Because of these issues, employees were treated differently in the same organization, due to the location of their office.

While dealing with national laws in terms of bisexuality can be difficult, organizations could create a positive, open and trusting environment within the organizational culture itself; without breaking a nation's laws, organizations can ensure that negative remarks are deemed unacceptable on the work floor, regardless of sexual orientation, that all employees are to be treated equally by management and co-workers, and that all employees are protected from harassment.

While it is reasonable to assume that LGBT+ networking cannot remain homogenous across cultures, a heterogeneous approach to encouraging and protecting diversity is possible, by following certain underlying assumptions; simply ensuring that all employees are held to the same employment standards, and have equal opportunity are steps that can increase bisexual acceptance in the work place. Previous literature does not necessarily specify options for cross-cultural organizations, however further research should be conducted to specify options for multinational corporations.

Another problem lay in specifying bisexuality in LGBT+ network events, understanding bisexuality as an identity, or identifying and discussing biphobia and bisexual erasure. Many organizations, as mentioned above, simply accepted "LGBT+" as an umbrella group for a multi-faceted issue. This issue could be solved by liaising with bisexual-specific groups, or other bisexual-specific resources, which other organizations did. Connecting the existing LGBT+ network with bisexual resources not only educates the LGBT+ network itself, but provides more opportunities and incentives to connect bisexual employees with the already-existing network. Most literature on the subject does the same, applying a blanket term and specifying solutions that are not always

applicable to bisexual individuals, which is why this research seeks to challenge this notion; it is important for bisexual individuals to feel heard, as well as to have their specific needs met and issues resolved.

While some were unsure of what type of bisexual-specific measures it could employ, others simply worried that there would be too much resistance, either because of backlash in terms of expenditure, heteronormative standards or mere disinterest. Arguments from the public sector included not having the funding the private sector had, but this research found that the private sector encountered the same difficulties in terms of which initiatives to put in place. While it is true that the private sector may be better able to fund these initiatives, it does not follow that they do so in practice. This research found that while funding may be an issue in applying measures for bisexual employees, it was not the main issue, nor did it find a major discrepancy between better funded and less- or non-funded LGBT+ networks.

Management that has experienced backlash from employees should look into which underlying assumptions and issues lead to negative attitudes towards bisexual inclusivity, and by extension bisexuality in general. This research found that certain organizations had experiences biphobia within their LGBT+ network, but the issue was mainly resolved through discussion on these issues.

As it stands, organizations that wish to include bisexuals can start by specifying bisexuality within their LGBT+ network, in order to work towards bisexual inclusivity as separate from lesbian, gay and transgender inclusivity, and thereby putting forth the effort into making a more positive and open environment; this of course would be tailored to their needs and abilities at the time. From these findings it is clear that regardless of sector, or size of the organization, HR Diversity officers and LGBT+ ERGs seeking change need to engage both upper management and employees.

The central problem is not so much tackling which measures to implement, as several ideas were presented by these interviewees; it was finding support for these ideas. From this research it is clear that organizations want to change their working climate to be more positive for bisexual employees, but actively supporting these ideas in practice is the crux of the issue. Existing literature focuses on specifying potential measures to implement, but what this research found was that measures are irrelevant if they show no tangible results, or are not implemented to be effective. Measures are empty unless they are accessible by those for whom they were created. As it stands, supporting these ideas is central to creating a more inclusive environment.

## Method (Study 2)

### Participants

Participants were anonymous respondents who self-selected to participate in the survey. They had to be at least 18 years of age, and currently employed. In terms of sexuality, respondents could either self-identify as bisexual, or another term that specifies attraction to more than one sex and/or gender e.g.; pansexual, fluid. Data collection lasted for 30 days, trying to collect as many bisexual participants as possible.

The gender of respondents varied, but was most commonly female (56%). Previous research states that people who identify as female are also more likely to identify as bisexual, which corresponds with these demographics. 24% of the sample identified as male, with 5% identifying as non-binary, 5% as gender-fluid, and 1% as intersex.

The age of respondents was most commonly between 18-25 years old (42%). 20% of the sample were between 26-35 years old, 8% between 36 and 45 years old, and 18% were over 45 years old.

The breakdown of countries our respondents were located in shows that while most were located in the Netherlands (37%) and the United States of America (34%), some respondents were from Asia (2%), South America (1%), United Kingdom (10%), Canada (2%), and other parts of Europe (3%). The rest were unknown, as the demographic section was optional.

There was no compensation for participation, however the results will be sent out, an incentive to complete the survey.

### Materials and Procedure

The survey was presented online, through an invitation from the organization's diversity officer or the LGBT+ network, or through other social networking sites; in the invitation were contact details, along with a link to the online survey on Typeform.com. The message was both in English and Dutch, with a link to each language's survey. Data was collected between 12 Dec. and 31 Dec. 2015, attempting to get as many respondents possible in that time frame, through the use of snowball sampling. Before taking the survey an informed consent form was presented, in which each participant had to select yes, in order to agree to the terms of the survey. Each response was recorded on Typeform's software. Questions were either multiple choice or asked on a scale, so respondents were asked to fill out the most appropriate answer, or to select the "Don't Know" option. Participants were asked to fill out different sections of the survey, with the amount of questions per section listed at the top of the screen, along with a progress bar. The final section on organizational demographics was optional. After the survey was completed there was a debrief section, explaining the aims of the research in further detail, along with contact information.

The focus of the current research was on collecting data from employed people who self-identify as bisexual. Therefore, in the first section of the survey, participants filled out a grid (adapted from Green et al., 2011) which indicated their attraction to the same-sex and the opposite-

sex, on 7-point scales ranging from 1 (other sex only) to 7 (same sex only). Participants could indicate their sexual attraction, sexual fantasies, emotional preference and social preference in the past, present, and ideal situation.

Self-identification was measured with one multiple-choice question, adapted from Green and colleagues (2011): "How do you self-identify: select any that are appropriate: bisexual, pansexual, fluid, omnisexual, queer, other". When the option "other" was selected, participants were able to provide a written response.

Life satisfaction (adapted from Green et al., 2011) was assessed with the following questions "How satisfied are you in your sexual/romantic relationships?", "How satisfied are you at work", "How satisfied are you with your local community?", "How satisfied are you with your personal relationships?" and "How satisfied are you with life in general?". Answers were given on a continuum, ranging from 0 (very dissatisfied) to 100 (very satisfied).

The second section of the survey pertained to organizational inclusivity; based on the interviews these multiple-choice questions assessed the organization's LGBT network; "Does your current organization have an LGBT network? Yes an official group, yes an unofficial group, no but LGBT+ colleagues tend to group together, no not at all, don't know", and "Are you a member of your current organization's LGBT network? Yes I am a member, no I am not a there is no membership option".

Two statements based on the interviews using a 7-point scale, from 1 (Not at All) to 7 (All the Time) followed; "I go to LGBT network events" and "My LGBT network hosts events".

Subsequent statements were used to assess the LGBT network and social climate (Green et al, 2011). They used a Likert scale ranging from 1 ( very strongly disagree) to 7 ( very strongly agree); "My current organization's LGBT network and/or community understands bisexuality as legitimate", "My current organization's LGBT network and/or community understand bisexuality as separate

from homosexuality”, “My heterosexual colleagues at work in my current organization understand bisexuality as a legitimate sexual orientation”, “My heterosexual colleagues at work in your current organization understand bisexuality as separate from homosexuality”, “I experience support for bisexuals from my current organization’s LGBT network”, “My current organization’s LGBT network separate biphobia (intolerance, or refusal to accept bisexuals, and/or the assumption that there is something inherently mentally volatile about bisexuals) from homophobia (intolerance, or refusal to accept homosexuals)”, and “My organization’s LGBT network recognize issues related to biphobia (intolerance, or refusal to accept bisexuals, and/or the assumption that there is something inherently mentally volatile about bisexuals)”.

Statements using a 7-point scale, from 1 (Not at All) to 7 (All the Time) followed this, in relation to event planning; “My current organization’s LGBT network host bisexual-specific events”, and “My current organization’s LGBT network has photo or filmed campaigns specifically about bisexuality” (adapted from Green et al. 2011).

After this, a statement using a scale ranging from 1 (very strongly disagree) to 7 (very strongly agree); “Bisexuals are under-represented in my current organization’s LGBT network” (adapted from Green et. al, 2011).

Next were questions based on the interviews, which were multiple-choice; “Are you currently out at work as bisexual? (Yes to everyone; yes to my department; yes to certain colleagues; yes to one person; no not to anyone; don’t know), “Does your current employer offer equal benefits (healthcare, family planning, pension, etc.) specifically to bisexual employees? (Yes bisexuals are clearly included; yes same-sex relationships are clearly included; no only lesbian and gay employees are included; no equal benefits are not mentioned; don’t know), and “Do your current employer’s official documents (e.g.; Equal Employment Opportunity policies, fringe benefits, etc.) specifically mention “same-sex” and “different-sex” couples? (Yes they are clearly included; yes but the wording

is vague; no but lesbian and gay relationships are mentioned; no lesbian/gay and same-sex relationships are not mentioned; don't know).

The third section examined discrimination in the workplace. These statements used a scale from 1 (Not at All) to 7 (All the Time); these included "I have experienced discriminatory questions during my current workplace's job interview process", "I have experienced workplace restrictions in my current workplace due to my bisexuality", and "I have experienced inappropriate comments or questions related to my bisexuality in my current workplace" (adapted from Tweedy et. al, 2015).

Ensuing statements were adapted from Tweedy et. al (2015), using a Likert scale from 1 (Not at All) to 7 (All the Time); "My co-workers in my current workplace treat me differently due to my bisexuality?", "I have experienced distrust in my current workplace from others due to my bisexuality", "I have heard that management in my current workplace assumed that I am unstable and/or unreliable due to my bisexuality", "Lesbian & gay colleagues in my current workplace treat me with more negativity than they do heterosexual colleagues", "Heterosexual colleagues in my current workplace treat me with more negativity than they do lesbian and gay colleagues", "I have experienced heteronormativity (the assumption that people are heterosexual unless otherwise specified) in my current workplace", and "I have experienced discrimination from lesbian and/or gay employees due to my bisexuality in my current workplace"

Following this were statements using a scale from 1 (Not at All) to 7 (All the Time); "I have experienced physical harassment due to my bisexuality in my current workplace", "I have experienced sexual harassment due to my bisexuality in my current workplace", "I have experienced verbal harassment due to my bisexuality in my current workplace", "I have received negative job references or feedback due to my bisexuality in my current workplace", "Negative experiences in my current workplace, due to my bisexuality have caused me to stay home from work", " Negative experiences in my current workplace, due to my bisexuality have caused me to search for a different job", "Negative experiences in my current workplace, due to my bisexuality have caused me to feel

distracted and less productive at work”, “Negative experiences in my current workplace, due to my bisexuality have caused me to avoid workplace social events”, “Negative experiences in my current workplace, due to my bisexuality have caused me to withhold information and/or lie about my personal life”, and “Negative experiences in my current workplace, due to my bisexuality have caused me to feel unhappy and/or depressed at work” (based on Tweedy et. al, 2015).

The final statement in this section was created from suggestions from peers in the field, using a Likert scale from 1 (Not at All) to 7 (All the Time); “Being in a relationship in my current workplace could render me invisible, as I am assumed to be homosexual or heterosexual, as opposed to bisexual”

The fourth section of the survey was organizational and employee demographics. The first question was multiple choice; “Is your organization a part of the public sector, private sector, non-profit or online?” (Tweedy et. al, 2015). The next question was “How large is your organization?”; participants gave a written response (Green et. al, 2011). Following this were multiple-choice questions; “Is your organization located in an urban, rural, suburban area or online?”, and “Is your company a local, national or international organization?” (Tweedy et. al, 2015). For the subsequent question participants gave a written answer; “What country is your organization located in?” (Green et. al, 2011). Following this background questions concerning level of education and type of job were asked; these were multiple-choice. “What level of education have you completed? high school, undergraduate, associate, bachelors, masters, PhD, other”, and “Do you work full-time, part-time, freelance or other?”. These were followed by questions where participants gave a written answer “How many hours a week are you in the office?”, and “How long have you worked for your current organization (in years)?”

Following this was a multiple-choice question; “Your current relationship status could best be described as monogamous, polyamorous, open, single or other?” (adapted from Green et. al, 2011). After this were two written response questions, including “How long have you been in your

current relationship (in years)?”, and “Your age is:” (Green et. al, 2011). Finally, there was a multiple-choice question; “Please select your gender identity: Female, Male, Intersex, Non-Binary, Gender-Fluid, Other” (adapted from Green et. al).

Finally, participants were debriefed and thanked, and their results were saved.

## Results (Study 2)

### Self-Identification

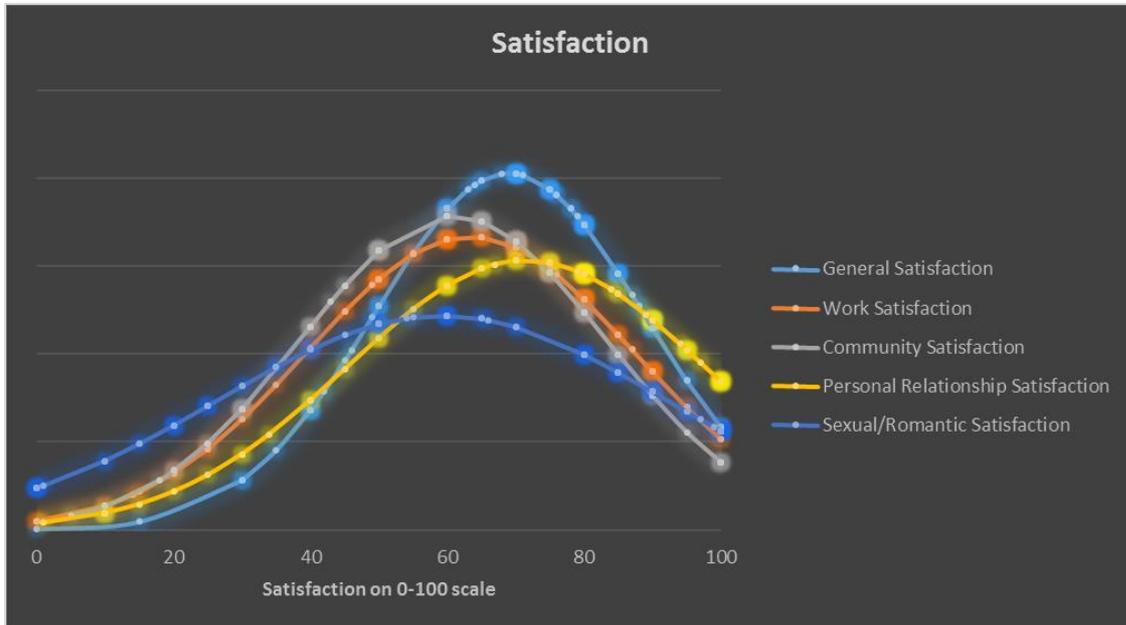
The survey first asked about self-identification. To determine which respondents could be used for this research, identifiers were used to filter out those who did not self-identify with a terms denoting multiple-sex and/or -gender attraction. This meant removing those who self-identified in the “other” section as heterosexual or homosexual, as they were not a part of the sample this research intended to investigate. It also removed those who only selected “queer” as an identity without further description of their multi-sex and/or gender attraction, because of its use as an umbrella term for the LGBT+ community.

The identifiers accepted in this research were bisexual, pansexual, fluid, queer (with another identifier), omnisexual, with the “other” section adding the terms questioning and demisexual.

### Satisfaction

The next section looked at satisfaction, in general, at work, in the local community, in personal and sexual and/or romantic relationships; the average satisfactions were skewed to the left, implying positive satisfaction overall. General satisfaction peaked above the other categories, followed by personal relationship satisfaction. Respondents were less satisfied in terms of their

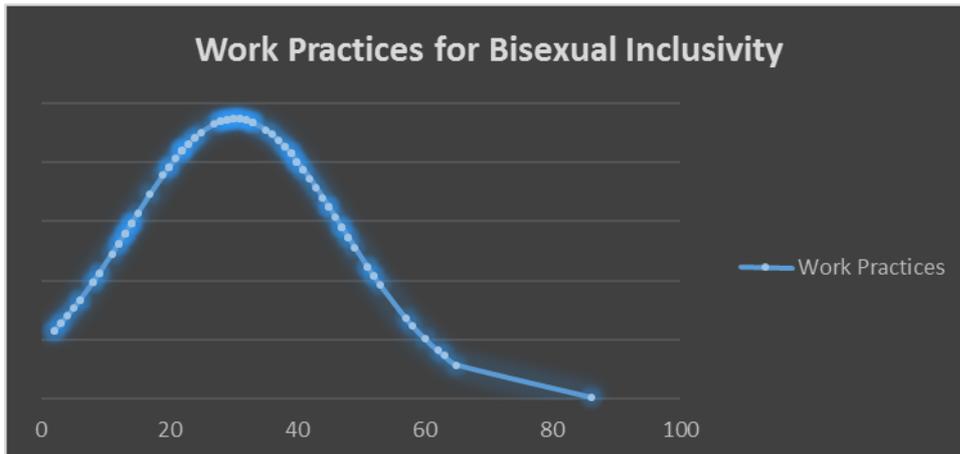
community and their work life, but scores indicate lowest satisfaction in sexual and/or romantic relationships.



For work satisfaction, the average score is 63.368, with 41.05% of respondents falling below the average. If a score of 50 denotes neither satisfaction or dissatisfaction, 18.95% of respondents were dissatisfied with their working experience.

### Work Practices

The next section asked about work practices, and measures set in place by management, and possible LGBT+ communities and ERGs at our respondent's organizations. Inclusive practices were rated on a scale, with string variables converted to numerical data. The graph below represents the amount of inclusive practices available, on a scale from 0 – 100.

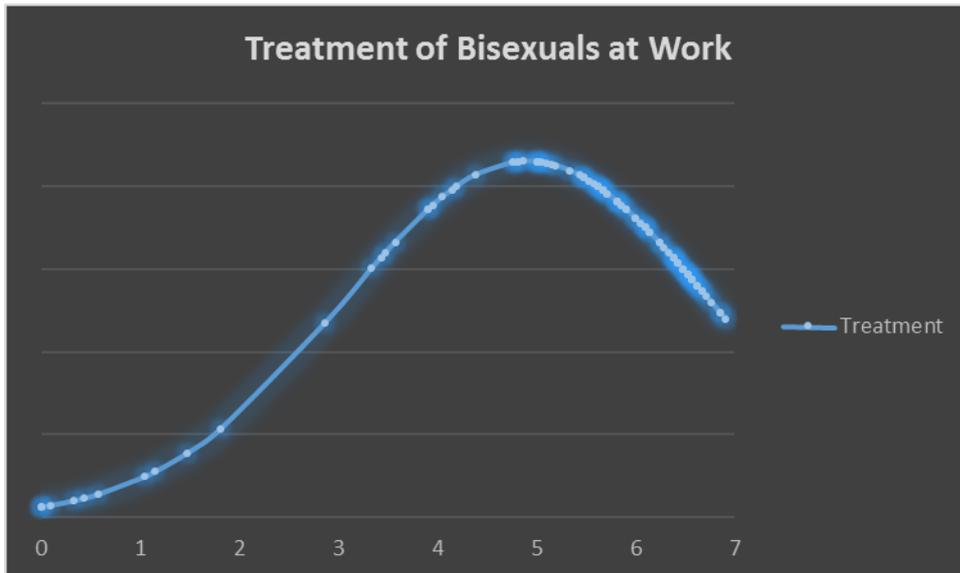


Workplace inclusivity was positively skewed, showing a lack of inclusive practices in most workplaces. None of our respondents scored a 100, which would imply that all potential inclusive practices in this research were implemented and totally effective. While this was to be expected, the mean score was 30.276, which is quite low given the amount of measures that could be applied, and the range of effectiveness that could be selected.

With 50 as the median of the range of possible answers, only 12.24% scored above it. This relates to other studies which show that there is very little in terms of bisexual-inclusive and bisexual-specific practices and measures in organizations that strive for total LGBT+ inclusivity.

### Treatment

Following this, the survey asked about treatment in the workplace. Again, treatment in the workplace, and issues related to it were rated on a scale, with string variables converted to numerical data. The graph below displays the distribution of treatment on a scale of 0 – 7.



The graph is negatively skewed, suggesting that treatment on average is positive; the average score was 4.902. 25.51% of respondents were below this mean, meaning that a little over a quarter of respondents experienced worse treatment than the average. The highest satisfaction scores were between a 6 and 7, which 40.82% of respondents selected. This was higher than expected; previous research has indicated that bisexual employees experience poorer treatment at work, but this sample indicated that almost half experience very positive treatment. 59.81% of respondents scored below the highest bracket, and only 15.31% scored below the half-way mark of 3.5.

### Regression Analysis

Through the use of regression analysis this research attempted to find a relationship between workplace satisfaction and work practices available, but found nothing of statistical significance (0.05 or lower). There were marginally significant results in terms of mentioning bisexuality specifically in official documentation, and in the LGBT+ network understanding bisexuality as a genuine sexual orientation. The table is below:

**Coefficients<sup>a</sup>**

Model		Sig.
1	(Constant)	.000
	LGBT Network	.978
	Bi official documents	.081
	Member?	.879
	Participate?	.891
	Network hosts events	.267
	Network Bi legit	.082
	Network bi separate Gay	.501
	Hetero Bi legit	.590
	Hetero bi separate gay	.921
	Network support Bi	.910
	Separate biphobia homophobia	.880
	biphobia real	.891
	network bi specific events	.955
	Network photo/film campaign bi	.695
	Underrepresented bi	.660
	Bi equal benefits	.940

It also sought to find a relationship between workplace satisfaction and treatment in the workplace; it also yielded no statistically significant relationship. The table is below:

**Coefficients<sup>a</sup>**

Model		Sig.
1	(Constant)	.000
	Relationship Homo/Hetero	.663
	Unhappy or depression at work	.395
	Lie about personal life	.551
	Avoid social events	.143
	Distracted & less productive	.420
	Search different job	.428
	Stay home	.557
	Negative job reference	.157
	Verbal harassment	.884
	Sexual harassment	.105
	Physical harassment	.130
	Discrimination by gay/ lesbian	.138
	Heteronormativity	.717
	Hetero hostility	.518
	Gay/lesbian hostility	.370

Assumed instability	.839
Distrust	.743
Different Treatment	.608
Inappropriate comments	.734
Workplace Restrictions	.766
Discrimination interview	.609

### Corollary Analysis

This research also analysed satisfaction, work practices, and treatment in the workplace using Pearson's Correlation to see if there was a relationship between these three factors.

Satisfaction levels were compared to work practices, to see if there was a linear relationship between higher satisfaction and amount of work practices in place. There was no correlation. Following this, satisfaction was compared to treatment. There was no association. Successively, treatment was compared to work practices in place. There was no statistical correspondence.

This research did however uncover other statistically significant correlations.

### Treatment by Management and Colleagues vs. Avoidant Behaviours of Bisexuals

First, being less productive and distracted was positively correlated with feeling unhappy and depressed at work, searching for a different job, and staying home from work. In relation to management and colleague behaviours, feeling unhappy and depressed at work was positively correlated with receiving negative job references, and verbal, physical, and sexual harassment.

Avoiding workplace social events was also positively correlated with feeling unhappy and depressed at work, searching for a different job, staying home from work, and lying or withholding information about their personal life. In terms of colleague and management behaviours, avoiding workplace social events was positively correlated with receiving negative job references from management, verbal harassment, and sexual harassment.

Searching for a different job was positively correlated with staying home from work. Related to management and colleague attitudes and behaviour, searching for a different job was positively correlated with receiving negative job references, and physical, sexual and verbal harassment.

Staying home from work was correlated with management and colleague behaviours, in terms of receiving negative job references, and experiencing sexual, physical and verbal harassment on the work floor.

Management giving out negative job references due to the employee's bisexuality was positively correlated with the employee experiencing sexual, verbal and/or physical harassment. Also, management making the assumption that bisexual employees are inherently unstable is positively correlated with distrust in the workplace.

Heterosexual colleagues treating bisexual employees with more hostility than homosexual or lesbian colleagues was positively correlated with gay and lesbian colleagues treating bisexuals with more hostility than their heterosexual colleagues. It appears that there is a correlation between heterosexual and homosexual and lesbian colleagues treating bisexual colleagues in a different manner.

## [Discussion \(Study 2\)](#)

### [Treatment and Work Practices vs. Satisfaction](#)

The findings in this study can be summarized as follows; this research expected to find correlation between workplace satisfaction and particular measures to aid bisexual employees, but did not. There were marginally significant relationships between satisfaction and bisexuality mentioned in official documents, and satisfaction and the LGBT+ network recognizing bisexuality as a legitimate identity; it was not however enough to declare a significant statistical relationship. It was found that specific practices, or amount of practices in place had no effect on satisfaction levels of employees, or on the treatment they encountered. Being out was also not correlated with treatment or satisfaction. Finally, there was no correlation between treatment in the workplace and satisfaction levels.

#### Avoidant Behaviours due to Treatment

This research did find correlation between avoidant behaviours by bisexual employees, and behaviours of management personnel and colleagues. It appears that personnel on the work floor have a higher influence on satisfaction than (number of) measures implemented by upper management.

Several organizations that were interviewed expressed interest in aiding their bisexual employees, but it became apparent that several did not know how, as they had no bisexual-specific practices in place. From this, observations on inclusive practices and their effectiveness were measured as shown above. This research suggests that inclusivity is a problem on the work floor first and foremost, as opposed to measures implemented by upper management.

What was found was that certain treatment was correlated with certain behaviours pertaining to treatment. Respondents said that they felt less productive at work as well as distracted when they were depressed and unhappy, which in some cases led to staying home from work or seeking a different job, implying unhappiness on the work floor. This is expounded by the correlation

between being less productive and distracted and receiving negative job references from management due to their bisexuality, and experiencing verbal, physical and/or sexual harassment on the work floor. Negative attitudes from management and colleagues is correlated with a depressive state and unhappiness in bisexual employees, even though in general their satisfaction at work and in life does not appear to be related.

Avoiding workplace social events was positively correlated with feeling unhappy and depressed at work, and lying or withholding information about the respondent's personal life. This suggests that feeling uncomfortable, or unaccepted by colleagues leads to avoidance, as avoiding workplace social events was also positively correlated with staying home from work, and searching for different job opportunities. Finally, outright harassment and discrimination was also correlated with avoidant behaviours, such as receiving negative job references due to a respondent's bisexuality, and experiencing verbal, physical and/or sexual harassment. These were also correlated with avoiding workplace social events. This suggests that avoiding workplace events, and the LGBT+ network is possibly due to negative treatment on the work floor.

This could explain why practices in place were not correlated with treatment; it has been noted in other research that bisexuals are less likely to access resources, for LGBT+ employees and specifically for bisexual employees, because of the treatment they already experience from colleagues.

Besides staying home from work, other avoidant behaviours became apparent in this research. Searching for a different job, or seeking to leave the workplace, is positively correlated with staying home from work; possibly because staying home leaves time to search for different job opportunities. This implies that not only is there a problem of being less productive, but sometimes there is no productivity because employees simply do not show up for work because of discordance on the work floor. This also correlated with receiving negative job references and harassment.

## Management and Employee Behaviours

While avoidant behaviours and depressive attitudes were correlated with the same behaviours from management and other employees, exploring trends in management behaviours showed that not only do negative job references due to an employee's bisexuality affect them in the ways mentioned above, but it is also correlated with sexual, physical and/or verbal abuse on the work floor. This suggests that management attitudes affect how colleagues treat each other, and what is considered appropriate on the work floor, or acceptable. It was also found that management assuming that bisexual employees are inherently unstable was positively correlated with feelings of distrust. This would also affect bisexual employee's mental health, productivity, and willingness to access an organization's resource group; feeling distrust from higher up only puts more pressure on bisexuals to withhold information, and continues to create a negative and caustic environment.

Finally, in terms of attitudes of colleagues, it was found that heterosexual colleagues treating bisexuals differently than homosexual and lesbian colleagues was positively correlated with homosexual and lesbian colleagues treating bisexuals differently than their heterosexual colleagues. This suggests that in certain workplaces bisexuals are just generally treated differently. Whether being treated differently is inherently negative is debateable, but in general it displays a sense of inequality due to sexual orientation. This could be related to biphobia, which has been seen in both the heterosexual and lesbian and gay communities in several other studies. It also suggests that in certain work places homosexuality and bisexuality are viewed differently, contributing to the inconsistency of treatment.

Existing literature has focused on which potential measures to implement because of the poor treatment of bisexuals in the workplace. This study has shown that the issue is not necessarily resolved through (number of) measures implemented by management in and of themselves, but

rather in dealing with attitudes within the workforce that are hindering the effectiveness of these measures. Toxic environments cannot breed tolerance or acceptance, and so employee's attitudes need to change before the effectiveness of measures can be observed.

In summation, this study has indicated that while management may be interested in which measures to put in place, or how many are necessary to create an open and positive workplace, measures on their own are not enough to make a difference; the issue lies in the organizational culture, and how people are treated on the work floor. Until issues between colleagues and within departments are resolved, measures remain ineffective as they are not accessible or respected. The next section discusses the recommendations that arise from this study.

## General Discussion and Recommendations

This research is inconclusive in terms of which measures, or how many measures organization can implement to help bisexual employees in the workplace; unlike other studies, these results suggest that organizational practices have no effect on the treatment or satisfaction of bisexual employees in the workplace, at least not while negative behaviours remain rampant on the work floor (Green, 2011; Kollen, 2013). It does suggest however that treatment on the work floor, and direct relationships between colleagues and with management are related to treatment and negative behaviours. It is possible then that the measures put in place by organizations are ineffective because of biphobia and bisexual erasure on the work floor.

### Work floor Responsibility

Rules set by the organization seem to be ineffective if middle management is unable to enforce them, or actively encourages biphobic attitudes and bisexual erasure themselves, or by other colleagues. Individual colleagues are also responsible for making their workplace a safe

environment, but it seems that rules in terms of protecting bisexual employees are not respected in certain places, leading to verbal, sexual and physical harassment, along with the displays of microaggressions.

By ensuring that everyone on the work force is responsible for their actions and comments, and by educating them on bisexual-specific issues, bisexual employees may become more comfortable with their colleges and managers; this in turn may lead to accessing and participating in the organizations' LGBT+ ERGs and other bisexual-related events (Chamberlain, 2012; Green, 2011). On the other hand, sometimes simply the knowledge of having an LGBT+ ERG is enough to make employees feel more comfortable at work; they may not feel the need to access its services to find it a comfort. As it stands, this research indicates that the problem of biphobia and bisexual erasure lies with colleagues and management, not the organizational policies.

It appears that bisexuals self-reported relatively high satisfaction levels and fair treatment at work when asked directly, but when asked about behaviours that are exhibited on the work floor, and their reactions to it, their responses are significantly more negative. It is possible that bisexual employees assume they are treated well and are satisfied at work when they are not asked directly about certain issues; only then do they realize that they are being treated unfairly. It is also possible that bisexual employees rate their workplace as good because they have come to expect to be treated with a certain level of hostility, and therefore accept the negative attitudes and behaviours; this is however speculation.

If issues on the work floor are addressed, employees may be more likely to access services in place for bisexuals, and to see effectiveness in organizational measures. Until the issues of direct relationships are resolved however, organizational practices remain ineffective.

### Suggestions for Management

Primarily, having reviewed the issues above, organizations looking to accommodate their bisexual employees can employ more stringent anti-discrimination policies, and anonymous climate surveys or reporting systems, to ensure that the attitude and behaviour of their non-bisexual employees are not derogatory and discriminatory; this includes colleagues in the departments as well as management. The central problem does not seem to be the opportunities and measures in place, but rather the social climate that prevents bisexual employees from accessing these services.

In terms of accountability, managers need to know how to deal with issues concerning biphobia and bisexual erasure when it comes up between colleagues, but must also be aware of their own prejudices. This research found that several employees had been assumed to be unstable due to their bisexuality, had experiences mistrust, and had received negative job references from management personnel due to their bisexuality. Anonymous reporting of these kinds of biphobic attitudes could combat these issues, and is something to be looked into in further research.

Educating management is also essential, as through demonstrating the pain and difficulties bisexual employees face, management becomes more aware of the urgency of the issues. Ensuring that management is dedicated to dealing with these issues, and are aware of the nuances of microaggressions and inappropriate behaviour can make the working environment safer and lead to increased productivity.

## Limitations

One limitation is the number of respondents in this study; there were 6 interview respondents, and there were 95 usable cases from the survey. While stratified, this may not have been enough to get a clear picture of bisexuality in the workplace at large. This could also have affected the correlations between satisfaction, workplace measures and treatment in the workplace. To combat this, future research should be sure to obtain more data, for potentially more conclusive results.

Also important is to make sure that data is more stratified, something that requires more time for the survey to spread internationally. While this sample had respondents from around the world, a more segregated set would allow the research to be used cross-culturally. As it stands, this research is western-centric because of the location of most respondents in the data set.

An additional resource would be to use a control group of non-bisexual employees who rate their workplace satisfaction as well, to have a point of comparison based on the study. By comparing satisfaction, more conclusive results as to what different scores represented would be available.

Employees generally rated their satisfaction and treatment in the workplace higher than would be expected given the issues that arose in the treatment section of the survey. Correlations between negative treatment and negative attitudes were high, and yet employees self-reported higher satisfaction. It appears that before considering the individual issues at work, employees simply rated their workplace as better than they would have, had they considered these issues first. Because of this, discussing both workplace measures and negative behaviours and attitudes before asking about satisfaction and general treatment in the workplace may give a clearer picture as to how bisexual employees view their workplace. Discussing both potential positive and negative issues before satisfaction would diminish bias based on question order.

As mentioned above, it is also possible that bisexual employees rate their workplace as satisfactory regardless of these issues because they have come to expect to be treated with more negativity and hostility, and therefore their rating of their workplace is relative to their expectations. To combat this, questions should specify the highest level of satisfaction as being the 'ideal' workplace.

## Afterword

Throughout this research many difficulties have been discussed; it is with hope that this research aims to aid bisexual individuals, as well as their employers in encouraging diversity and creating a more positive and productive workplace. This research aimed to address discrepancies in previous research, through evaluating individual measures. What was found was that it was not so much a question of which measures were in place, or how many, but rather that they were ineffective when employees and managers did not respect them. The productive potential of measures diminished when negative attitudes and behaviours were pervasive on the work floor.

The initial goal for employers looking to create a safer environment for bisexual employees is to deal with attitudes of personnel, to ensure that the measures in place and opportunities available to bisexual employees are utilized and effective.

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## Appendix A:

### Questions for Employers

#### Section I: Organizational Demographics

1. Is your organization a part of the public sector, private sector, or a non-profit?
2. How large is your organization?
3. Is your organization located in an urban, rural or suburban area?
4. Is your company a local, national or international organization?
5. What country is your organization located in?

#### Section II: Organizational Inclusivity

1. Does your organization have an LGBT network?
2. Are you a member of your organization's LGBT network?
3. Do you feel your organization's LGBT network and/or community understand bisexuality as legitimate?
4. Do you feel your organization's LGBT network and/or community understand bisexuality as separate from homosexuality?
5. Does your LGBT network liaise with bisexual communities on issues of equality and representation?
6. Does your LGBT network separate biphobia from homophobia, and issues related to it?
7. Does your LGBT network host bisexual-specific events?

8. Does your organization have an Equal Employment Opportunity policy that includes bisexuality?
9. Does your organization offer fringe benefits (pension, health insurance, etc.) for bisexuals?
10. Does your company have a non-discrimination policy that includes bisexuality?
11. Does your organization's discrimination policy refer to "same-sex" and "different-sex" relationships?
12. Does the country your organization is located in have any laws protecting against bisexuality discrimination in the workplace?
13. Does your organization have training seminars for management about LGBT issues?
14. Does your organization have training seminars for employees about LGBT issues?
15. Does your organization have training seminars related to bisexual-specific issues?
16. Does your organization's training seminar include biphobia?
17. Does your organization's training seminar include bisexual erasure?
18. Does your organization's training seminar include bisexual-oriented micro-aggressions?
19. Has your organization given an award specifically to a bisexual employee?
20. Does your organization have openly bisexual employees in leadership positions?
21. Does your organization have LGBT visual campaigns?
22. Does your organization's visual campaign specify bisexuality?
23. Does your organization have bisexual-specific campaigns?

## Appendix B:

### Informed Consent Form:

Thank you for participating in the survey “Structural Changes Organizations Can Implement to Provide Bisexual Employees With Visibility and Social Comfort”.

We are interested in examining biphobia and bisexual erasure along with work practices to determine the best course of action for employers looking to accommodate bisexual employees in the workplace.

The survey consists of several subsections. The first section is about your sexual orientation and satisfaction at work and life. The second section is about the organization you work at. After that you will be asked about how you are treated at work. Finally, we will ask you about the demographics of the organization; the last section is optional.

We are interested in your personal opinion; there are no right or wrong answers. If you do not know the answer to a question, you can use the “don’t know” option.

The survey uses the term “bisexual”. What we mean with this term is anyone who has experienced attraction to more than one gender/sex in varying degrees. This term is used for effectiveness purposes. However, if you identify with the terms “pansexual”, “fluid”, “omnisexual” or other terms to describe attraction to more than one sex/gender, you are also welcome to fill out the survey. Please note that you can identify as bisexual without having had relationships or sexual experiences with more than one gender/sex.

Filling out this survey is voluntary, and you will receive no reimbursement for your participation. Participation will take about 10 minutes. You can stop participation at any time, without giving a reason for doing so. All responses to all questions will be saved and analyzed anonymously.

By clicking on the “start” button below you indicate that you have read and understood all information provided here, and you consent to allowing aggregate data to be used for academic purposes.

All respondents must be at least 18 years of age, and must be employed. We will provide some background information about the research at the end of the survey.

If you have any questions or remarks about this research, you can contact Eric van Dijk:

[dijk@fsw.leidenuniv.nl](mailto:dijk@fsw.leidenuniv.nl)

“ This first section is about your sexual orientation, in the past, present, and your ideals.

This is to get a clearer picture of the variation of bisexuality in our respondents. We are also interested in your satisfaction at work and in life in general .

This section has 18 questions.

**Continue** press ENTER

1 → My past sexual attraction is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

2 → My current sexual attraction is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

3 → My ideal sexual attraction is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

4 → My past sexual fantasy is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

5 → My current sexual fantasy is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

6 → My ideal sexual fantasy is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

7 → My past emotional preference is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

8 → My current emotional preference is best described as: \*

1	2	3	4	5	6	7
---	---	---	---	---	---	---

9 → My ideal emotional preference is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

10 → My past social preference is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

11 → My current social preference is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

12 → My ideal social preference is best described as: \*

1	2	3	4	5	6	7
Other Sex Only			Both Sexes		Same Sex Only	

13 → How do you self-identify? \*

Choose as many as you like

- A Bisexual
- B Pansexual
- C Fluid
- D Queer
- E Omnisexual
- F Other

14 → How satisfied are you with life in general? Please enter a number that best represents how you feel.\*

0- Very Dissatisfied

100- Very Satisfied

15 → How satisfied are you at work? Please enter a number that best represents how you feel.\*

0- Very Dissatisfied

100- Very Satisfied

16 → How satisfied are you with your local community? Please enter a number that best represents how you feel.\*

0- Very Dissatisfied

100- Very Satisfied

17 → How satisfied are you in your personal relationships? Please enter a number that best represents how you feel.\*

0- Very Dissatisfied

100- Very Satisfied

18 → How satisfied are you in your sexual/romantic relationships? Please enter a number that best represents how you feel. \*

0- Very Dissatisfied

100- Very Satisfied

“ The following section contains questions about your workplace, and the measures in place to create an inclusive environment for bisexual employees. This section has 17 questions.

Continue

press ENTER

19 → Does your current organization have an LGBT network? \*

A Yes, an official group

B Yes, an unofficial group

C No, but LGBT+ colleagues tend to group together

D No, not at all

E Don't Know

20 → Are you a member of your current organization's LGBT network?\*

A Yes, I am a member of the network

B No, I am not a member of the network

C There is no membership option

D Don't Know

21 → I go to LGBT-network events\*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

22 → My LGBT-network host events \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

23 → My current organization's LGBT network and/or community understands bisexuality as a legitimate sexual orientation \*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

24 → My current organization's LGBT network and/or community understand(s) bisexuality as separate from homosexuality\*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

25 → My heterosexual colleagues at work in my current organization understand bisexuality as a legitimate sexual orientation\*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

26 → My heterosexual colleagues at work in my current organization understand bisexuality as separate from homosexuality<sup>\*</sup>

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Agree

E Neutral

F Strongly Agree

G Very Strongly Agree

H Don't Know

27 → My current organization's LGBT network is supportive of bisexuals<sup>\*</sup>

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

28 → My current organization's LGBT network separates biphobia (\*) from homophobia (\*\*)

(\*) intolerance, or refusal to accept bisexuals, and/or the assumption that there is something inherently mentally volatile about bisexuals

(\*\*) intolerance, or refusal to accept homosexuals \*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

29 → My current organization's LGBT network recognize issues related to biphobia (\*)

(\*) intolerance, or refusal to accept bisexuals, and/or the assumption that there is something inherently mentally volatile about bisexuals \*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

30 → My current organization's LGBT network hosts bisexual-specific events \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

31 → My current organization's LGBT network has photo or filmed campaigns specifically about bisexuality\*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

32 → Bisexuals are under-represented in my current organization's LGBT network\*

A Very Strongly Disagree

B Strongly Disagree

C Disagree

D Neutral

E Agree

F Strongly Agree

G Very Strongly Agree

H Don't Know

33 → Are you currently out at work as bisexual? \*

A Yes, to everyone

B Yes, to my department

C Yes, to certain colleagues

D Yes, to one person

E No, not to anyone

F Don't Know

34 → Does your current employer offer equal benefits (healthcare, family planning, pension, etc.) specifically to bisexual employees (by using the term "bisexual")? \*

A Yes, bisexuals are clearly included

B Yes, same-sex relationships are included

C No, only lesbian and gay employees are mentioned

D No, equal benefits are not mentioned

E Don't Know

35 → Do your current employer's official documents (e.g.; Equal Employment Opportunity policies, fringe benefits, etc.) specifically mention "same-sex" and "different-sex" couples? \*

A Yes, they are clearly included

B Yes, but the wording is vague

C No, but lesbian and gay employees and relationships are included

D No, lesbian/gay and same-sex relationships are not included

E Don't Know

“ The following section contains questions about how you are treated in the workplace.

This section has 21 questions.

press ENTER

36 → I have experienced discriminatory questions during my current workplace's job interview process \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

37 → I have experienced workplace restrictions in my current workplace due to my bisexuality<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

38 → I have experienced inappropriate comments or questions related to my bisexuality in my current workplace<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

39 → My co-workers in my current workplace treat me differently due to my bisexuality<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

40 → I have experienced distrust in my current workplace from others due to my bisexuality<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

41 → I have heard that management in my current workplace assumed that I was unstable and/or unreliable due to my bisexuality<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

42 → Lesbian & gay colleagues in my current workplace treat me with more negativity than they do heterosexual colleagues<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

43 → Heterosexual colleagues in my current workplace treat me with more negativity than they do lesbian and gay colleagues<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

44 → I have experienced heteronormativity (\*) in my current workplace

(\*) The assumption that people are heterosexual unless otherwise specified<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

45 → I have experienced discrimination from lesbian and/or gay employees due to my bisexuality in my current workplace \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

46 → I have experienced physical harassment due to my bisexuality in my current workplace \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

47 → I have experienced sexual harassment due to my bisexuality in my current workplace<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

48 → I have experienced verbal harassment due to my bisexuality in my current workplace<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

49 → I have received negative job references or feedback due to my bisexuality in my current workplace<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

50 → Negative experiences in my current workplace, due to my bisexuality, have caused me to stay home from work<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

51 → Negative experiences in my current workplace, due to my bisexuality, have caused me to search for a different job \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

52 → Negative experiences in my current workplace, due to my bisexuality, have caused me to feel distracted and less productive at work \*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

53 → Negative experiences in my current workplace, due to my bisexuality, have caused me to avoid workplace social events<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

54 → Negative experiences in my current workplace, due to my bisexuality, have caused me to withhold information and/or lie about my personal life<sup>\*</sup>

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

55 → Negative experiences in my current workplace, due to my bisexuality, have caused me to feel unhappy and/or depressed at work\*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

56 → In my current workplace being in a relationship could render me invisible, as I am assumed to be homosexual or heterosexual, as opposed to bisexual\*

A Not at All

B Very Rarely

C Rarely

D Sometimes

E Often

F Very Often

G All the Time

H Don't Know

“ The final section is on organizational demographics.

This section is optional. Should you wish to skip this section, please scroll down and press "enter" and "submit" to ensure that your answers are saved and submitted.

This section has 13 questions.

press ENTER

57 → Is your organization a part of the public sector, private sector, or a non-profit?

58 → How many people does your organization employ?

59 → Is your office located in an urban area, rural area, suburban area or online?

60 → Is your company a local, national or international organization?

A Local

B National

C International

D Other

61 → What country do you work in?

62 → What level of education have you completed:

A High School

B Undergraduate

C Associate

D Bachelors

E Masters

F PhD

G Other

63 → Do you work:

A Full-time (32+ hours per week)

B Part-time (>32 hours a week)

C Freelance

D Other

64 → How many hours a week are you in the office?

65 → How long have you worked for your current organization (in years)?

66 → Your current relationship status could best be described as:

A In a monogamous relationship

B In a poly-amorous relationship

C In an open relationship

D Single

E Other

67 → How long have you been in your current relationship (in years)?

68 → Your age is:

69 → Please select your gender identity:

A Female

B Male

C Intersex

D Non-Binary

E Gender-Fluid

F Other

Debrief:

Thank you for participating in the Survey “Bisexuality in the Workplace; Structural Changes and their Effectiveness”.

This survey was created to examine measures for combating biphobia (i.e., intolerance, or refusal to accept bisexuals) and bisexual erasure (i.e., the disregard of bisexuality as a legitimate identity) in the workplace, and their overall effectiveness. This is to ensure that suggestions for employers are effective in combating hostility and making the working environment open and friendly to bisexual employees, and to ensure workplace equality across sexual identities.

The reason this research focuses on bisexuality is because bisexuality tends to be marginalized in research. Bisexual issues are often assumed to be either the same as lesbian and gay issues, or non-existent. This study examined work practices to determine the best course of action for employers looking to accommodate bisexual employees in the workplace.

It is expected for workplaces with more bisexual-specific measures in place to have more satisfied bisexual employees, as it would appear that their needs were met; organizations without specific measures in place are therefore expected to have less satisfied employees.

If you have any questions and/or remarks about this research, you can contact Eric van Dijk: [dijk@fsw.leidenuniv.nl](mailto:dijk@fsw.leidenuniv.nl)

Please press "continue" and "submit" to save and submit your answers.

## Appendix C:

### Toestemmings Verklaring:

Dank u voor uw deelname aan het onderzoek " Structural Changes Organizations Can Implement to Provide Bisexual Employees With Visibility and Social Comfort ".

Wij onderzoeken de effectiviteit van maatregelen op bifobie en het ontkennen van bisexualiteit. Dit doen we om de beste aanpak te bepalen voor werkgevers om biseksuele werknemers op de werkplek te beschermen.

Het onderzoek bestaat uit een aantal onderdelen. Het eerste deel gaat over uw seksuele geaardheid en tevredenheid op het werk en in het leven. Het tweede deel gaat over de organisatie waar u nu werkt. Daarna zal u vragen krijgen over de manier waarop u wordt behandeld op het werk. Tot slot zullen wij u achtergrondvragen stellen over organisatie; het laatste onderdeel is optioneel.

Wij zijn geïnteresseerd in uw eigen mening; er zijn geen goede of foute antwoorden. Als u het antwoord op een vraag niet weet, kunt u de "weet ik niet" optie gebruiken. Het onderzoek maakt gebruik van de term "biseksueel". Wat we bedoelen met deze term is iedereen die zich in meerdere of mindere maten angetrokken voelt tot meer dan één geslacht/ sekse in verschillende mate. Als u zich identificeert met de termen "panseksueel", "fluid", "omniseksueel" of andere termen om aantrekkingskracht te beschrijven tot meer dan één sekse/ geslacht, bent u ook van harte welkom om de enquête in te vullen. Houd er rekening mee dat u zich als biseksueel kunt identificeren zonder dat u relaties of seksuele ervaringen heeft gehad met meer dan één sekse/ geslacht.

Het invullen van deze enquête is vrijwillig, en u zal er geen vergoeding voor krijgen. Deelname zal ongeveer 10 minuten duren. U kunt stoppen met deelnemen op elk gewenst moment, zonder

opgaaf van redenen. Alle antwoorden op alle vragen zullen worden opgeslagen en anoniem worden geanalyseerd. Door te klikken op de "start" knop hieronder geeft u aan dat u alle informatie heeft gelezen en begrepen, en dat u akkoord gaat dat de geaggregeerde gegevens zullen worden gebruikt voor wetenschappelijke doeleinden.

Alle respondenten moeten minimaal 18 jaar oud zijn, en werknemers zijn. Aan het eind van de vragenlijst zullen we aanvullende informatie over het onderzoek weergeven. Als u vragen en/of opmerkingen over dit onderzoek heeft, kunt u contact opnemen met Eric van

Dijk: [dijk@fsw.leidenuniv.nl](mailto:dijk@fsw.leidenuniv.nl)

“ Dit eerste onderdeel gaat over uw seksuele aantrekkingskracht, in het verleden, het heden en uw voorkeuren.

We willen een duidelijk beeld scheppen van de variatie van biseksualiteit in onze respondenten. Hierbij vinden wij het belangrijk om uw tevredenheid op het werk, in het leven en in het algemeen te meten.

Dit onderdeel heeft 18 vragen.

Ga verder

toets ENTER

1 → In het verleden, richtte mijn seksuele aantrekkingskracht zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht		Beide geslachten			Alleen hetzelfde geslacht	

2 → Op dit moment richt mijn seksuele aantrekkingskracht zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht		Beide geslachten			Alleen hetzelfde geslacht	

3 → In een ideale wereld, zou ik me aangetrokken voelen tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht		Beide geslachten			Alleen hetzelfde geslacht	

4 → In het verleden richtten mijn seksuele fantasieën zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht		Beide geslachten			Alleen hetzelfde geslacht	

5 → Op dit moment richten mijn seksuele fantasieën zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

6 → In een ideale wereld zouden mijn seksuele fantasieën zich richten tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

7 → In het verleden richtte mijn emotionele voorkeur zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

8 → Op dit moment richt mijn emotionele voorkeur zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

9 → In een ideale wereld zou mijn emotionele voorkeur zich richten tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

10 → In het verleden, richtte mijn sociale voorkeur zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

11 → Op dit moment richt mijn sociale voorkeur zich tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

12 → In een ideale wereld zou mijn sociale voorkeur zich richten tot:\*

1	2	3	4	5	6	7
Alleen andere geslacht			Beide geslachten		Alleen hetzelfde geslacht	

13 → Hoe identificeert u zich?

★

Kies er zoveel als je wilt

A Biseksueel

B Panseksueel

C Fluid

D Queer

E Omniseksueel

F Anders

14 → Hoe tevreden bent u met het leven in het algemeen? Kies een getal tussen 0-100 dat het beste weergeeft hoe u zich voelt. ★

0- Zeer ontevreden

100- Zeer tevreden

15 → Hoe tevreden bent u op het werk? Kies een getal tussen 0-100 dat het beste weergeeft hoe u zich voelt. ★

0- Zeer ontevreden

100- Zeer tevreden

16 → Hoe tevreden bent u met uw lokale gemeenschap? Kies een getal tussen 0-100 dat het beste weergeeft hoe u zich voelt. ★

0- Zeer ontevreden

100- Zeer tevreden

17 → Hoe tevreden bent u in uw persoonlijke relaties? Kies een getal tussen 0-100 dat het beste weergeeft hoe u zich voelt.\*

0- Zeer ontevreden

100- Zeer tevreden

18 → Hoe tevreden bent u in uw seksuele/ romantische relaties? Kies een getal tussen 0-100 dat het beste weergeeft hoe u zich voelt.\*

0- Zeer ontevreden

100- Zeer tevreden

“ Het volgende onderdeel bevat vragen over uw werkplek.  
Hierbij staan de maatregelen die getroffen zijn om een inclusieve omgeving voor biseksuele werknemers te creëren centraal.

Deze sectie heeft 17 vragen.

Ga verder

toets ENTER

19 → Heeft uw huidige organisatie een LHBT-netwerk?\*

A Ja, een officiële groep

B Ja, een onofficiële groep

C Nee, maar LHBT + collega's hebben de neiging te groeperen

D Nee, helemaal niet

E Weet ik niet

20 → Bent u lid van de LHBT-netwerk van uw huidige organisatie? \*

- A Ja, ik ben lid van het netwerk
- B Nee, ik ben geen lid van het netwerk
- C Er is geen lidmaatschap optie
- D Weet ik niet

21 → Ik ga naar LHBT-netwerk evenementen \*

- A Nooit
- B Heel Zelden
- C Zelden
- D Soms
- E Vaak
- F Heel Vaak
- G Altijd
- H Weet ik niet

22 → Mijn LHBT-netwerk organiseert evenementen \*

- A Nooit
- B Heel zelden
- C Zelden
- D Soms
- E Vaak
- F Heel vaak
- G Altijd
- H Weet ik niet

23 → Het LHBT-netwerk en/ of de gemeenschap van mijn huidige organisatie zien bisexualiteit als een legitieme seksuele geaardheid\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

24 → Het LHBT-netwerk en/ of de gemeenschap van mijn huidige organisatie zien bisexualiteit los van homoseksualiteit\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

25 → Heteroseksuele collega's op het werk in mijn huidige organisatie zien bisexualiteit als een legitieme seksuele geaardheid\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

26 → Heteroseksuele collega's op het werk in mijn huidige organisatie zien bisexualiteit los van homoseksualiteit\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

27 → Ik ondervind ondersteuning voor biseksuelen binnen het LHBT-netwerk van mijn huidige organisatie\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

28 → Het LHBT-netwerk van mijn huidige organisatie erkent dat bifobie (\*) anders is dan homofobie (\*\*)

(\*)intolerantie, of de weigering om biseksuelen te accepteren, en/ of de veronderstelling dat biseksuelen mentaal instabiel zijn

(\*\*)intolerantie, of de weigering om homoseksuelen te accepteren\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

29 → Het LHBT-netwerk van mijn huidige organisatie erkent aan bifobie (\*)-gerelateerde zaken

(\*)intolerantie, of de weigering om biseksuelen te accepteren, en/ of de veronderstelling dat biseksuelen mentaal instabiel zijn\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

30 → Het LHBT-netwerk van mijn huidige organisatie organiseert evenementen specifiek gericht op biseksuelen\*

A Nooit

B Heel Zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

31 → Het LHBT-netwerk van mijn huidige organisatie heeft foto of film campagnes specifiek over bisexualiteit\*

A Nooit

B Heel Zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

32 → Bisexualen zijn ondervertegenwoordigd in het LHBT-netwerk van mijn huidige organisatie\*

A Zeer mee oneens

B Oneens

C Een beetje oneens

D Neutraal

E Een beetje mee eens

F Mee eens

G Sterk mee eens

H Weet ik niet

33 → Bent u momenteel uit de kast op het werk als biseksueel?\*

A Ja, voor iedereen

B Ja, voor mijn afdeling

C Ja, voor bepaalde collegas

D Ja, voor een persoon

E Nee, voor niemand

F Weet ik niet

34 → Heeft uw huidige werkgever gelijke voordelen (gezondheidszorg, gezinsplanning, pensioen, etc.) specifiek voor biseksuele werknemers?\*

A Ja, biseksuelen zijn duidelijk genoemd

B Ja, relaties met hetzelfde geslacht zijn duidelijk genoemd

C Nee, alleen lesbische en homoseksuele werknemers zijn duidelijk genoemd

D Nee, gelijke voordelen worden niet vermeld

E Weet ik niet

35 → Worden relaties met "hetzelfde geslacht" en "andere geslacht" duidelijk benoemd in de officiële documentatie van u huidige werkgever (bv; voordelen voor partners, enz.)?\*

A Ja, ze zijn duidelijk genoemd

B Ja, maar de termen zijn vaag

C Nee, maar homoseksuele en lesbische relaties worden genoemd

D Nee, lesbische/homo en hetzelfde-geslacht relaties worden niet vermeld

E Weet ik niet

“ Het volgende onderdeel bevat vragen over hoe u wordt behandeld op de werkvloer.

Dit onderdeel heeft 21 vragen.

toets: ENTER

36 → Ik heb discriminerende vragen gekregen tijdens het sollicitatiegesprek met mijn huidige werkgever\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

37 → In mijn huidige werkplek ervaar ik beperkingen vanwege mijn  
biseksualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

38 → Op mijn huidige werkplek worden ongepaste opmerkingen gemaakt  
en/of vervelende vragen gesteld over mijn biseksualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

39 → Op mijn huidige werkplek behandelen Collega's mij anders als gevolg van mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

40 → Ik ervaar wantrouwen op mijn huidige werkplek vanwege mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

41 → Op mijn huidige werkplek heb ik gehoord dat het management mij instabiel en/ of onbetrouwbaar vind door mijn biseksualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

42 → Lesbische en homoseksuele collega's op mijn huidige werkplek behandelen mij negatiever dan hun heteroseksuele collega's\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

43 → Heteroseksuele collega's op mijn huidige werkplek behandelen mij negatiever dan hun lesbische en homoseksuele collega's\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

44 → Ik ervaar heteronormativiteit (\*) op mijn huidige werkplek

(\*) De veronderstelling dat mensen heteroseksueel zijn, tenzij anders vermeld\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

45 → Op mijn huidige werkplek ervaar ik discriminatie van lesbische en/ of  
homoseksuele medewerkers als gevolg van mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

46 → Op mijn huidige werkplek ervaar ik fysieke intimidatie als gevolg van  
mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

47 → Op mijn huidige werkplek ervaar ik seksuele intimidatie als gevolg van mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

48 → Op mijn huidige werkplek ervaar ik verbale intimidatie als gevolg van mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

49 → Ik heb op mijn huidige werkplek een negatieve referentie of negatieve feedback ontvangen als gevolg van mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

50 → Ik ben thuis gebleven van het werk vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

51 → Ik heb een andere baan gezocht vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

52 → Ik voel me afgeleid en/of minder productief op het werk vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

53 → Ik vermijd sociale evenementen op het werk vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

54 → Ik hou informatie over mijn persoonlijke leven achter of lieg erover op het werk vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

55 → Ik voel me ongelukkig en/ of depressief op het werk vanwege negatieve reacties op mijn bisexualiteit\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

56 → Op mijn huidige werkplek word ik gezien als homo-of heteroseksueel in plaats van als biseksueel als ik een relatie heb.\*

A Nooit

B Heel zelden

C Zelden

D Soms

E Vaak

F Heel vaak

G Altijd

H Weet ik niet

“ In het laatste onderdeel kijken wij naar achtergrond informatie over u organisatie.

Dit onderdeel is niet noodzakelijk om in te vullen, maar als u deze vragen overslaat, wilt u naar beneden scrollen en op "ga verder" en "verzend" drukken; anders worden u antwoorden niet opgeslagen.

Dit onderdeel heeft 13 vragen.

57 → Is uw organisatie onderdeel van de publieke sector, de private sector, non-profit of online?

A Publiek

B Privaat

C Non-Profit

D Online

E Anders

58 → Hoe groot is uw organisatie (aantal werknemers)?

59 → Is uw organisatie stedelijk, plattelands, provinciaal, of online?

A Stedelijk

B Plattelands

C Provinciaal

D Online

E Anders

60 → Is uw bedrijf een lokale, nationale of internationale organisatie?

A Lokaal

B Nationaal

C Internationaal

D Anders

61 → In welk land werkt u?

62 → Wat is het hoogste niveau van onderwijs dat u heeft afgerond:

A Middelbareschool

B Undergraduate

C Associate

D Bachelors

E Masters

F PhD

G Anders

63 → Werkt u:

A Full-time (32+ uren per week)

B Part-time (>32 uren per week)

C Freelance

D Anders

64 → Hoeveel uren per week bent u op kantoor?

65 → Hoe lang werkt u voor uw huidige werkgever (in jaren)?

66 → Uw huidige relatie status kan het best worden omschreven als:

- a In een monogame relatie
- b In een poly-amoreuze relatie
- c In een open relatie
- d Single
- e Anders

67 → Hoe lang heeft u al een relatie (in jaren)?

68 → Hoe oud bent u?

69 → Selecteer uw geslachtsidentiteit:

A Vrouw

B Man

C Interseks

D Niet-binaire

E Geslacht-fluid

F Anders

Debrief:

Dank u voor uw deelname aan de enquête "Biseksualiteit op het werk; Structurele veranderingen en hun effectiviteit. "

Deze enquête is gemaakt om maatregelen ter bestrijding van bifobie en ontkennen van biseksualiteit op de werkvloer te onderzoeken. Wij onderzoeken deze maatregelen en hun algemene doeltreffendheid. Dit is om vijandigheid in de werkomgeving te beëindigen, en een

open en vriendelijke sfeer voor biseksuele werknemers te creëren.

De reden dat dit onderzoek zich richt op biseksualiteit is omdat homoseksuele en lesbische thema's en transgender kwesties vaker tevoren komen dan biseksuele kwesties. Biseksualiteit wordt vaak gemarginaliseerd in onderzoeken, omdat wordt aangenomen dat biseksuelen dezelfde problemen hebben als lesbiennes en homoseksuelen.

Wij verwachten dat biseksuele werknemers meer tevreden zullen zijn op werkplekken waar meer bi-specifieke maatregelen van kracht zijn.

Als u vragen en/of opmerkingen over dit onderzoek kunt u contact opnemen met Eric van Dijk: [dijk@fsw.leidenuniv.nl](mailto:dijk@fsw.leidenuniv.nl)

Druk op "ga verder" en dan "verzenden" om u antwoorden op te slaan en de vragenlijst af te sluiten.

## Appendix D:

Dear ,

\*Scroll naar beneden voor Nederlands\*

Thank you for participating in the survey “Structural Changes Organizations Should Implement to Provide Bisexual Employees with Visibility and Social Comfort”. This study is intended to evaluate and potentially help improve working conditions for bisexual employees. By investigating the measures undertaken by organizations to improve the experience bisexuals have in the workplace, this study aims to measure these practices’ overall effectiveness. By completing this survey, you are contributing to research on the efficacy of workplace measures for bisexuals. It should take approximately 10 minutes to complete.

The survey uses the term “bisexual”. What we mean with this term is anyone who has experienced attraction to more than one gender/sex in varying degrees. This term is used for effectiveness purposes. However, if you identify with the terms “pansexual”, “fluid”, “omnisexual” or other terms to describe attraction to more than one sex/gender, you are also welcome to fill out the survey. Please note that you can identify as bisexual without having had relationships or sexual experiences with more than one gender/sex.

No personal information is necessary to fill out the survey, so all participants will remain anonymous. We will provide some background information about the research at the end of the survey. If you have any questions or remarks about this research, you can contact Eric van Dijk: [dijk@fsw.leidenuniv.nl](mailto:dijk@fsw.leidenuniv.nl)

Results will be sent to all participating organizations. This gives feedback in terms of effective measures, as well as any potential methods of improvement. In theory, the more bisexual-specific measures are in place, the more satisfied and therefore more productive bisexual employees will be. Please also feel free to send this survey to anyone in your social/work network who might take interest in filling it out. The survey will be available until December 23, 2015.

To take the survey, please click the following link:

<https://skylarourke.typeform.com/to/aQ0ogL>

Thank you for your time and input!

Best Regards,

Skylar Leslie

Student at Leiden University

Intern at Workplace Pride

\* \* \* \* \*

Dank u voor uw deelname aan het onderzoek " Structural Changes Organizations Should Implement to Provide Bisexual Employees With Visibility and Social Comfort ". Deze studie is bedoeld om te evalueren, en waar mogelijk werkomstandigheden te verbeteren voor biseksuele werknemers. Door het onderzoeken van de maatregelen van organisaties om de ervaring van biseksuelen op de werkplek te verbeteren, heeft dit onderzoek als doel de algemene doeltreffendheid van maatregelen te meten. Door het invullen van deze enquête helpt u het onderzoek naar de effectiviteit van de werkplek maatregelen voor biseksuelen. Het zal ongeveer 10 minuten duren.

Het onderzoek maakt gebruik van de term "biseksueel". Wat we bedoelen met deze term is iedereen die aantrekkingskracht heeft ervaren om meer dan één geslacht/ sekse in verschillende mate. Deze term wordt gebruikt voor effectiviteit. Als u identificeren met de termen "panseksuele", "vloeibaar", "Omniseksueel" of andere worden die beschrijven attractie om meer dan één sekse/ geslacht, bent u ook van harte welkom om de enquête in te vullen. Houd er rekening mee dat u als biseksueel kunt identificeren zonder relaties of seksuele ervaringen met meer dan één sekse/ geslacht te hebben gehad.

Er is geen persoonlijke informatie nodig om de enquête in te vullen. Alle deelnemers anoniem blijven. We zullen enige achtergrondinformatie geven over het onderzoek aan het eind van de enquête. Als u vragen of opmerkingen over dit onderzoek heeft kunt u contact opnemen met Eric van Dijk:dijk@fsw.leidenuniv.nl .

De resultaten zullen worden toegezonden aan alle deelnemende organisaties. Dit geeft terugkoppeling qua effectieve maatregelen, alsmede eventuele werkwijzen verbeteren. In theorie als er meer biseksuele-specifieke maatregelen zijn getroffen, zal biseksuele werknemers meer tevreden en dus productiever zijn. Voel vrij om deze enquête te sturen naar mensen in uw sociale/ werk netwerk die interesse zou kunnen hebben bij het invullen van deze enquête. De enquête zal beschikbaar zijn tot 23 december 2015.

Om het onderzoek te nemen, klikt u op de volgende link:

<https://skylarourke.typeform.com/to/hzgir6>

Dank u voor u tijd!

Met vriendelijke groet,

Skylar Leslie

Studente bij Leiden University

Intern bij Workplace Pride

## Appendix E:

Dear ,

I am a student at Leiden University and currently doing an internship with Workplace Pride. For my internship I am doing research into bisexuality in the workplace; more specifically, I am looking into measures by organizations to protect bisexual employees, and their overall effectiveness. To do this I would like to interview Workplace Pride members to ask them about their company's policies and eventual aims.

I have attached the interview questions for your perusal; if you would be interested in an interview, please do not hesitate to email me back. Please also note that I am happy to travel, or Skype!

Best Regards,

Skylar Leslie