



## **Declared Name and Declared Pronouns Policy Template**

Foster Garvey believes all employees have the right to be who they are and express their gender identity openly. The firm strives to create a safe and welcoming work environment in which employees are free to be who they are, including, but not limited to, transitioning, gender diverse and transgender employees. We recognize that for some, their current legal name and/or gender marker as well as the pronouns by which they are currently known may not reflect who they are.

For this reason, Foster Garvey welcomes and supports the use of Declared Names and Declared Pronouns in the workplace.

We encourage other businesses to adopt similar policies by downloading our [Declared Name and Declared Pronouns Policy template](#) in support of ensuring a more inclusive work environment within their organizations.