Recover with Pride

LGBTQ+ GAMBLING HARM SUPPORT

Challenging Discrimination in the Workplace

switchboard

REFRAME COACHING

University of Brighton

Challenging Discrimination in the Workplace

What Is It?

Workplace discrimination occurs when someone is treated unfairly because of who they are. For LGBTQ+ people, this can include experiencing homophobia, biphobia, transphobia, being overlooked for opportunities, hearing discriminatory language, feeling unsafe to be open about your identity, or facing barriers related to gender identity or expression.

Experiencing discrimination can significantly impact mental health, confidence, and wellbeing. For some people, gambling may become a way of coping with workplace stress, anxiety, anger, rejection, or feelings of isolation.

Learning how to challenge discrimination safely and effectively can help you build confidence, understand your rights, and reduce the emotional impact these experiences can have on your recovery.

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How to Address This

Start by identifying situations where discrimination, exclusion, or unfair treatment may be affecting you.

You may find it helpful to:

- Record incidents and how they made you feel.
- Understand your rights within the workplace.
- Identify trusted colleagues, managers, unions, or support services.
- Develop strategies for responding to discriminatory behaviour.
- Practise assertive communication and boundary-setting.
- Explore whether workplace challenges are impacting your gambling urges.

Remember that challenging discrimination does not always mean making a formal complaint. Sometimes it means creating safer boundaries, seeking support, or developing strategies that protect your wellbeing.

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How This Can Aid Recovery From Gambling Harm

When discrimination is left unaddressed, it can lead to increased stress, anxiety, low mood, and reduced self-esteem. These experiences may contribute to gambling behaviours as a way of escaping difficult emotions or regaining a sense of control.

By addressing workplace discrimination you can:

- Reduce stress and emotional overwhelm.
- Increase confidence and self-worth.
- Strengthen healthy coping mechanisms.
- Build resilience and self-advocacy skills.
- Create a safer and more supportive work environment.
- Reduce triggers that may contribute to gambling behaviours.

Recovery is about addressing the factors that sit beneath gambling as well as the gambling itself.

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LGBTQ+ Considerations

Many LGBTQ+ people continue to encounter discrimination, microaggressions, exclusion, or pressure to hide aspects of themselves at work.

You may be:

- Unsure whether it is safe to be open about your identity.
- Managing the impact of repeated microaggressions.
- Experiencing discrimination related to sexual orientation, gender identity, or being intersex.
- Feeling isolated or unsupported within your workplace.
- Carrying the emotional impact of previous negative experiences.

Recognising these challenges is not about dwelling on them. It is about understanding how they affect wellbeing and developing healthy ways to respond whilst maintaining recovery.

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How We Can Help

Our Recover With Pride Recovery Coaches can help you explore how workplace discrimination may be affecting your wellbeing and gambling recovery.

We can support you to:

- Identify workplace stressors and triggers.
- Develop healthy coping strategies.
- Build confidence and assertiveness.
- Explore your options for accessing support.
- Create practical wellbeing plans.
- Strengthen resilience and self-esteem.
- Build positive habits that support long-term recovery.

Together, we can help you develop approaches that protect your wellbeing, support your recovery journey, and allow you to thrive both personally and professionally.

Refer for support here:
www.switchboard.org.uk/service/recover-with-pride/referral/

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