



A region for everyone

Equity in healthcare demands that care and treatment should be offered to everyone with the same quality regardless of sexual orientation, gender identity or gender expression.

**We need your opinion to improve
our quality of care**

Read more at rjl.se/hbtqi



We work towards three goals with regard to rights for LGBTQI people (lesbian, gay, bisexual, transgender, queer and intersex):

- one should never feel offended or misunderstood because of their sexual orientation or gender identity/gender expression when meeting medical staff
- To ensure LGBTQI peoples' right to health.
- Everyone should feel welcome to work for the Region, regardless of sexual orientation or gender identity/gender expression.

Health and healthcare on equal terms are the main goal for the health care system. This is regulated by law and a prerequisite for everyone working in healthcare.

Many LGBTQI people are worried that they will meet negative attitudes from healthcare staff if they are open about their sexual orientation. This can cause them to delay or abstain from medical examinations and treatment.

It is our responsibility as caregivers to create an inclusive environment so that all patients, regardless of sexual orientation or gender identity feel welcome. It is also our responsibility to combat discrimination in the workplace. Homophobic jokes or slurs are not accepted. All staff have a responsibility to create an open climate where everyone feel welcome.

What you can do as an employee in Region Jönköpings län:

- Do not assume that your patients are heterosexuals. Ask neutral questions if you need information about personal life or family members.
- Respect gender identity and gender expressions.
- Mind your language and show others that homophobic jokes or slurs are unacceptable.

What you can do as a patient:

- Report if you have been offended or feel that you have been discriminated against because you identify as LGBTQI