

EAP Newsletter

FEBRUARY 26

Safe Spaces at Work:

What comes after the basics

Most of us want the same things at work. To feel safe speaking up, to feel comfortable asking for support, to know we won't be treated differently for being ourselves.

Many workplaces now talk about inclusion, with language shifting and visibility increasing. But safety at work is often something you sense, not something you're told – it shows up in everyday moments. That's where safe spaces are either built or quietly broken.

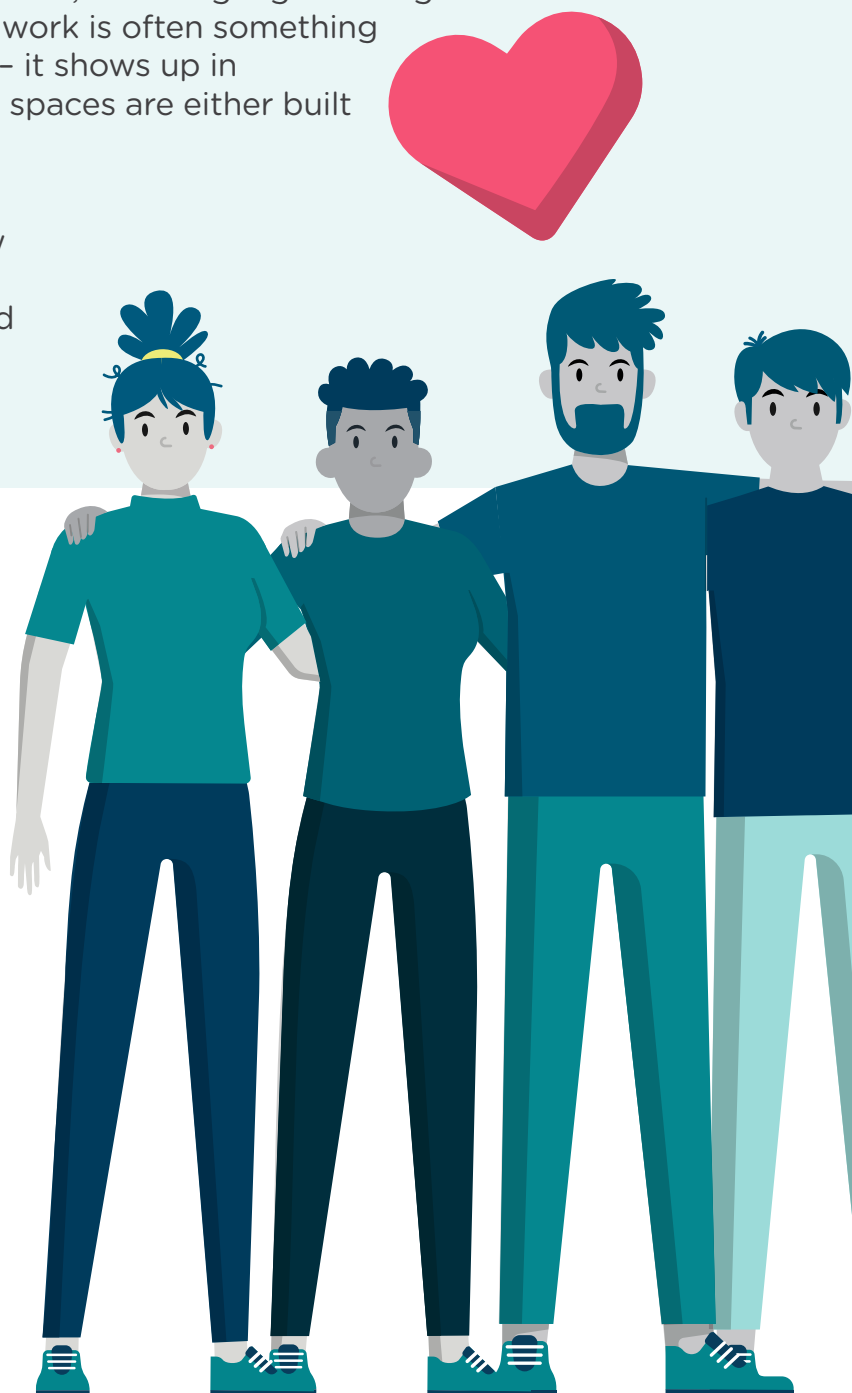
Inclusion isn't something you say. It's something you show, through how you understand people, respond to them, and treat them with respect and dignity - this is what inclusion literacy looks like.

Where wellbeing and inclusion literacy meet

Wellbeing at work is shaped by what you feel able to say and do, speaking up when something doesn't sit right, asking for support, and showing up as yourself.

In everyday moments, small actions like using inclusive language, making space for others, and checking in without judgement help create safer spaces.

For people in the rainbow community, these actions can be the difference between feeling included and feeling unsafe.



So how can you show up for people in the rainbow community?

Showing up is less about what you say and more about behaving in ways that quietly show people they are safe and understood. This can look like:



Using the language people choose for themselves



Avoiding assumptions about partners, families, or identities



Speaking up when something doesn't sit right



Making space for others to contribute without putting them on the spot

Often, it's not about doing something big. It's about intentionally acting in ways that are aware and respectful, in turn, being rainbow literate.

A deeper look at how you can help

Our WellbeingHub article outlines next steps you can take to create safe spaces at work for you and your colleagues.



Read the WellbeingHub article:
What comes after the basics? Rainbow literacy at work
👉 **CLICK HERE** or **scan the QR**.

The WellbeingHub is free for you to access. If you haven't created an account yet, you can sign up **HERE** to read the latest article.

Further support

Our **WellbeingHub** provides more in-depth information and resources – sign up at **wellbeinghub.co.nz**

The **habithealth+** app supports you with round-the-clock motivation and reminders.

Download **habithealth+**



Our team are here to help

You can get support in a safe space with our counsellors.

Book an appointment online at **eap services.co.nz**,
by calling **0800 327 669** or by scanning the **QR code**



eap services.co.nz