



GRAY DAWES
TRAVEL

TRAVEL talks

TOP TIPS FOR
LGBT+TRAVELLERS



At Gray Dawes Travel, we're proud to champion safe, informed, and inclusive travel for all. In our latest Travel Talks, Brit Clayton, Diversity and Inclusion Manager, and Sophie Taylor, Chief Technical Officer, share practical tips for LGBT+ travellers, helping them and you navigate the world with confidence.

1. RESEARCH LOCAL LAWS & CULTURE

Before travelling, it's essential to thoroughly research the local laws and cultural attitudes toward LGBT+ individuals in your destination. While some countries have strong legal protections and openly embrace LGBT+ communities, others may have restrictive laws or social stigmas that could impact your safety and comfort.

- **Review official travel advisories**, human rights reports, and resources from LGBT+ organisations that provide up-to-date information on legal status of same-sex relationships and gender identity recognition.
- **Understand the cultural climate**. Legal rights do not always translate to social acceptance. Public perception and local customs may vary widely, even within the same country.

Being informed not only helps you stay safe but also allows you to navigate your travels with confidence and respect for the local culture.





2. COMMUNICATE WITH YOUR STAFF

When planning travel for LGBT+ staff members, open and respectful communication is essential. Before confirming any trip, have an honest conversation with your team to understand whether they feel comfortable travelling to the intended destination. This discussion should be handled sensitively, allowing individuals to voice concerns without fear of judgment. When talking to staff, consider:

- Are there **laws criminalising same-sex relationships** or restricting gender expression?
- **Is there a history of discrimination**, harassment, or violence against LGBT+ individuals in the area?
- Are there embassies, local organisations, or hotlines that can **provide assistance**?

3. TRY TO BOOK LGBT+ FRIENDLY HOTELS

Choosing accommodations that are welcoming and inclusive of LGBT+ travellers can greatly enhance the overall experience. Not all hotels or venues are equally open to LGBT+ guests, particularly in destinations where cultural attitudes or laws may be less progressive.

Where possible, prioritise hotels that explicitly advertise themselves as LGBT+ friendly or are part of recognised networks such as IGLTA (International LGBT+ Travel Association). These establishments often provide inclusive policies, staff trained in diversity awareness, and environments where travellers can feel at ease without fear of discrimination.

This research not only helps staff make informed choices but also reinforces a company's commitment to inclusivity and the wellbeing of LGBT+ employees while travelling across the world.



4. SUPPORTING TRANS TRAVELLERS

Travelling as a trans person can present unique challenges, particularly regarding documentation, medical needs, and interactions at airports or borders. Employers and travel bookers should take proactive steps including:

- **Assisting with documentation**, ensuring the gender marker on tickets matches the one on the traveller's passport or government-issued ID to avoid complications.
- **Supporting the transport of hormone medications** by ensuring they are clearly labelled and supported by a medical letter from a professional healthcare advisor.
- **Raising awareness of destinations** that may have laws that impact transgender individuals, such as restrictions on the use of public facilities.

5. PROVIDE ALWAYS ON SUPPORT

Providing Always On support for LGBT+ travellers is crucial. Travel can be unpredictable, and LGBT+ employees may face unique risks or challenges that require immediate assistance around the clock:

- **Ensure your TMC or travel manager is available 24/7.** Travellers may need to reach someone at any time of day or night. Make sure that they have access to a trained member of staff who can deal with their enquiries immediately.
- **Provide comprehensive pre-trip resources.** Share detailed information on LGBT+-friendly accommodations, restaurants, and venues at the destination. Curating a list of trusted businesses and safe spaces can help travellers feel more comfortable
- **Establish a contingency plan.** Have clear and actionable contingency plans in place for emergencies. These plans should outline steps to take if a traveller experiences harassment and protocols for medical emergencies.

DISCOVER ALWAYS ON TRAVEL



6. WORK CLOSELY WITH YOUR TMC

Partnering with a knowledgeable TMC is crucial when arranging travel for LGBT+ employees, as they can help mitigate risks and ensure the journey is smooth. A proactive TMC can offer expertise, resources, and support tailored to the unique needs of LGBT+ travellers. A TMC will:

- Have experience **managing Visa requirements** and navigating potential restrictions for LGBT+ people.
- Guide you through **border control expectations**, including sorting travel documentation to minimise questioning or delays, particularly for non-binary or trans people.
- Carry out a **risk assessment and prioritise traveller wellbeing**. This includes advice about the legal and social climate for LGBT+ people and access to LGBT+-friendly accommodations, venues, and medical services.





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LEARN MORE ABOUT HOW TO SUPPORT LGBT+ TRAVELLERS WHILE ON THE MOVE

CHECK OUT OUR ON-DEMAND WEBINAR

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