



Wipro Inclusion & Belonging Council

May 17, 2026

Dear colleagues,

Today is the *International Day Against Homophobia, Biphobia, Lesbophobia, Intersexphobia, and Transphobia (IDAHOBILIT)*, a global observance dedicated to raising awareness about the harmful effects of discrimination, exclusion, and violence against LGBTQIA+ individuals.

Human rights are by definition universal and apply to our colleagues, clients, and business partners. As an organization, we continue to actively work to eliminate all forms of discrimination and bias. This includes implementing policies that promote inclusion and ensure that our workplace is welcoming and supportive of all, regardless of gender identity or sexual orientation.

On this day, we invite all of us to reflect on our actions and commitments to support the LGBTQIA+ community, educate ourselves about the challenges and discrimination faced by LGBTQIA+ individuals and recommit to building a workplace culture that is inclusive, diverse, and respectful of all. Together, we can create a better and more equitable future for everyone.

Thank you for your attention and support on this important day and beyond.

Signed on behalf of the Wipro Inclusion & Belonging Council.

Definitions (adapted from Stonewall's list of LGBTQ+ terms)

- **Homophobia:** Prejudice or negative attitudes, beliefs or views about gay people. This can include the fear or dislike of someone because they are, or are perceived to be, gay.
- **Biphobia:** Prejudice or negative attitudes, beliefs or views about bi people. This can include the fear or dislike of someone who is, or is perceived to be, bi.
- **Lesbophobia:** Prejudice or negative attitudes, beliefs or views about lesbians. This can include the fear or dislike of someone because they are or are perceived to be a lesbian.
- **Intersexphobia:** Refers to contempt, prejudice, hatred, or discrimination directed at intersex individuals.
- **Transphobia:** Prejudice or negative attitudes, beliefs or views about trans people. This can include the fear or dislike of someone based on the fact they are, or are perceived to be trans.

Scan this QR code to view the [Global Policy for Prevention of LGBTQIA+ Discrimination](#)

