

Let's *Accomplish* more. Together.

WEBINARS 2015

Moving On Up (and Out)!

Managing the Changing Legal
Landscape for LGBT Employees

Employer's Toolkit Tip Sheet



Dinsmôre



What are we talking about?

Lesbian

A woman who is emotionally, romantically, sexually and relationally attracted to other women.

Gay

A word describing a man or a woman who is emotionally, romantically, sexually and relationally attracted to members of the same sex.

Bisexual

A person emotionally, romantically, sexually and relationally attracted to more than one sex and/or gender, though not necessarily simultaneously, in the same way or to the same degree.

Transgender

A term describing a broad range of people who experience and/or express their gender differently from what most people expect. It is an umbrella term that includes people who are transsexual, cross-dressers or otherwise gender non-conforming.

LGBT

An acronym for “lesbian, gay, bisexual and transgender.”

Transsexual

A medical term describing people whose gender and sex do not line up, and who often seek medical treatment to bring their body and gender identity into alignment. Avoid using this term unless an individual self-identifies as transsexual.

Gender Expression

External manifestation of one’s gender identity, usually expressed through masculine, feminine or gender-variant behavior, clothing, haircut, voice or body characteristics. Typically, transgender people seek to make their gender expression match their gender identity, rather than their birth-assigned sex.

Gender Identity

One’s personal sense of their gender. For transgender people, their birth-assigned sex and their own sense of gender identity do not match.

Facts and Figures

53% of LGBT employees have not disclosed their sexual orientation or gender identity in the workplace

35% of LGBT employees feel compelled to lie about their personal lives while at work


20% of LGBT employees report looking for a job specifically because the environment was not inclusive


9% of LGBT employees have left jobs because the environment was not inclusive

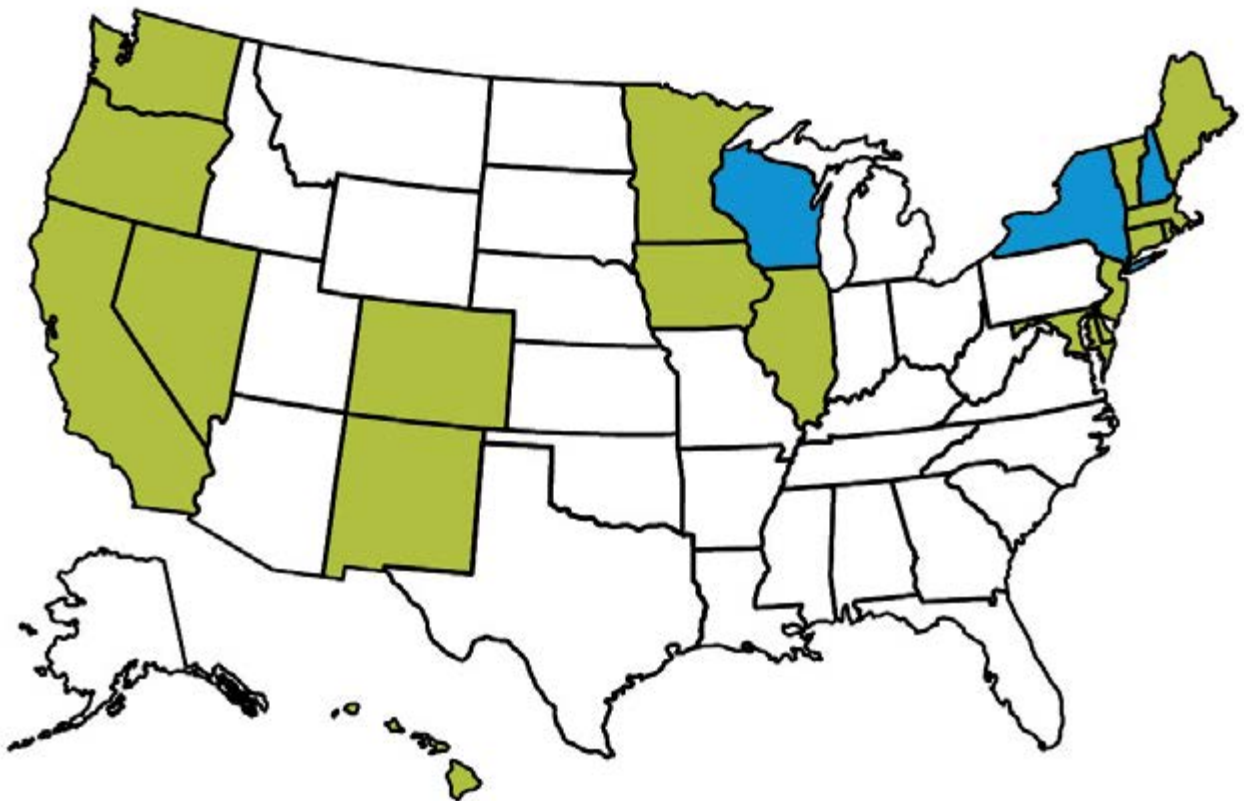
26% of LGBT employees reported staying in a job because the environment was accepting

Legal Protections

States that prohibit discrimination based on:

 Sexual Orientation and Gender Identity

 Sexual Orientation Only



Best Practices

Review the company's EEO statement and non-harassment policy

Promote an inclusive working environment.

Implement a zero tolerance policy towards workplace harassment.

Review benefit plans and FMLA procedures for legal compliance.

Ensure that HR and benefits staff are trained on how to interact with employees who seek benefits for same-sex spouses.

Review policies generally for gender neutrality.



About our Employment attorneys



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Sadhna represents employers in employment litigation and provides advice and counsel on all aspects of the employer-employee relationship and labor-management relations. She has significant experience in commercial litigation, diversity counseling, government contracts and government investigations. She counsels her clients on a wide variety of civil rights issues, including educational institutions on compliance with Title IX (prohibiting discrimination based on sex in education), and public and private entities on accessibility to facilities for persons with disabilities.



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Anjali advises private and public employers in all aspects of employment law and traditional labor law. She assists employers to comply with the National Labor Relations Act, Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act and its Amendments, the Age Discrimination Act, Title VII of the Civil Rights Act, as well as the Ohio Civil Rights Act. Prior to Dinsmore, Anjali worked for the Institute for Public Representation at Georgetown University Law Center and Human Rights Campaign in Washington, DC.

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