

LGBT Discrimination in the Workplace

ZUCKERMAN LAW CAN HELP

WHAT IS LGBT DISCRIMINATION IN THE WORKPLACE?



It is treating an individual less favorably because of their sexual orientation or gender identity.

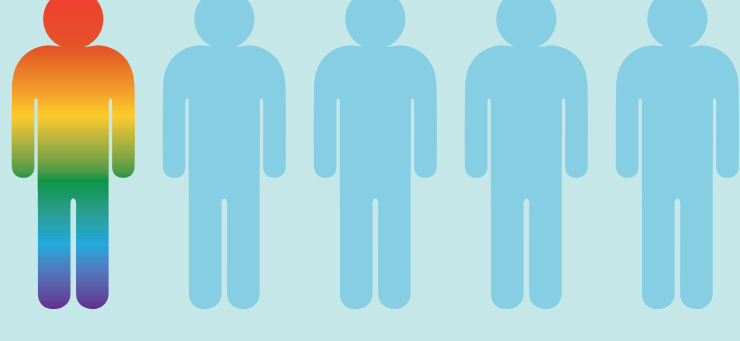


AT LEAST

4%

of the U.S. workforce identifies as LGBT, yet the LGBT community is one of the most discriminated against demographics today.

HOW COMMON IS LGBT DISCRIMINATION IN THE WORKPLACE?



AT LEAST

1 in 5

LGBT Americans have experienced discrimination in housing, workplace, or college because of their LGBT identity.



22%

of LGBT people have experienced anti-LGBT discrimination when it comes to being paid equally or considered for a promotion



20%

of LGBT people report discrimination in hiring



32%

of LGBT people of color say they have experienced discrimination because of their LGBT identity when applying for jobs

COMMON LGBT WORKPLACE ISSUES



Lack of legal protection in the workplace



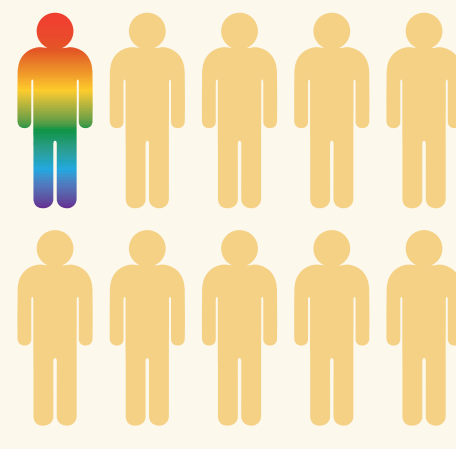
High levels of discrimination in job interviews and on the job



LGBT employees do not feel welcomed at work



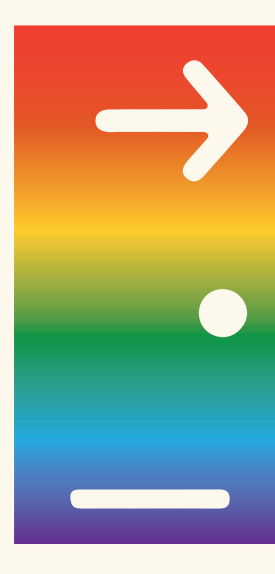
Fear keeps LGBT employees closeted at work



NEARLY

1 in 10

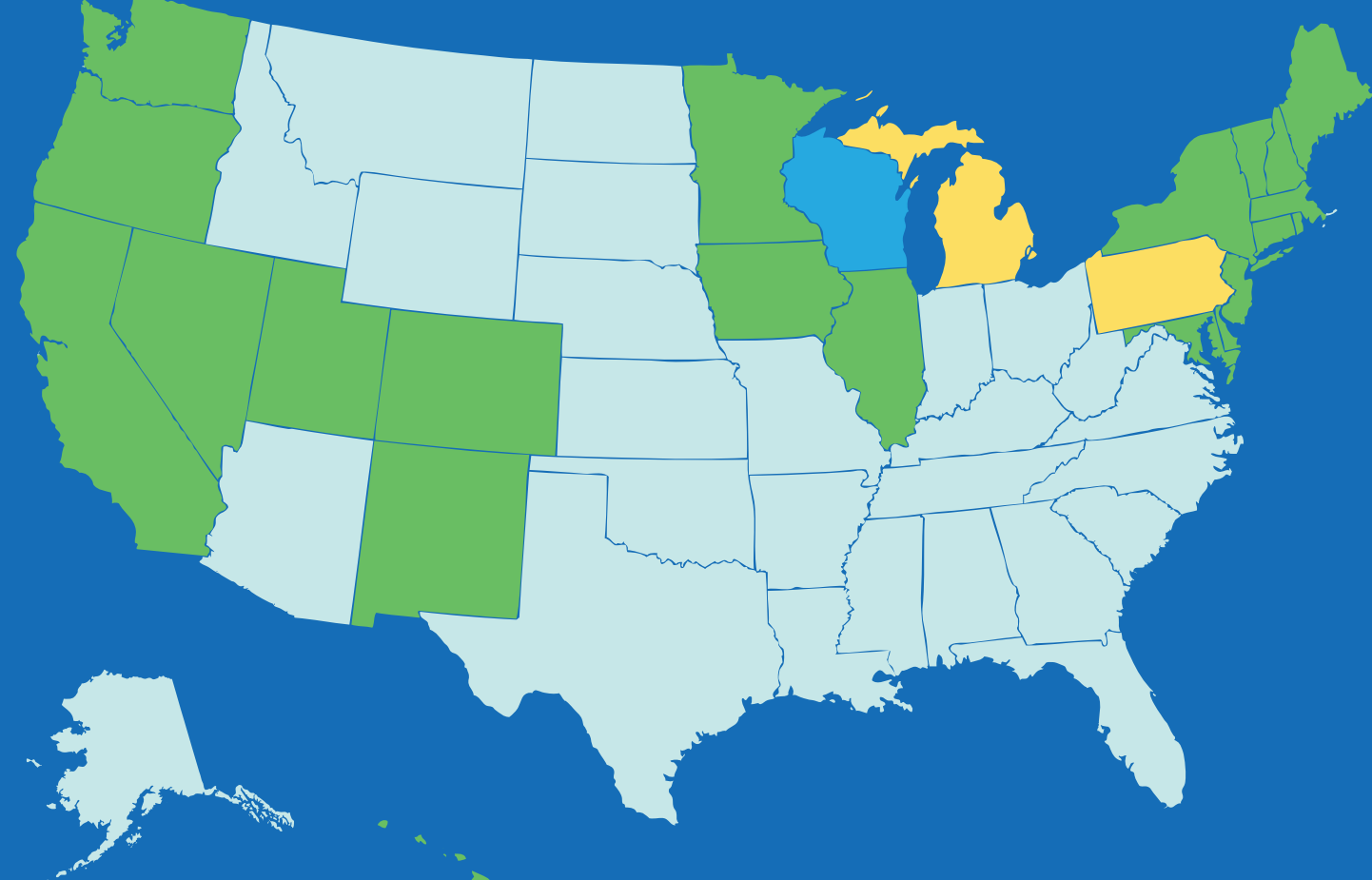
LGBT employees have left a job because the environment was unwelcoming.



LEGAL PROTECTIONS

There is no federal law barring employment discrimination on the basis of sexual orientation or gender identity. However, discriminating conduct against LGBT individuals can constitute prohibited sex discrimination under Title VII and other federal statutes. State laws vary widely and could offer further protections.

LGBT NON-DISCRIMINATION STATE LAWS VARY WIDELY



- State law explicitly prohibits discrimination based on sexual orientation and gender identity (21 states + D.C.)
- State explicitly interprets existing prohibition on sex discrimination to include sexual orientation and/or gender identity (2 states)
- State law explicitly prohibits discrimination based on sexual orientation only (1 state)
- No explicit prohibitions for discrimination based on sexual orientation or gender identity in state law (26 states)

IT IS CRITICAL TO HIRE AN EXPERIENCED ATTORNEY



To maximize your remedies



To protect you from retaliation

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To learn more about your rights, call Zuckerman Law 202-769-1681 or 202-262-8959
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ATTORNEY ADVERTISING MATERIAL

SOURCES

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