WHAT IS LGBT DISCRIMINATION IN THE WORKPLACE?

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

HOW COMMON IS LGBT DISCRIMINATION IN THE WORKPLACE?

1 in 10 LGBT employees have left a job because the environment was unwelcoming.

NEARLY 1 in 5 LGBT Americans have experienced discrimination in housing, workplace, or college because of their LGBT identity.

HOW COMMON IS LGBT DISCRIMINATION IN THE WORKPLACE?

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

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

High levels of discrimination in housing, workplace, or college

LEGAL 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

Sources:


