



The issue:

WORKPLACE DISCRIMINATION

More than 3 million gay, lesbian, bisexual and transgender Americans live in states that provide no protection from workplace discrimination.



damn facts

Almost 90% of Americans support equal job opportunities for gay and lesbian employees.¹⁶

Three out of every 5 American citizens live in jurisdictions where they can be fired because they're gay or transgender.¹⁷

Only 21 states and the District of Columbia prohibit discrimination based on sexual orientation.¹⁸ Only 12 (and D.C.) also protect from discrimination based on gender identity.¹⁹

Up to 41% of gay or transgender employees have been verbally or physically abused or had their workplace vandalized.²⁰

a project of

Equal Work, Unequal Treatment: WHAT YOU NEED TO KNOW ABOUT WORKPLACE DISCRIMINATION!

For many gay, lesbian, bisexual or transgender employees, discrimination is too often a part of their work experience. Workplace discrimination can include:

- Being fired or denied employment (experienced by 8% to 10% of gay and transgender people¹)
- Being denied a promotion or given a negative performance evaluation (10% to 28%²)
- Being verbally or physically abused, or having their workplace vandalized (7% to 41%³)
- Receiving unequal pay or benefits (10% to 19%⁴)

A 2007 Gallup poll showed that close to 90% of the American public supports equal job opportunities for gay and lesbian employees.⁵ After all, why shouldn't people be judged on their job performance? Yet in 29 states, you can get fired just for being gay.⁶ In 38 states, you can get fired just for being transgender.⁷

More than 3 million hardworking gay and transgender adults live in states that offer no protection from any kind of workplace discrimination.⁸

OTHER EXAMPLES OF WORKPLACE DISCRIMINATION!

In other ways, hard-working gay and transgender Americans are prevented from being able to provide for their families to the same extent as straight employees.

For example, under federal law, straight married couples can take leave from work to care for an ill spouse, but gay and transgender employees can't do the same for their partners.

Most employers extend health insurance and retirement benefit coverage to spouses of employees, but many do not offer similar benefits for domestic partners. Even the federal government, the nation's largest employer, does not consistently offer the same set of benefits for domestic partners of its gay and transgender employees that it does for its straight married employees.

LEGISLATION YOU SHOULD KNOW ABOUT!

As of early 2010, only 21 states and the District of Columbia prohibit discrimination on the basis of sexual orientation, and only 12 of those also prohibit discrimination on gender identity.⁹ But a number of bills have been introduced in Congress to try to ensure equality for all working Americans.

In 29 states, you can get fired just for being gay. In 38 states, you can get fired just for being transgender.

damn partner



www.hrc.org

The Human Rights Campaign is the nation's largest lesbian, gay, bisexual and transgender civil rights organization.

Employment Non-Discrimination Act (ENDA). Current laws protect from on-the-job discrimination on the basis of race, religion, sex, national origin, age and disability. ENDA would include sexual orientation and gender identity to that list.¹⁰

Domestic Partnerships Benefits and Obligations Act. For gay and lesbian employees of the federal government, would extend the same family benefits that are provided to straight married employees.¹¹

Tax Equity for Health Plan Beneficiaries Act. Unlike employer-provided health coverage for spouses of employees, domestic partner benefits are taxed as part of an employee's gross income. This act would eliminate taxation of benefits that employers provide to partners of their gay employees.¹²

Family and Medical Leave Inclusion Act. Would expand the Family and Medical Leave Act to allow employees to take up to 12 weeks of unpaid leave from their jobs to care for domestic partners who are ill.¹³

MORE WORK TO DO!

Our country is making progress on this issue. Within corporate America, for example, 89% of *Fortune* 500 businesses offer protections based on sexual orientation, and 200 of the 500 also protect on the basis of gender identity.¹⁴ More than half of *Fortune* 500 companies also offer domestic partner benefits.¹⁵

But these are only the largest of American businesses. We still have more work to do.

Because people are still being fired for who they are. And even the federal government doesn't consistently provide the same level of benefits for its gay and transgender employees as it does for its straight employees.

Everyone should have the opportunity work hard, earn a living and provide for their families.

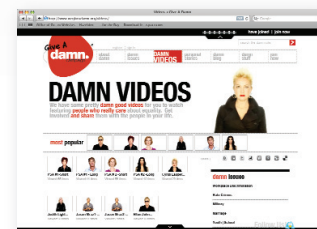
It's time for things to change.

WE GIVE A DAMN. DO YOU?

I GIVE A DAMN ABOUT WORKPLACE DISCRIMINATION! Now What?

- **JOIN THE GIVE A DAMN CAMPAIGN:** The Give A Damn Campaign is for everybody who cares about gay, lesbian, bisexual and transgender equality, especially all you straight people out there!
 - Register now at www.wegiveadamn.org
- **GET INFORMED:** Learn more about the issues.
 - Watch a Damn Video or read people's Personal Stories
 - Check out our Damn Blog, which is updated daily
- **GET INVOLVED:** Spread the word about equality to family and friends!
 - Share a Damn Video or tell us your Personal Story
 - Forward this PDF
- **VISIT OUR NON-PROFIT PARTNER'S WEBSITE**
 - Human Rights Campaign: www.hrc.org

www.wegiveadamn.org



1-4 The Williams Institute, UCLA School of Law. "Bias in the Workplace: Consistent Evidence of Sexual Orientation and Gender Identity Discrimination," June 2007.
 5 Gay & Lesbian Advocates & Defenders. "Talking About Inclusive Employment Protections," 2009.
 6-7 Human Rights Campaign. www.hrc.org
 8 The Williams Institute, UCLA School of Law. "Evidence of Employment Discrimination on the Basis of Sexual Orientation and Gender Identity: Complaints Filed with State Enforcement Agencies 1999-2007," November 2008.

9 Human Rights Campaign. "Statewide Employment Laws & Policies," September 2009. www.hrc.org
 10 Human Rights Campaign. "Pass ENDA Now: End Workplace Discrimination!" 2009. www.hrc.org
 11 Human Rights Campaign. "The Domestic Partnership Benefits and Obligations Act," September 17, 2009. www.hrc.org
 12 Human Rights Campaign. "Tax Equity for Health Plan Beneficiaries Act." www.hrc.org
 13 Human Rights Campaign. "The Family and Medical Leave Inclusion Act," February 26, 2010. www.hrc.org

14-15 Human Rights Campaign. "The State of the Workplace for Lesbian, Gay, Bisexual and Transgender Americans 2008-2009, 2010, and Corporate Equality Index 2011, 2010." www.hrc.org
 16 See 5.
 17 See 13-14.
 18-19 See 9.
 20 See 1-4.