



# Gender Identity and Sexual Orientation Discrimination in the Workplace: A Practical Guide

*Christine Michelle Duffy*

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The first book to comprehensively address workplace law and human resource practice relating to gender identity, sexual orientation, and gender expression, *Gender Identity and Sexual Orientation Discrimination in the Workplace* is a must-have for labor and employment lawyers and human resource (HR) professionals. Antidiscrimination law in this area has exploded over the past five years as more states and courts have expanded the law to protect lesbian, gay, bisexual, and transgender (LGBT) employees. This groundbreaking volume extensively discusses the current status of this rapidly changing area of law and serves as a critical tool for workplace law practitioners. This new treatise surveys state and federal employment laws applicable to LGBT employees and discusses a wide range of HR best practices. Both legal and HR components are contextualized by a collection of 19 essays discussing the implications of gender and sexual orientation in society, across areas such as education, religion, and the workplace, as well in the lives of several essayists who have shared their personal stories and recommendations for employers, thus making this volume an invaluable all-in-one resource. *Gender Identity and Sexual Orientation Discrimination in the Workplace* explores: Employment discrimination laws, immigration law, labor arbitration, and plaintiff and defense litigation tactics and strategies Landmark decisions in *Schroer v. Billington*, *Glenn v. Brumby*, *Macy v. Holder*, and *United States v. Windsor* Summaries of employment laws relating to LGBT issues in all 50 states, the District of Columbia, and Puerto Rico Practical solutions for HR professionals implementing policies, practices, and programs that respond to the changes in the law and the growing social acceptance of LGBT employees Intersections of gender and sexual orientation with culture, education, politics, religion, and the workplace In addition, this book also features detailed case summaries, coverage of Title VII and ADA case law, and a comprehensive discussion of the challenges presented by LGBT terminology. Written and reviewed by more than 125 expert contributors on both sides of the employee management divide, this treatise provides both insightful commentary and pragmatic guidance with regard to navigating this evolving area of antidiscrimination law in the workplace.

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