

Title VII/LGBT - Is Sexual Orientation or Transgender-Based Discrimination Considered Discrimination

“Because of ... Sex”? Yes.

In a landmark ruling, on June 15, 2020, the U.S. Supreme Court held that Title VII’s protection against employment discrimination “because of ... sex” extends to both sexual orientation and transgender-based discrimination.

Accordingly, employers should consider taking the following steps at this time:

- Ensure your policies comply with current LGBT anti-discrimination laws;
- Identify all policies that could be impacted by the Supreme Court’s ruling, particularly policies relating to hiring, termination and harassment, as well as the terms, conditions, and privileges of employment;
- Consider implementing additional training to your employees to ensure compliance;
- Seek legal advice to update your policies to ensure compliance with the Supreme Court’s ruling.

The opinions are available on the [Supreme Court website](#).

**The information provided does not, and is not intended to, constitute legal advice.

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