



## **End Discrimination in Public Employment - Support SB 783**

*Nobody should fear adverse employment actions based on their sexual orientation or gender identity*

### **WHAT THE BILL DOES:**

- The bill prohibits discrimination in public employment on the basis of sexual orientation or gender identity, as defined in the bill.
- The bill also codifies for state and local government employment the current prohibitions on discrimination in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a special disabled veteran or other veteran.

### **THE FACTS:**

- Under current state law, individuals are protected from discrimination based on their race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a veteran. However, LGBT people are **NOT** protected under those same laws.
- Nearly 75% of Virginians favor a state law that would protect LGBT people from employment discrimination.<sup>1</sup>
- The majority of Fortune 500 Companies have policies in place to protect workers based on gender identity and sexual orientation.<sup>2</sup>
- As of December 2015, 19 states and the District of Columbia have non-discrimination employment laws that cover sexual orientation and gender identity.<sup>3</sup>
- 47% of workers have experienced an adverse job outcome because they are transgender. Including:<sup>4</sup>
  - 44% who were passed over for a job
  - 23% who were denied a promotion
  - 26% who were fired because they were transgender

### **WHY WE SUPPORT IT:**

- All Virginians, including LGBT people, should be treated fairly and equally under the law.
- If a citizen is willing and able to work, they should have a level playing field where they are judged solely on their qualifications and job performance.
- This bill would ensure that public employees in the Commonwealth are not discriminated against and that employment decisions would be based on merit.
- Virginians, business leaders, and elected officials from both sides of the aisle agree that creating a welcoming and inclusive Virginia is the right thing to do, good for business, and good for Virginia's workers and families.

<sup>1</sup> Greenberg Quinlan Rosner Research, *Poll: New Attitudes in the New Dominion*, July 11, 2013

<sup>2</sup> [www.hrc.org/resources/entry/lgbt-equality-at-the-fortune-500](http://www.hrc.org/resources/entry/lgbt-equality-at-the-fortune-500)

<sup>3</sup> [http://www.lgbtmap.org/equality-maps/non\\_discrimination\\_laws](http://www.lgbtmap.org/equality-maps/non_discrimination_laws)

<sup>4</sup> [http://www.thetaskforce.org/static\\_html/downloads/reports/reports/ntds\\_full.pdf](http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf)

*Equality Virginia is a statewide, non-partisan advocacy, outreach, and education organization leading the Commonwealth toward equality for lesbian, gay, bisexual, and transgender Virginians.*