

Equality is Good Business

The overwhelming majority of America's leading businesses have already started addressing workplace fairness for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. But we still need a federal standard that treats all employees the same.

The Business Coalition for the Equality Act is a group of leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBTQ employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination for LGBTQ people in housing, credit, and jury service. The bill would also prohibit discrimination in public accommodations and federal funding on the basis of sex, sexual orientation, and gender identity.

Equality Is Good Business. You can join this movement among successful businesses. Support the Equality Act by signing this form and sending it to the HRC Workplace Project by e-mail to workplace@hrc.org or by fax to 866/369-3348.

Name of business

supports fairness in the workplace. We support the Equality Act.

Signature of authorized representative

Date

Name, title of authorized representative

Address

Number of employees

Phone

Fax

E-mail

Name of Washington, D.C. Government Affairs Contact

Phone

E-mail



**HUMAN
RIGHTS
CAMPAIGN**

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phone: 202/628-4160 | fax: 866/369-3348

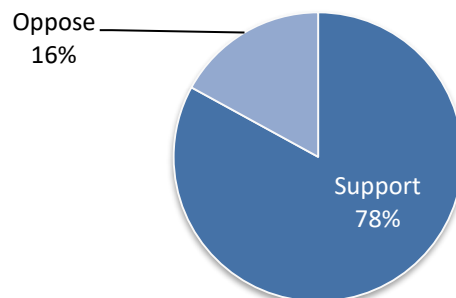
Support for Equal Employment for LGBTQ Americans

91 percent of FORTUNE 500 companies already ban discrimination based on **sexual orientation** — and **83%** ban it based on **gender identity**, a **tenfold increase** since 2000. The most successful employers value diversity.

C Corporate support for equal employment over the last decade:

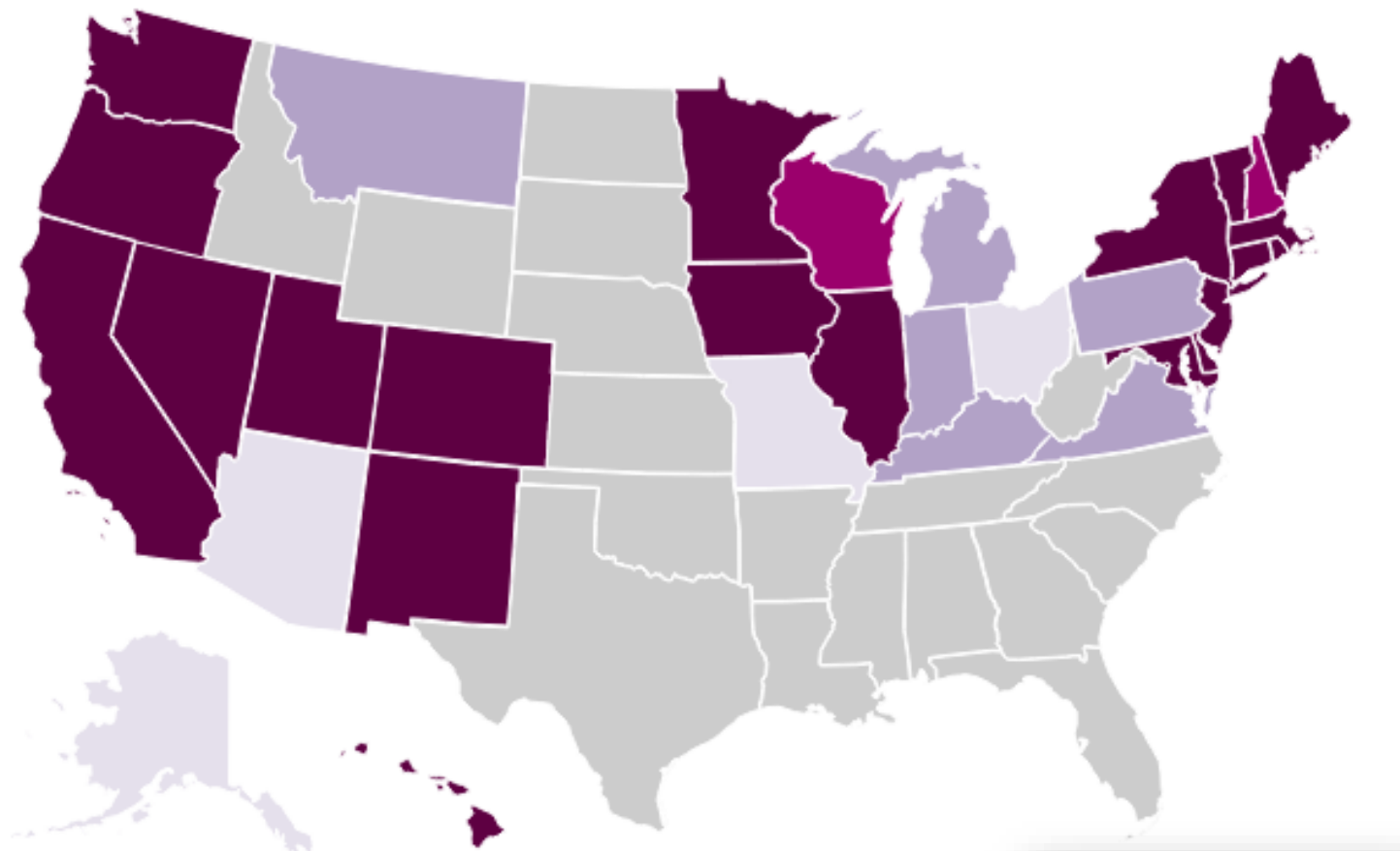
- 1996** Employment Non-Discrimination Act comes within one vote of passage in U.S. Senate
- 2000** 23 U.S. corporations support passage of federal workplace anti-discrimination law including:
AT&T, Eastman Kodak, General Mills, Honeywell, Merrill Lynch and Microsoft
- 2002** 4 U.S. corporations testify in support of anti-discrimination law before a U.S. Senate committee:
Eastman Kodak, FleetBoston, Hewlett-Packard and Shell Oil
- 2004** 49 U.S. corporations and 55 small businesses support passage of federal workplace anti-discrimination law including:
BP, JP Morgan Chase, IBM, Levi Strauss, Nationwide, Nike and Yahoo!
- 2013** 120 U.S. corporations support passage of federal workplace anti-discrimination law as ENDA is approved by the Senate on November 7, 2013, by a bipartisan vote of 64-32.
- 2015** **The Equality Act introduced.** Apple Inc., The Dow Chemical Company, and Levi Strauss & Co., announced their support of comprehensive federal non-discrimination legislation that would establish full, federal equality for all LGBTQ Americans.

Likely voters support workplace non-discrimination protections by a **78 percent to 16 percent margin.** (Democracy Corps survey from Greenberg Quinlan Rosner Research. Jan. 25 - 31, 2015)



State and local governments have steadily added workplace protections.

Twenty states, the District of Columbia ban discrimination based on gender identity and sexual orientation in workplaces. Two additional states ban discrimination based on sexual orientation only.



- States that prohibit discrimination based on sexual orientation and gender identity
- States that prohibit discrimination based on sexual orientation only
- States that prohibit discrimination against public employees based on sexual orientation and gender identity
- States that prohibit discrimination against public employees based on sexual orientation only