

# 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 Equality Program by e-mail to [workplace@hrc.org](mailto:workplace@hrc.org).

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Name of business

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

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Signature of authorized representative

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Date

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Name, title of authorized representative

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Address

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Phone

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E-mail

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Number of U.S. Employees

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Name of Primary Government Affairs Contact

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Phone

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E-mail

## *Support for Equal Employment for LGBTQ Americans*

# 93

percent of FORTUNE 500 companies already ban discrimination based

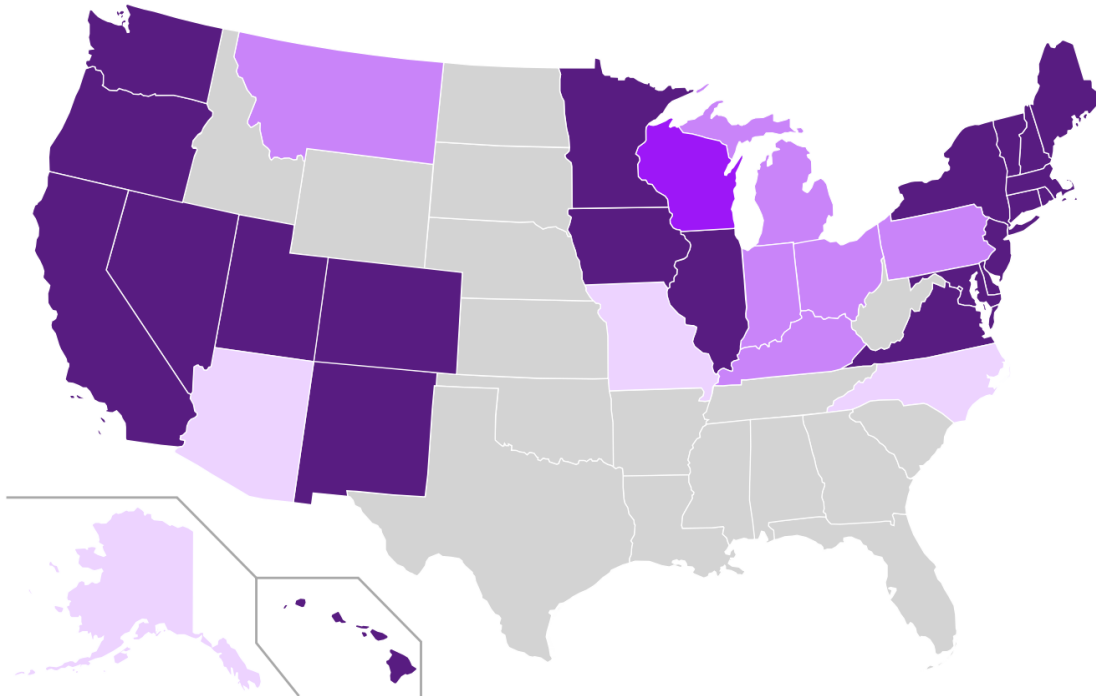
on **sexual orientation** — and **91%** ban it based on **gender identity**, a **tenfold increase** since 2000. The most successful employers value diversity.

### **C**orporate 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.
- 2019** **The Equality Act passes the U.S. House** by a bipartisan vote of 236 - 173 and with the support of more than 200 companies in the Business Coalition for the Equality Act.

# State and local governments have steadily added workplace

**protections.** Twenty-two states and the District of Columbia ban discrimination based on gender identity and sexual orientation in workplaces. One additional state bans discrimination based on sexual orientation only.



Updated April 15, 2020

The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

\*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida.

\*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.

**Prohibit discrimination based on sexual orientation and gender identity (22 states & D.C.):** California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Virginia, Washington

**Prohibit discrimination based on sexual orientation only (1 state):** Wisconsin

**Prohibit discrimination against public employees based on sexual orientation and gender identity (6 states):** Indiana, Kentucky, Michigan, Montana, Ohio, Pennsylvania

**Prohibit discrimination against public employees based on sexual orientation only (4 states):** Alaska, Arizona, Missouri, North Carolina