



2018 U.S. LGBTQ PAID LEAVE SURVEY

HUMAN RIGHTS CAMPAIGN FOUNDATION
PUBLIC EDUCATION & RESEARCH

REPORT ON THE
EXPERIENCES OF
TRANSGENDER AND
NON-BINARY RESPONDENTS

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INTRODUCTION

Every year, millions of Americans make difficult decisions about their jobs when facing some of life's most challenging moments and significant events. Often, circumstances require working people to take leave to care for themselves or loved ones. Unfortunately, **transgender and non-binary** Americans can face unique and magnified barriers that make access to leave even more challenging.

An estimated 1.4 million transgender people live in the United States, yet they are often unsupported as members of the workforce in the absence of comprehensive and fully inclusive paid leave.

Transgender and non-binary people, like other Americans, are eligible for up to 12 weeks of parental, family care, or medical leave only if they qualify under the Family and Medical Leave Act (FMLA). However, FMLA leave is unpaid — rendering it an inaccessible option for many trans and non-binary people.

The heightened impact of HIV and AIDS, relationship violence, poor mental health counseling and outcomes, mistreatment in health care settings, privacy concerns, and/or unique family challenges make paid leave even more vital for the transgender and non-binary community.

HRC's 2018 U.S. LGBTQ Paid Leave Survey report gathered data from 1,121 transgender and non-binary respondents, detailing their ability to access leave, experiences in the workplace, and concerns about managing both their jobs and their well-being.

For our methodology and further information on how paid leave policies can support LGBTQ working people, please read the full 2018 U.S. LGBTQ Paid Leave Report [here](#).

Who is transgender or non-binary?

*In this report, we use **transgender and non-binary** to describe people whose gender identity is different from what is typically associated with the sex assigned to them at birth. Some people within this umbrella term identify as transgender (or "trans") women or men, while others have a different gender identity, such as non-binary, agender, genderfluid, or genderqueer.*

In the 2018 U.S. LGBTQ Paid Leave Survey, 1,121 respondents (21 percent) self-identified as transgender or non-binary. For more information about the respondent groups, please refer to the Methodology and Respondent Profile on [page 17](#).

KEY FINDINGS

FOR TRANSGENDER AND NON-BINARY RESPONDENTS

Access to leave is a critical concern for trans and non-binary working people.

Ninety-two percent of trans and non-binary respondents have previously taken leave, considered taking leave, and/or anticipate taking leave within the next five years. Yet, most do not have access to paid parental, family care, or medical leave. **Only 36 percent of trans and non-binary respondents indicate that their employers have LGBTQ-inclusive leave policies.**

Parental leave policies often fail to recognize the full diversity of trans and non-binary parents.

Only 39 percent of trans and non-binary respondents report that their employer's policies cover new parents of all genders equally, while just 38 percent say that the policies are equally inclusive of the many ways families can welcome a child, including childbirth, adoption, or foster care.

Barriers to accessing family care leave continue to negatively impact trans and non-binary working people.

Only 15 percent of trans and non-binary respondents have access to paid leave to care for a loved one, forcing many to use sick

days, vacation days, or unpaid leave in order to be there for a loved one who is seriously ill.

Medical leave is vital for working people with transgender-specific health care needs.

Though 57 percent of trans and non-binary respondents have previously taken medical leave — and 46 percent anticipate taking medical leave in the next five years — many still do not have access to paid time off for it. For working people who request leave for medically necessary transgender-specific health care, the barriers are significant. Many are hesitant to even ask for leave, and for good reason: those who have made requests were often viewed or treated differently and subjected to harassment or inappropriate questions.

The right to paid leave is gaining momentum, bolstered by the voices of LGBTQ working people and our families.

Trans and non-binary people overwhelmingly support the right to paid leave. Eighty-nine percent of trans and non-binary respondents report that access to paid leave would positively impact their lives and 82 percent say it would make them feel more supported at work.

ACCESS TO **PAID LEAVE** IS CRITICAL FOR TRANSGENDER AND NON-BINARY AMERICANS

Trans and non-binary respondents are more likely than cis LGBTQ respondents to report that they have prior experience with leave and/or they anticipate taking leave in the next five years.

61%

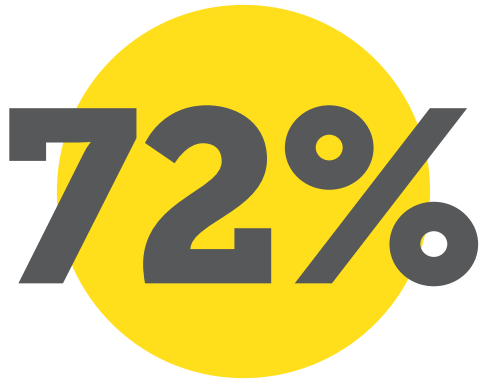
of trans and non-binary respondents anticipate needing to take leave in the next five years,

compared to 46 percent of cis LGBTQ respondents.

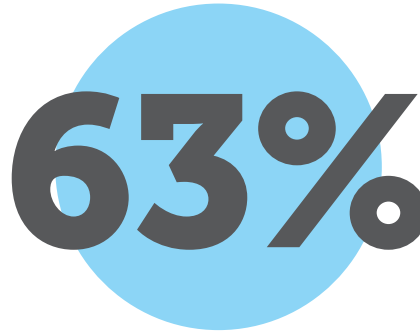
Percentage of trans and non-binary respondents, n=1,056. Percentage of cis LGBTQ respondents, n=3,973. Both figures include respondents that indicated they have previously taken leave, considered but ultimately did not take leave, and/or anticipate taking leave in the next five years. Respondents were asked to select all that apply.



Trans and non-binary respondents are also more likely than cis LGBTQ respondents to have taken less time than they wanted or needed.



Trans and non-binary respondents

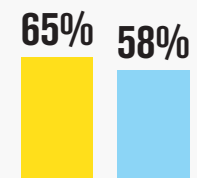
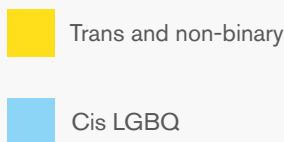


Cis LGBTQ respondents

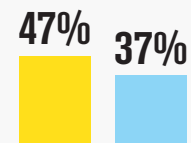
Percentage of respondents who previously took leave and/or considered but ultimately did not take leave, n=710 and 2,460, respectively. Note: Percentages may not add up to 100 due to rounding.

Compared to cis LGBTQ respondents, trans and non-binary respondents have more reasons for limiting the amount of leave they take.

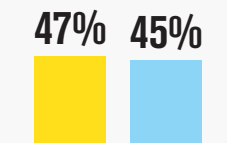
Reasons for Taking Less Leave Than Wanted or Needed



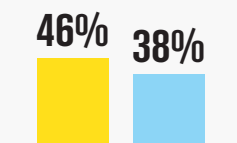
Could not afford to lose any more wages



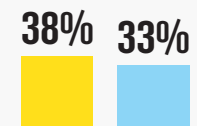
Afraid of repercussions at work from my supervisor



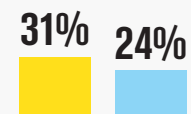
Feeling guilty about the impact on the workload of my team members



Pressure from my employer to return as soon as possible



Didn't have the option of taking more time off



Afraid of repercussions at work from my colleagues



Other



None of the above

Percentage of respondents who took less leave than they wanted or needed to during prior experiences taking and/or considering taking leave, n=521 and 1,562, respectively. Respondents were asked to select all that apply.

Trans and non-binary working people face many obstacles when considering whether or not to request leave:

"Given my current financial situation, it would not be possible for me to take time off from work without pay."

3
out of
4

trans and non-binary survey respondents agree.

Percentage of trans and non-binary respondents, n=955. See appendix for further detail.

"My employer has LGBTQ-inclusive leave policies."

Only
36%

of trans and non-binary respondents agree,

compared to

47%

of cis LGBTQ respondents.

Percentage of respondents, n=955 and 3,571, respectively. See appendix for further detail.

"I worry that taking leave would have a negative impact on my job or career."

72%

of trans and non-binary respondents agree,

compared to

63%

of cis LGBTQ respondents.

Percentage of respondents, n=954 and 3,573, respectively. See appendix for further detail.

In addition to the above, 69 percent of trans and non-binary respondents indicate that they would have financial concerns due to taking unpaid time off. Half would be concerned about losing their job.¹ Meanwhile, 42 percent would be concerned about colleagues treating them differently than they would non-LGBTQ people who took leave, compared to only 24 percent of cis LGBTQ respondents.²

¹ Percentage of trans and non-binary respondents, n=928. See appendix for further detail.

² Percentage of respondents, n=928 and 3,533, respectively. See appendix for further detail.



PARENTAL LEAVE

More than one in five trans and non-binary respondents anticipate needing to take parental leave to welcome a child in the next five years.³

However, few trans and non-binary respondents indicate that their organization's parental leave policies are equally inclusive of LGBTQ families.

Only 39 percent say their employer's policies cover new parents of all genders equally.⁴

Similarly, just 38 percent report that their employer's policies are equally inclusive of the many ways families can welcome a child, including adoption, foster care, or other placement.⁵

STORY

I have a friend who identifies as a trans man. When he gave birth to a child, his job wouldn't give him time off because he applied as a male — and the company doesn't offer paternity leave, only maternity leave.

Story shared by a genderfluid-identified survey respondent living in the South

³ Twenty-two percent. Percentage of trans and non-binary respondents, n=742. Respondents were asked to select all that apply.

⁴ Percentage of trans and non-binary respondents, n=1,006. See appendix for further detail.

⁵ Percentage of trans and non-binary respondents, n=1,006. See appendix for further detail.

Respondents whose employers offer paid leave for the purpose of welcoming a child

25%

Trans and non-binary respondents

33%

Cis LGBTQ respondents

Percentage of respondents, n=1,011 and 3,808, respectively.
Respondents were asked to select all that apply.

Survey respondents were asked what they would do if they needed to take time off work to welcome a child. Trans and non-binary respondents are less likely than cis LGBTQ respondents to have access to paid parental leave through their employer (25 percent and 33 percent). Even more problematic, trans and non-binary respondents are also less able to tap into sick days and vacation time for the purposes of parental leave.

Given that trans and non-binary people not only report lower average household incomes than cis LGBTQ people but are more likely to have extremely low incomes,⁶ they may often be less able to afford unpaid time off.

STORY

My wife took time off for the birth of both our children. However, she had to use accrued sick leave in order to be paid for that time off. She was eligible to take up to twelve weeks of unpaid FMLA leave, but had to return early both times because we weren't able to afford her taking off work without pay any longer. Although she works in an LGBTQ-inclusive work environment, the lack of paid leave was challenging for our family.

Story from a survey respondent living in the West who identifies as non-binary

⁶ Movement Advancement Project. Paying an Unfair Price: The Financial Penalty for Being Transgender in America. <http://www.lgbtmap.org/file/paying-an-unfair-price-transgender.pdf>

FAMILY CARE LEAVE

One-third of trans and non-binary respondents have previously taken time off to care for a loved one with a serious health condition. A similar proportion of respondents anticipates taking family care leave in the next five years.⁷

Under FMLA, eligible working people may take unpaid time off to care for immediate family members, defined as spouses, parents, or children. At least 77 percent of trans and non-binary respondents in the study report that they would be called upon to care for at least one immediate family member should that person experience a serious health condition.⁸

However, despite this need, only 15 percent of trans and non-binary respondents report that their employers offer paid family care leave. As a result, many would be forced to take unpaid leave or otherwise use sick days and vacation days, though they are less likely than cis LGBTQ respondents to have access to these days.

⁷ Thirty-three percent and 34 percent, respectively. Percentage of trans and non-binary respondents, n=745. Respondents were asked to select all that apply.

⁸ Percentage of trans and non-binary respondents, n=1,022. Includes respondents who indicated that they would be responsible for caring for one or more of the following immediate family members: parent, spouse, child, child of a partner/spouse/ domestic partner, legal guardian, and legal ward. We say "at least" because this figure likely undercounts other loved ones who may also otherwise qualify as a "parent" or "child" based on existing Department of Labor FMLA guidance. For more information, please refer to the "Caring for Our Loved Ones" section of the full 2018 U.S. LGBTQ Paid Leave Survey report.

STORY

My husband was in a car accident and I was told by my supervisor that I had to stay at work, even though in the past other people were allowed to take leave for various other "family" issues. I had to literally walk off my job and be written up for it.

Story from a survey respondent living in the Midwest who identifies as genderfluid and non-binary

56%

of trans and non-binary respondents report that, because they have limited options for paid leave, they are forced to rely on other friends or family members to care for their loved ones in times of need.

Percentage of trans and non-binary respondents, n=956. See appendix for further detail.

Working people often have additional caregiving responsibilities beyond their immediate family, including for those who may not qualify under FMLA or their organization's specific leave policies. These individuals, sometimes called "chosen family," may include other family members or loved ones who share a deep bond like that of marriage, blood, or adoption. Sixty-two percent of trans and non-binary respondents anticipate having to be a caregiver for at least one chosen family member should they experience a serious health condition.⁹

Many trans and non-binary people count on the love and support of chosen family who affirm who they are, including their gender identity. Sixty-five percent of transgender and non-binary respondents would rely on chosen family members for care if they were to experience a serious health condition, almost as many as would rely on immediate family members (72 percent).¹⁰

The lack of paid and unpaid leave coverage for chosen family can be particularly problematic for LGBTQ people — and especially trans and non-binary people — who have been rejected by their parents or other family members and are more at risk of facing housing and economic instability. More than half (55 percent) of trans and non-binary respondents indicate that they feel an increased responsibility to care for certain loved ones who lack support because of familial rejection regarding their LGBTQ identities, compared to 46 of cis LGBTQ respondents.¹¹

⁹ Percentage of trans and non-binary respondents, n=1,022. Includes respondents who listed that they would be responsible for caring for one or more of the following individuals who generally would not qualify as an immediate family member under current existing Department of Labor FMLA guidance: domestic partner, significant other, sibling, grandparent, grandchild, parent of a partner/spouse/domestic partner, other relative, close friend, roommate, other.

¹⁰ Percentage of trans and non-binary respondents, n=1,021.

¹¹ Percentage of respondents, n=956 and 3,573, respectively. See appendix for further detail.

STORY

Several of my co-workers have taken time off to care for their significant others. But when my partner had significant blood loss to the point of almost having a stroke, I was told that I needed to leave her at the hospital alone and come in to work or lose my job.

Story from a survey respondent living in the South who identifies as transgender

STORY

Prior to my retirement from employment with my state government, my spouse suffered a traumatic brain injury that required several months of in-patient hospital care before he was well enough to return home. I was able to take as much time off as I needed to be with him, and consequently was away from my job for three months.

Thankfully, I was a long-time state government employee and working in a state that had a robust domestic partner law at the time, so there was no problem with taking the time off.

I recognize my experience has probably been significantly better than others facing a similar medical challenge who are not living or working in areas where such benefits are the norm.

We still have much work to do to even the field for LGBTQ people who may need to take time away from work to care for their spouse or partner.

Story from a survey respondent living in the West who identifies as a transgender man

MEDICAL LEAVE

Trans and non-binary working people face unique obstacles to accessing medical leave. Fifty-seven percent of trans and non-binary respondents have previously taken medical leave, while 46 percent anticipate taking medical leave within the next five years.

STORY

I requested time off from work to travel out-of-state to access hormone replacement therapy. Even though I asked my supervisor about it in confidence, word spread quickly around the office. **People I barely knew suddenly had the intimate details of what was going on with my own body.** I faced invasive questions and extreme harassment for something that should never have been shared.

Around the same time, a friend of mine was considering whether to request time off for the same purpose. She chose to sneak out of the office for appointments in order to avoid what happened to me. I don't blame her.

We shouldn't have to live like this. Our medical information should be kept just as private as everyone else's.

Story from a non-binary survey respondent living in the South

Trans and non-binary LGBTQ adults' experience with taking time off to manage a serious health condition (medical leave)¹²

Only
22%

report that their employer offers paid leave specifically for medical reasons and that they are eligible to use it.

42%

report relying on sick days or vacation days to help cover the cost of time away from work, which may not fully cover the time needed to recover from physical injuries or significant medical procedures.

41%

say they would have to take at least some unpaid leave.

PAID LEAVE AND TRANSGENDER-RELATED HEALTH CARE

Access to paid leave can be central to the well-being of transgender working people, especially those who seek transition-related health care. However, among respondents to the overall 2018 U.S. LGBTQ Paid Leave Survey who know someone who needed to take time off work for transgender-specific health care, 66 percent say the person faced barriers.¹³ Meanwhile, among transgender and non-binary respondents, 45 percent have personally felt hesitant to request time off for transgender-related health care, while 10 percent have been denied.¹⁴

Misinformation and misconceptions are the most common challenges for transgender people who wish to access medical leave. Sixty-one percent of trans and non-binary respondents report that they or someone they knew faced difficulty when requesting time off because of others' lack of knowledge about transgender-related health care. Unfortunately, this lack of awareness can create unsafe work environments for transgender people. Majorities also note that people who requested time off for transgender-related health care were viewed or treated differently afterward (58 percent) and/or were subjected to harassment or inappropriate questions (52 percent). In addition, 56 percent say that the individual(s) seeking treatment worried about being outed as transgender in the workplace.

STORY

In the production office where I worked, my superiors showed a real lack of knowledge about transgender people. They were visibly tense around me and treated me differently than other employees.

When I needed time off to go to required medical appointments, my boss was visibly annoyed. I didn't understand the problem as I had sick days that I'd saved up. Still, he told me my appointments didn't count. I was angry but I had to see my doctor, so I took unpaid leave.

Later, when I needed a longer amount of time off to recover from a transgender-related surgery, my boss told me I wouldn't have a job when I came back. I threatened to sue him over it, and he walked back his initial threat.

As unpleasant as that conversation was, I thought we had both moved on. But soon after, I received word that the budgets were shrinking and I was being laid off. I knew it wasn't true.

I handled the budgets and witnessed the contrary — our budget was actually growing.

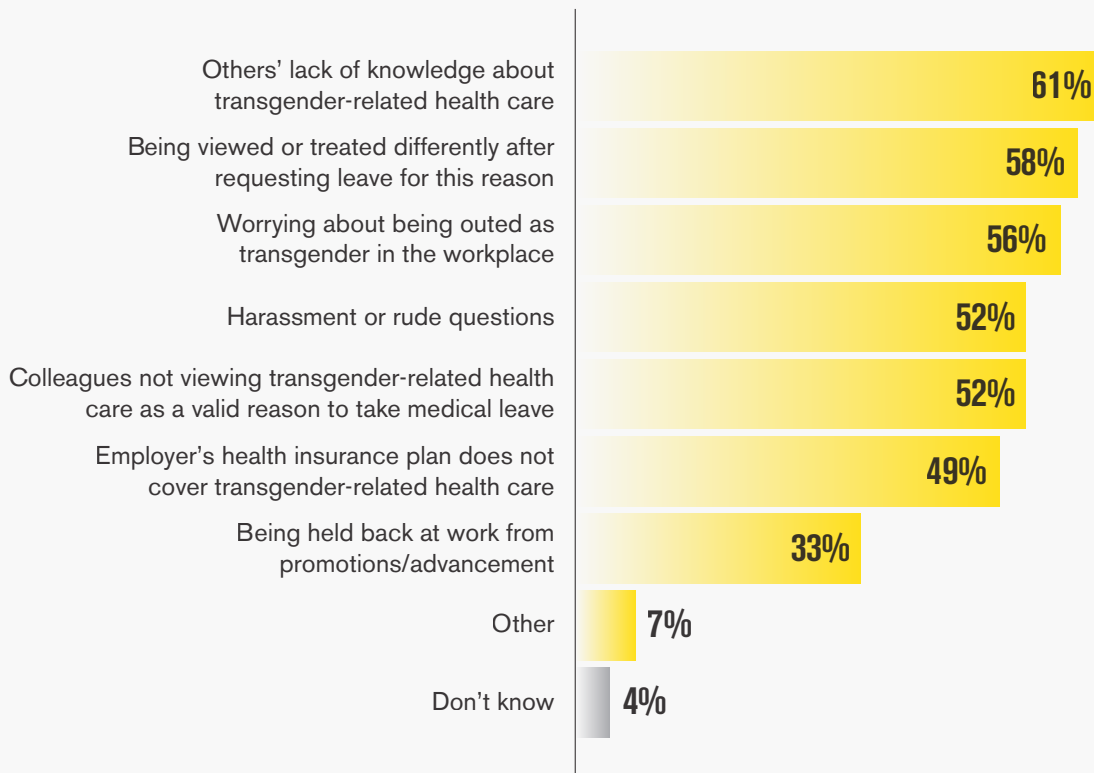
What I experienced was blatant discrimination based on my identity as a transgender person. We need paid leave protections for all people so that no one ever has to go through what I did.

Story shared from an HRC interview with Olive, a transgender woman

¹³ Percentage of all respondents who are knowledgeable about a transgender person's workplace experience, n=1,593. Includes respondents who indicated that they knew someone who felt hesitant to request time off for transgender-related care, and/or they knew someone who was denied time off for transgender-related care. Respondents were asked to select all that apply.

¹⁴ Percentage of trans and non-binary respondents who are knowledgeable about a transgender person's workplace experience, including their own or that of others, n=719. Respondents were asked to select all that apply.

Challenges for workers who faced barriers when requesting time off from work for transgender-related health care



Percentage of trans and non-binary respondents who personally experienced (and/or know somebody who has experienced) barriers to requesting leave from work for transgender-related health care, n=500. Respondents were asked to select all that apply.

STORY

My employer offers several health insurance plans that cover transition-related health care and a very generous short-term disability policy that allowed me to take four paid weeks off to recover from top surgery.

However, our HR personnel in charge of granting my leave didn't handle my request with as much sensitivity as I had expected. My surgeon's office intentionally didn't disclose the exact nature of the surgery I was having, just that I was undergoing intensive surgery and would have limitations

that would prevent me from doing my regular job duties. Our HR personnel initially denied my request for medical leave because they needed to know the "exact procedure" I was having. **I had no intention of outing myself as transgender to our HR office and I felt that their request was inappropriate as my surgeon's office had provided all of the necessary details regarding my limitations that would affect my job.**

The initial denial occurred roughly one week before I was scheduled to have

surgery and start my medical leave. This did not leave me enough time to 1) figure out why they needed what I felt were unnecessary details about a very personal surgery and 2) communicate that I felt this request was inappropriate and attempt to have my leave approved without disclosing personal details about my upcoming surgery. **I was left feeling powerless and just had my surgeon's office give them the details they were requesting even though it made me feel deeply uncomfortable.**

Survey respondent living in the Northeast who identifies as a transgender man

SUPPORTING PAID LEAVE

**FOR TRANS AND NON-BINARY
WORKING PEOPLE**



As paid leave advocacy progresses in the coming years, we must ensure that trans and non-binary working people are fully considered and equally protected.

How you can help:

- Educate yourself on paid leave laws and policies.**
Access to paid and unpaid leave varies widely. Although a handful of states and cities guarantee paid leave to people who work, the laws and benefits programs often differ in coverage, duration, and eligibility. Only 43 percent of trans and non-binary respondents in this survey report that they are aware of the specifics of the laws regarding paid leave in their state.¹⁵ We all need to be informed about our rights to ensure that we're able to manage significant events if and when they occur.
- Advocate for inclusive policies in your workplace.**
Even if you do not plan on taking certain types of leave in the near future, you can still work to make sure your organization's policies for leave are fully inclusive of all people, including trans and non-binary employees and our loved ones. Due to the lack of federal legislation, many employers draft their own paid leave policies to fill the gap and may inadvertently fail to consider the needs of LGBTQ employees. By pointing out ways in which your employer's policies can be more inclusive, you can enact change that ensures your colleagues and future employees will be fully protected and supported.
- Support inclusive paid leave legislation and policies (on all levels — federal, state, and local).** Paid leave is gaining momentum across the country, and a number of states and cities have passed new laws protecting people who work and their families in the last 12 months. As these conversations continue to occur, it is critical that we educate elected officials and business leaders that all American families need and value the right to paid leave.

"I believe the United States should guarantee paid leave for all Americans."

91%

of trans and non-binary respondents agree.

Percentage of trans and non-binary respondents, n=957. See appendix for further detail.

To learn more about what you can do to support LGBTQ-inclusive paid leave, please read the full [2018 U.S. LGBTQ Paid Leave Survey report](#).

ABOUT THE STUDY

The 2018 U.S. LGBTQ Paid Leave Survey was conducted through a 45-question poll of 5,433 LGBTQ people aged 18 or older, in addition to voluntary follow-up interviews conducted by the HRC Foundation. For more information about our methodology and recruitment protocol, please read the [full report](#).

For the purposes of this Report on the Experiences of Transgender and Non-Binary Respondents, survey takers were classified as **transgender and non-binary** if they selected a qualifying answer choice to questions 1 and/or 2 below. Respondents classified as **cis LGBTQ** are those who selected a qualifying answer choice to question 3 below but NOT to questions 1 and 2.

1. **Which of the following best represents your gender? Please select all that apply.** Qualifying answer choices: agender, genderqueer, genderfluid, non-binary, questioning or unsure, and/or I use another term. Respondents also qualified if they selected both man and woman.
2. **Do you identify as transgender?** Qualifying answer choices: yes, don't know/unsure.
3. **How would you describe your sexual orientation?** Qualifying answer choices: asexual, bisexual, gay, lesbian, pansexual, queer, questioning/unsure, I use another term.

RESPONDENT PROFILE: TRANSGENDER AND NON-BINARY RESPONDENTS

The 2018 U.S. LGBTQ Paid Leave Survey features responses from 5,433 adults who identify broadly as lesbian, gay, bisexual, transgender, and/or queer.

This includes at least 1,121 transgender and non-binary respondents (21 percent), including those who identify as agender, genderqueer, genderfluid, men, women, non-binary, questioning, two spirit, and more.¹⁶ Trans and non-binary participants range from ages 18 to 76, with a mean age of 33. Twenty-six percent indicate that they have a disability.¹⁷

Just over half of trans and non-binary respondents work for a for-profit company, while many others work at not-for-profits, in federal, state, or local governments, or are self-employed. Participants represent a variety of sectors and industries.

Twenty-one percent of trans and non-binary respondents are parents.¹⁸ Of these respondents, 74 percent have a child under 18.¹⁹ Eighty-four percent of trans and non-binary parents with children under 18 have legal guardianship rights for all of their children,²⁰ compared to 90 percent of cis LGBTQ parents of minor children.²¹

¹⁶ Percentage of all respondents, n=5,433.

¹⁷ Percentage of trans and non-binary respondents, n=1,118.

¹⁸ Percentage of trans and non-binary respondents, n=1,120.

¹⁹ Percentage of trans and non-binary parents, n=246.

²⁰ Percentage of trans and non-binary parents with a child under 18, n=1,060.

²¹ Percentage of cis LGBTQ parents with a child under 18, n=1,120.

Gender Identity

Woman	31%
Man	27%
Non-binary	20%
Genderqueer	20%
Genderfluid	14%
Questioning or Unsure	9%
Agender	6%
I use another term	13%

Percentage of trans and non-binary respondents, n=1,121. Respondents were asked to select all that apply.

Age

18-29	51%
30-49	36%
50-64	11%
65+	3%

Percentage of trans and non-binary respondents, n=1,121. Percentages may not add up to 100 due to rounding.

Location

Northeast	21%
South	32%
Midwest	21%
West	27%

Percentage of trans and non-binary respondents, n=1,110. Percentages may not add up to 100 due to rounding; this chart does not include one respondent living in the U.S. Virgin Islands.

Employment Status

Employed full-time	55%
Employed part-time	19%
Self-employed	7%
Homemaker	2%
Student	20%
Retired	5%
Currently unemployed	8%
Other	5%

Percentage of trans and non-binary respondents, n=1,121. Respondents were asked to select all that apply.

Annual Household Income

Under \$15,000	18%
\$15,000 - \$24,999	16%
\$25,000 - \$49,999	26%
\$50,000 - \$74,999	15%
\$75,000 - \$99,999	10%
\$100,000 - \$149,999	10%
\$150,000 - \$199,999	3%
\$200,000 or higher	2%

Percentage of respondents, n=1,102. Percentages may not add up to 100 due to rounding.

Sexual Orientation

Asexual	6%
Bisexual	17%
Gay	11%
Lesbian	15%
Pansexual	14%
Queer	20%
Questioning / Unsure	3%
Straight / Heterosexual	11%
I use another term	4%

Percentage of trans and non-binary respondents, n=1,121. Percentages may not add up to 100 due to rounding.

Ethnoracial Identity

14% of trans and non-binary respondents identify with two or more ethnoracial identities

White	71%
Hispanic, Latinx or Spanish origin	13%
Black or African American	12%
Asian	7%
American Indian or Alaska Native	7%
Native Hawaiian or Other Pacific Islander	2%
Middle Eastern or North African	2%
I use another term	5%

Percentage of trans and non-binary respondents, n=1,118. Respondents were asked to select all that apply.

Sector of Employment

For-profit company or business	54%
Not-for-profit organization	15%
Local government	5%
State government	7%
Federal government	4%
Self-employed	9%
Other	6%

Percentage of employed respondents, n=862. Percentages may not add up to 100 due to rounding.

APPENDIX

I. Detailed responses to opinion questions

Percentages may not add up to 100 due to rounding.

Question		Strongly agree	Agree	Disagree	Strongly disagree	Don't know	n
My employer's leave policies for welcoming a child cover parents of all genders equally (e.g., equal time off for maternity, paternity, and other parental leave).	Trans & non-binary	19%	20%	13%	13%	35%	1,006
	Cis LGBTQ	28%	23%	12%	10%	27%	3,818
My employer's leave policies are equally inclusive of the many ways families can welcome a child (e.g., same coverage for childbirth, adoption, foster care or other placement).	Trans & non-binary	18%	20%	12%	12%	39%	1,006
	Cis LGBTQ	27%	25%	10%	7%	30%	3,822
My employer has LGBTQ-inclusive leave policies.	Trans & non-binary	16%	20%	15%	11%	38%	955
	Cis LGBTQ	22%	25%	12%	10%	30%	3,571
Given my current financial situation, it would not be possible for me to take time off from work without pay.	Trans & non-binary	49%	26%	12%	5%	8%	955
	Cis LGBTQ	39%	31%	18%	7%	5%	3,568
I would be afraid to request time to take care of a loved one because it might disclose my LGBTQ identity.	Trans & non-binary	13%	16%	29%	30%	12%	955
	Cis LGBTQ	7%	11%	27%	49%	6%	3,573
Having the ability to take paid leave would positively impact my life.	Trans & non-binary	67%	22%	3%	2%	6%	956
	Cis LGBTQ	65%	28%	2%	1%	5%	3,575
I would feel more supported at work if I knew I could take paid leave to welcome a child, care for a loved one or manage a serious health condition.	Trans & non-binary	54%	27%	4%	3%	11%	954
	Cis LGBTQ	50%	32%	6%	3%	10%	3,565
I feel increased responsibility to care for certain loved ones due to their lack of support from their families/friends due to their LGBTQ identities.	Trans & non-binary	30%	25%	19%	7%	19%	956
	Cis LGBTQ	17%	28%	26%	12%	16%	3,573
Without paid leave, I fear that someday I may have to choose between my loved ones and my job.	Trans & non-binary	37%	29%	14%	4%	14%	957
	Cis LGBTQ	30%	33%	17%	10%	10%	3,570
I believe the United States should guarantee paid leave for all Americans.	Trans & non-binary	75%	17%	3%	2%	4%	957
	Cis LGBTQ	75%	18%	3%	1%	3%	3,586

▼ continued on next page

I. Detailed responses to opinion questions *continued*

Question		Strongly agree	Agree	Disagree	Strongly disagree	Don't know	n
I am aware of the specifics of the laws regarding paid leave in my state.	Trans & non-binary	17%	26%	26%	11%	20%	958
	Cis LGBTQ	17%	35%	23%	8%	17%	3,577
I worry that taking leave would have a negative impact on my job or career.	Trans & non-binary	36%	36%	15%	5%	8%	954
	Cis LGBTQ	25%	38%	21%	9%	7%	3,573
Because my options for paid leave are limited, I am forced to rely on other friends or family members to care for my loved ones in times of need.	Trans & non-binary	24%	32%	19%	8%	17%	956
	Cis LGBTQ	15%	33%	25%	12%	14%	3,571

II. Concerns About Requesting Leave

Percentage of respondents, n=928 and 3533, respectively.

Percentages may not add up to 100 due to rounding.

	Trans & non-binary	Cis LGBTQ
Financial concerns due to taking unpaid time off	69%	64%
Losing my job	50%	37%
Being sidelined at work (e.g., removed from projects, denied promotion, etc.)	47%	41%
Colleagues treating me differently than they would non-LGBTQ people who took leave	42%	24%
Colleagues being upset that I am taking leave	38%	30%
My boss not seeing my relationships/family as valid as non-LGBTQ relationships/family	36%	26%
Fearing that I might out myself as LGBTQ	33%	15%
Other	2%	1%
None of the above	18%	23%

ACKNOWLEDGMENTS

HUMAN RIGHTS CAMPAIGN FOUNDATION PUBLIC EDUCATION & RESEARCH

The HRC Foundation's Public Education & Research Program spearheads a wide variety of LGBTQ advocacy and outreach campaigns, working to ensure that the HRC Foundation's resources and programs are timely, impactful, and inclusive. In addition to publishing resource guides, informational materials, and reports, the team conducts original quantitative and qualitative research exploring the lived experiences of LGBTQ people. The program also collaborates with academic researchers and provides guidance to other HRC initiatives in support of efforts to advance LGBTQ equality and well-being.

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ABOUT THE HRC FOUNDATION

The Human Rights Campaign Foundation improves the lives of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people by working to increase understanding and encourage the adoption of LGBTQ-inclusive policies and practices.

We build support for LGBTQ people among families and friends, co-workers and employers, pastors and parishioners, doctors and teachers, neighbors, and the general public. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ people and their families, as we change hearts and minds across America and around the globe.

The HRC Foundation is a nonprofit, tax-exempt 501(c)(3) organization.

To learn more about the HRC Foundation's efforts in paid leave, please visit hrc.org/campaigns/supporting-paid-leave.



As the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer Americans, the Human Rights Campaign represents a force of more than 3 million members and supporters nationwide — all committed to making HRC's vision a reality.

HRC envisions a world where lesbian, gay, bisexual, transgender, and queer people are embraced as full members of society at home, at work, and in every community.