

SEX DISCRIMINATION CASES BEFORE THE SUPREME COURT



The Supreme Court is being asked to consider three cases focused on the federal ban on sex discrimination in the workplace as it applies to LGBTQ people. Many federal courts have ruled that anti-LGBTQ discrimination is a form of sex discrimination that violates federal law. And many of the federal non-discrimination protections that presently cover our community are based on this now-established understanding of sex discrimination. The Supreme Court is poised to decide whether to affirm or take away non-discrimination protections from LGBTQ people under our federal civil rights laws, which prohibit sex discrimination in contexts ranging from employment to housing, healthcare, and education.

THE SUPREME COURT CASES AND WHAT'S AT STAKE

GENDER IDENTITY & EXPRESSION

*R.G. & G.R. HARRIS FUNERAL HOMES
v.
EEOC and AIMEE STEPHENS*

After coming out as transgender to her employer, Aimee Stephens was fired from her job as director of a funeral home in Michigan.

SEXUAL ORIENTATION

ALTITUDE EXPRESS INC. v. ZARDA

Skydiving instructor Donald Zarda was fired from his job after telling a client he is gay.

SEXUAL ORIENTATION

BOSTOCK v. CLAYTON COUNTY

Gerald Lynn Bostock was fired from his job as a county child welfare services coordinator when his employer learned that he is gay.

**PEOPLE'S RIGHTS ARE ON THE LINE.
THIS IS AN EFFORT TO STRIP LGBTQ PEOPLE OF CRITICAL PROTECTIONS.**

No one should be denied a job or fired simply because of who you are or whom you love, including LGBTQ people.

The Supreme Court will have an opportunity to clarify protections for LGBTQ people in many important areas of life. The impact of this decision will have very real consequences for millions of LGBTQ people across the country.

Regardless of the outcomes of these cases at the Supreme Court, LGBTQ people and others need Congress to pass the Equality Act to ensure and expand their federal protections under our nation's civil rights laws.



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