



# Outspoken West 2022

## A Room of One's Own: Managing LGBTQ+ Workplace Harassment & Discrimination

Moderator



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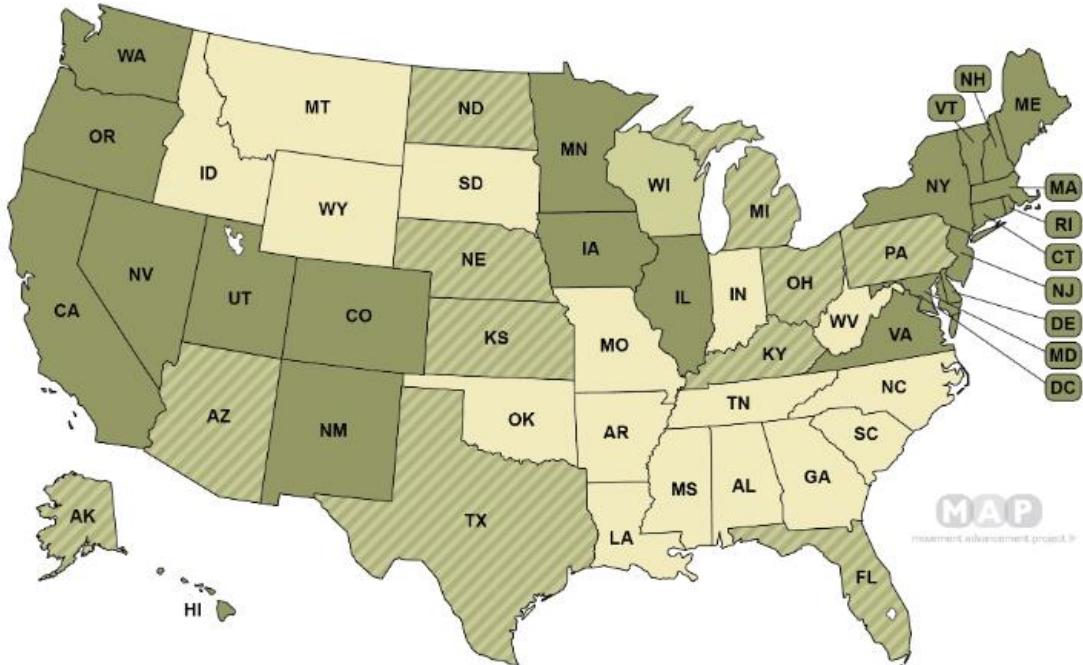


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# A Room of One's Own

# Protections by State Non-Discrimination Statutes

8.1M LGBTQ workers. 3.9M live in states without explicit protections.



As a result of a June 2020 U.S. Supreme Court ruling, people in all states can seek recourse for employment discrimination based sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts.

- State law explicitly prohibits discrimination based on sexual orientation and gender identity (22 states, 2 territories + D.C.)
- State explicitly interprets existing prohibition on sex discrimination to include sexual orientation and/or gender identity (11 states)
- State law explicitly prohibits discrimination based on sexual orientation only (1 state)
- No explicit prohibitions for discrimination based on sexual orientation or gender identity in state law (16 states, 3 territories)

# LGBTQ People's Experiences of Workplace Harassment and Discrimination

The Williams Institute

**46%**

of LGBT workers have experienced unfair treatment at work at some point in their lives

# Discrimination: Being Fired or Not Hired

The Williams Institute

- 29.8% experienced employment discrimination because of their SO/GI
- Higher for LGBTQ POC (33%)
- Higher for trans people (49%)
- Also reported:
  - Not being promoted
  - Not receiving raises
  - Being treated differently
  - Scheduled changed/reduced
  - Excluded from company events

# Harassment

The Williams Institute

- 38% experienced 1+ form of harassment at work because of their SO/GI
- 21% experienced physical harassment
- 26% experience sexual harassment
- Verbal harassment higher for LBGTQ+ POC (36% vs. 26%)
- Verbal harassment higher for trans people than LGB people (44% vs. 29%)

## Workplace Culture

The Williams Institute

- 68% have heard negative comments, slurs, or jokes about LGBTQ+ people at work
- 57% who experienced discrimination or harassment reported that it was indicated it was motivated by religious beliefs

# Out at Work

The Williams Institute

- 50% are not open about being LGBTQ to their supervisor
- 26% are not out to any coworkers
- Those who were out are 3 times as likely to experience discrimination or harassment (53% vs. 18%)
- In the past year, those who were out were 5 times more likely to report experiencing discrimination (11% vs. 2.2%)
- Many reported engaging in “covering” behaviors to avoid harassment or discrimination.

# LGBTQ People's Experiences of Workplace Harassment and Discrimination

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**34%**

of LGBT employees have left a job due to treatment by their employer



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