

# YOUR WORKPLACE



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Meghan has been an advocate for inclusive workplaces for years. She effectively uses her business understanding along with her own experience of transitioning in the workplace to help companies become welcoming places for LGBT people.



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## YOUR WORKPLACE

The current economic climate is challenging for everyone, but lesbian, gay, bisexual and transgender Americans face increased vulnerability without any federal protections from discrimination.

Understanding your own employer's policies as well as federal, state and local laws is a critical first step in making sure you have the best work experience possible.

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### DID YOU KNOW?

- In 29 states, you can be **fired based on your sexual orientation**. In 35 states, you could be fired based on your gender identity.
- 337 major U.S. businesses score a perfect 100 percent on **HRC's Corporate Equality Index**.
- Half of LGBT employees say they are confronted with conversations involving spouses, relationships and dating on a daily basis which often make them **feel marginalized in the workplace**.

### WHAT YOU CAN DO AND HOW HRC CAN HELP:

- Be a smart consumer and support companies with inclusive workplace policies. Download our Buying for Equality iPhone app or look up corporate scores at [www.hrc.org/BuyersGuide](http://www.hrc.org/BuyersGuide)
- Our website features resources to help your employer institute non-discrimination policies, extend domestic partner benefits and much more. Information at [www.hrc.org/workplace](http://www.hrc.org/workplace)
- Tell your member of Congress to support a federal ban on workplace discrimination – the Employment Non-Discrimination Act. [www.passENDAnow.org](http://www.passENDAnow.org)

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