

The New Gender and Sexuality

25th Annual Labor and Employment Law Conference
Austin, TX · 2018

Presented by: Laura M. Merritt

**BOULETTE GOLDEN
& MARIN L.L.P.**



**BOULETTE GOLDEN
& MARIN L.L.P.**

Workplace Impact

- A 2011 study conducted by the National LGBTQ Task Force and the National Center for Transgender Equality (6,450 respondents) documented that transgender individuals' unemployment rate was twice the rate for the general population, and it reported substantial rates of workplace abuse and discrimination.
 - 50 percent of respondents reported being harassed at work.
 - 45 percent said they were repeatedly referred to by the wrong pronoun.
 - 26 percent said they lost their job because they were transgender or gender nonconforming.
 - 22 percent said they were denied access to the appropriate bathrooms.
 - 20 percent said they were removed from direct contact with a company's clients because of being transgender.
 - Source: thetaskforce.org

**BOULETTE GOLDEN
& MARIN L.L.P.**



Gender Matters



Or does it?

**BOULETTE GOLDEN
& MARIN L.L.P.**



**BOULETTE GOLDEN
& MARIN L.L.P.**

MASSIVE MILLENNIAL POLL
Some countries, including India, recognize a third gender that is neither male nor female. Which more closely aligns with your view?

-  There are only two genders, male and female
-  Gender is a spectrum, and some people fall outside conventional categories
-  Don't know



FUSION

Conducted by Benenson Strategy Group

**BOULETTE GOLDEN
& MARIN L.L.P.**

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

Title search: The New Gender and Sexuality

Also available as part of the eCourse

[2018 Labor and Employment Law eConference](#)

First appeared as part of the conference materials for the 25th Annual Labor and Employment Law Conference session "The New Gender and Sexuality"