

# The New Gender and Sexuality

25<sup>th</sup> Annual Labor and Employment Law Conference  
Austin, TX · 2018

Presented by: Laura M. Merritt

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



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# 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](http://thetaskforce.org)

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## Gender Matters



Or does it?

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**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**

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[Answer Bar: Handling Employee Investigations in Today's Workplace](#)

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