

"A Comprehensive Look at Transgender Equality in the Workplace from the Eyes of a Plaintiff's and Defense Attorney"

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Proposed CLE credit: 1 hr

- I. Current State of Title VII
 - a. EEOC
 - b. Department of Justice
 - c. Federal Cases
- II. Overview of *R.G. & G.R. Harris Funeral Homes, Inc. v. EEOC*
 - a. Facts
 - b. Procedural History
 - i. EEOC
 - 1. Charge Filed & Position Statement
 - 2. Investigation
 - 3. Findings
 - 4. Conciliation Attempts
 - ii. United States District Court for the Eastern District of Michigan
 - 1. Issues
 - 2. Findings
 - iii. Appeal to 6th Circuit Court of Appeals
 - 1. Issues
 - 2. Findings
 - iv. Petition to the Supreme Court of the United States (Petition)
 - 1. Petitioner's Arguments in Support/Petition for Certiorari
 - 2. EEOC's Arguments/Brief in Opposition
 - 3. Department of Justice's Arguments/Brief in Opposition
 - 4. Amicus Briefs
 - c. Impact for Transgender Community
 - i. Subsequent Cites
 - d. Likelihood that USSC Hears Case/Assessment of Potential Holding
- III. Employment Nondiscrimination Laws By State
- IV. Plaintiff v. Employer
 - a. What Employers Need to Do?
 - i. Policies/Procedures
 - 1. Employee Handbooks
 - 2. Bathroom Policies
 - 3. Dress Codes
 - 4. Code of Conduct
 - ii. Promote Understanding of the Language of Transgender Identity
 - iii. Personnel Records

1. New Names
 - iv. Plaintiff's Counsel's Thoughts & Insight
 - b. What Plaintiffs' Counsels Need to Do to Present a Compelling Title VII case?
 - i. The Process
 - ii. Initial Complaint
 - iii. Discovery
 - iv. Settlement
 - v. Defense Counsel's Thoughts & Insight
- V. Questions