

CLE Materials

On the Basis of Sex(ual Orientation and Gender Identity): Administrative Options for LGBTQ+ Employees in a Time of Title VII Uncertainty

- I. Why Choose an Administrative Remedy?
 - a. Map of Employment Discrimination Laws by State (HRC)
 - b. The EEOC and Title VII (EEOC)
 - c. FEPA Definition (EEOC)
 - d. Map of EEOC Field Offices
 - e. List of EEOC Field Offices, State and Local FEPAs, and TEROs

- II. What Do Administrative Agencies Do?
 - a. EEOC Jurisdiction
 - b. DC Office of Human Rights Overview
 - c. Pittsburgh Commission on Human Relations Overview
 - d. Fairfax County Office of Human Rights and Equity Programs Overview
 - e. New Jersey Division on Civil Rights Overview
 - f. Map of Housing Discrimination Laws by State (HRC)
 - g. Map of Public Accommodations Laws by State (HRC)
 - h. Map of Educational Institutions Laws by State (HRC)

- III. Examples of Local Human Rights & Civil Rights Statutes
 - a. DC Human Rights Act of 1977 (DCHRA)
 - b. Pittsburgh City Code Article V: Discrimination
 - i. Pittsburgh Pregnancy Guidance
 - c. Fairfax County Human Rights Ordinance of 1974
 - d. New Jersey Law Against Discrimination

- IV. EEOC Decisions on Title VII, Gender Identity and Expression, and Sexual Orientation
 - a. *Macy v. Dep't of Justice*, EEOC Appeal No. 0120120821, 2012 WL 1435995 (April 20, 2012)
 - b. *Baldwin v. Dep't of Transportation*, EEOC Appeal No. 0120133080 (July 15, 2015)