



## **Sexual Orientation and Gender Identity: Exploring the Frontiers of "Sex" Harassment**

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This article explores the frontiers of the law relating to same-sex harassment based on sexual orientation and gender nonconformity, as well as discrimination against trans-gendered employees. It addresses numerous controversial subjects including the definition of the very term, "sex," and will identify the extent to which recent definitional shifts in the concept of "sex harassment" have affected Title VII protections as applied to sexual orientation and trans-gendered issues.

This article appeared in the Summer 2004 issue of *LE News*, a publication of the Atlanta Bar Association's Labor & Employment Section.