

Same-Sex Marriage Ruling Impact Dissected

News

7.17.15

Andrew Froman was quoted in the *Business Observer* on July 17, 2015. The article “Same-Sex Marriage Ruling Impact Dissected” discussed how the U.S. Supreme Court’s same-sex marriage ruling will impact more than state and local government officials.

“You’ve had companies like Disney that have provided partner benefits for many years now, but now those companies are going have to find ways of taking that away,” said Andrew. “If you want to get benefits for your spouse, you will need to be married, just like those companies require of heterosexual couples.”

Another possible impact of the ruling on businesses could come later, if and when federal or state civil rights laws are changed to list sexual orientation as a protected class. Andrew said that’s not likely to happen soon, given “Congress right now is controlled by the more conservative party, and our legislature here is dominated by Republicans.”

Andrew recommended companies, in response to the ruling, consider diversity training and make sure internal policies reflect the changes. “Get educated on what the Supreme Court decision actually means,” Andrew said.

To read the full article, please visit the [*Business Observer*](#).

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