



# Accommodating 'Gender-Nonbinary' Individuals—Neither Men nor Women

News  
2.16.18

Cheryl Behymer was quoted in the article “Accommodating ‘Gender-Nonbinary’ Individuals—Neither Men nor Women” which was featured on the SHRM website. The number of people identifying as “gender-nonbinary” – meaning, as neither male or female is on the rise, shifting the diversity conversation and raising new compliance challenges.

Cheryl said progressive employers may want to consider modifying their HR forms to allow a gender-nonbinary designation in some circumstances. Most forms include only male or female choices, pressuring a gender-fluid employee into making a selection that the employee does not want to choose, she added.

To read the full article, visit [SHRM.org](https://www.shrm.org).

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## ***Related People***



**Cheryl L. Behymer**  
Senior Counsel  
803.255.0000  
[Email](#)

