

How to Accommodate 'Gender-Nonbinary' Individuals—Neither Men nor Women

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In the *SHRM* article “How to Accommodate ‘Gender-Nonbinary’ Individuals—Neither Men nor Women” Cheryl Behymer is quoted. This article examines the challenges following protocol for EEO-1 reporting for gender-nonbinary individuals in the workplace while also protecting those individuals.

Cheryl advises progressive employers 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.

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