



Attorney Addresses Patchwork of Laws Protecting the LGBTQ Community

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In an interview with *SHRM* about providing inclusive workplaces for LGBTQ workers, Jacklyn Wrigley talks about the challenges of complying with various state and local laws, as well as interpreting conflicting federal law. She offers guidance on how to deal with the discrepancies: "If an employer wishes to avoid the headache of enforcing a patchwork of policies, and if it makes sense for business operations, I usually suggest compliance with the state that has the most protective laws across all operations." While sexual orientation is not a protected category under the Title VII of the Civil Rights Act of 1964 – the primary federal workplace anti-discrimination statute – Jacklyn said, "Ultimately, Congress or the U.S. Supreme Court will have to take action if employers are ever to receive a clear message—at least as federal law is concerned."

To read the full article, visit [SHRM](#).

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