



Lawyer Weighs-In on What Employers Should Expect After U.S. Supreme Court Ruling

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In a 6-to-3 decision on June 15, 2020, the U.S. Supreme Court ruled that workplace discrimination because of an individual's sexual orientation or gender identity — including being transgender — is unlawful discrimination “because of sex” under Title VII of the Civil Rights Act of 1964. In an interview with *Business Insurance*, **Randy Coffey** discussed what employers should expect in the wake of the monumental Supreme Court ruling.

Randy believes the ruling has set the stage for a new wave of legal battles over LGBTQ rights in the workplace. An issue that almost certainly will arise quickly will be the extent to which the Religious Freedom Restoration Act (RFRA) will provide any exceptions to the ruling for those with sincerely held religious beliefs and the scope of the “ministerial exception” for entities that are religiously-based, particularly for scholastic institutions. In the interview, Randy predicts that employers will most likely see some defendants trying to rely more on RFRA given the magnitude of people's sincerely held religious beliefs.

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