



The Times They Are A-Changin': How HR Professionals Can Handle Workplace Issues Related to Sexual Orientation and Gender Identity

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A recent article by Courtney Leyes, an associate in the Memphis office, was published in *HR Professionals Magazine*. The article “The Times They Are A-Changin': How HR Professionals Can Handle Workplace Issues Related to Sexual Orientation and Gender Identity” encourages employers not to ignore the recent developments in politics and law even if their state does not recognize sexual orientation and gender identity as protected classes in the workplace.

Courtney provides some background into Title VII of the Civil Rights Act of 1964 and how things are changing in terms of sexual discrimination claims.

For those states that do not recognize sexual orientation and/or gender identity as a protected class, Federal courts are protecting LGBT individuals under Title VII.

This article helps employers figure out what steps they need to be taking to get in front of potential issues that may arise.

[Click here to read the full article.](#)

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