



## Guest Perspective: Working with Transgender Employees

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Ed Harold's article "Guest Perspective: Working with Transgender Employees" was featured in *City Business* Newsletter on September 25, 2015.

Since Caitlyn Jenner made her very public debut in June and brought transgender issues into the limelight, a national conversation on the topic has been sparked. Employers have plenty of compelling reasons to join this conversation, including an increasing number of transgender discrimination charges filed with the Equal Employment Opportunity Commission and several other federal agencies taking action on the subject.

Employers of all sizes should be prepared to face issues associated with transitioning employees. Proactive employers should work with their human resources staff to create a plan that addresses and educates the workforce on relevant policies, including bathroom use, dress and grooming requirements, and the use of names and pronouns.

In the article, Ed teaches employers how to develop a detailed transition plan when faced with a transitioning employee.

- Step One: Communication
- Step Two: Education
- Step Three: Accommodation

In this rapidly evolving area of law, employers would be well-served to develop an appropriate response to transitioning employees when the issue arises. These situations require a transition not only by the individual going through the process, but also by management and coworkers. Employers should always emphasize open communication, tolerance, and mutual respect in their response to employees who announce their intent to transition.

To read the full article, please visit [New Orleans City Business](#). [subscription required]

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