

Insights, News & Events

THE MODERN WORKFORCE IN TRANSITION: STRATEGIES FOR EMPLOYERS HANDLING TRANSGENDER AND SEXUAL IDENTITY ISSUES

Publication
Nov 2, 2015

Janet Hendrick and Rich Meneghello's article "The Modern Workforce In Transition: Strategies for Employers Handling Transgender and Sexual Identity Issues" was featured in *US News & World Report* on November 2, 2015.

The national conversation about transgender individuals was forever changed over the course of only a few hours on June 1, 2015. That morning, the U.S. Occupational Safety and Health Administration (OSHA) issued "A Guide to Restroom Access for Transgender Workers," while the pop culture magazine *Vanity Fair* published the first picture of now-transformed Caitlyn Jenner. Unprepared employers were faced with the unenviable task of navigating a new and unfamiliar legal landscape at the very same moment that the underlying issue was taking a front seat in American popular culture.

This issue will not be fading from the spotlight anytime soon. A 2011 UCLA study estimated that approximately 700,000 adult Americans considered themselves transgender, while more recent studies estimated that number to be between 5 million and 12 million. The odds are high that any business that has not yet addressed a transgender situation soon will.

Fortunately, it is fairly simple for employers to prepare themselves for the inevitable transition that modern workforces will undergo as a result of these developments. Before examining best legal and human resources practices in this area, it is helpful to understand the contours of the current legal landscape.

Related People



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In the article, Janet and Rich discuss the following topics:

- Legal Protections of Transgender and Transitioning Employees
- Equal Employment Opportunity Commission
- U.S. Department of Justice
- U.S. Occupational Safety and Health Administration
- Policies and Training
- Preparing a Transition Plan

To read the full article, please visit to [US News & World Report](#).