

Shield for Transgenders: Experts Advise Companies to Take Steps to Comply with Job Discrimination Law

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The June 1 *Las Vegas Business Press* quoted Mark Ricciardi in the article "Shield for Transgenders: Experts Advise Companies to Take Steps to Comply with Job Discrimination Law." A new Nevada law prohibits job discrimination against transgender people based on gender "identity or expression." The law still gives employers the right to require appropriate workplace clothing and grooming standards that are consistent with their preferred gender. Mark pointed out that some issues, such as restroom and locker-room access, will be tricky. "You might want to offer to let transgender employees use the handicapped restroom, or an executive restroom, or make the ADA (American with Disabilities Act) bathroom available to other employees that don't want to share a restroom with transgender employees," he said. Mark also noted that under the new law it would not be necessary for a worker to go through with surgery, or hormone treatments, to be protected as a transgender individual. "Companies need to update their harassment policies to include the new law and protect transgender employees. They don't need to hold new harassment training sessions. However, they should include (the new law) in their next training session."

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