

DID YOU KNOW?

Hoosiers
can't be fired
for being
gay



In April, a federal court ruled that lesbian, gay and bisexual people* can't be fired because they're gay. The court said that the Civil Rights Act covers us.

If you're refused a job, harassed, discriminated against, or fired because of your sexual orientation, you can and should take action to defend your rights under the law.

Call the Lambda Legal Help Desk: 312-663-4413

HOW DID A STATE RUN BY MIKE PENCE FOR FOUR YEARS END UP WITH DISCRIMINATION PROTECTION FOR LGBTQ PEOPLE?

*We thought
you'd never ask!*



Lambda Legal has been saying for years that LGBTQ people ought to be covered in the Civil Rights Act, and we've been making that case from coast to coast.

In April, the Seventh Circuit Court of Appeals became the latest and biggest court to agree with us. The Seventh Circuit covers Indiana, Illinois and Wisconsin, but their ruling is particularly significant for Indiana because you have no statute that protects LGBTQ people against discrimination. Because of this ruling, you now have anti-discrimination protection at work.



HIVELY V. IVY TECH COMMUNITY COLLEGE



Kim Hively experienced discrimination after someone saw her kissing her girlfriend in the parking lot at work.

Lambda Legal argued that Kim wouldn't have been fired if she were a man kissing his girlfriend and that therefore discrimination based on sexual orientation is a form of discrimination based on sex.

The court agreed.

And since the Civil Rights Act bars discrimination based on sex, properly understood, it also bars discrimination based on sexual orientation.*

***Hey, what about trans people?**

Less than two months after *Hively*, the Seventh Circuit held that transgender students can claim discrimination based on sex under Title IX under a sex stereotyping theory. Because the court relied on Title VII cases in reaching its ruling, it applies to transgender workers as well.



Lambda Legal
making the case for equality