

“Because of Sex”: The Supreme Court, Federal Law, and Best Practices for Protecting LGBTQ Workers

**San Francisco and Live Webcast and www.pli.edu*,
December 11, 2019, 9:00 am – 10:15 am**

Why You Should Attend

Does federal law allow an employer to fire an employee for being LGBTQ? The Supreme Court is considering the question this term in *R.G. & G.R. Harris Funeral Homes v. EEOC* and *Aimee Stephens, Altitude Express v. Zarda*, and *Bostock v. Clayton County*, a trio of cases under Title VII, the seminal federal law prohibiting employment discrimination “because of sex.” In this session, you will learn about the pending Supreme Court Title VII cases, the potential implications of these cases on other areas of federal sex discrimination law, and best practices for employers for protecting the rights of LGBTQ employees.

What You Will Learn

- Background on the Supreme Court’s pending LGBTQ Title VII cases – *Stephens, Zarda, and Bostock*, including an analysis of the oral arguments
- Potential implications of the Supreme Court’s Title VII cases on other areas of federal law
- Best practices for protecting the rights of LGBTQ employees

Who Should Attend

Attorneys, employers, and other professionals looking to expand their knowledge of federal sex discrimination law and who want to implement best practices for protecting LGBTQ employees.

AGENDA

9:00

Opening Remarks

Ria Tabacco Mar

9:05

“Because of Sex”: The Supreme Court, Federal Law, and Best Practices for Protecting LGBTQ Workers

I. The Supreme Court’s LGBTQ Title VII Cases

- Background on *Stephens*, *Zarda*, and *Bostock* and key issues
- Analysis of oral arguments on October 8

II. Potential Implications of the LGBTQ Title VII Cases on Other Areas of Federal Law

- Federal statutory sex discrimination law – education, health care, housing
- Constitutional law

III. Best Practices for Protecting the Rights of LGBTQ Employees

- Policy drafting and implementation – non-discrimination policies, employee benefits, sex-segregated facilities, names and pronouns
- Federal, state, and local law considerations
- Q&A

Ria Tabacco Mar, Nonnie Shivers, Julie Wilensky

10:15 Adjourn

Faculty:

Co-Chairs:

Ria Tabacco Mar

Senior Staff Attorney

ACLU Lesbian Gay Bisexual Transgender & HIV Project

New York, New York

Julie Wilensky

Senior Staff Attorney

National Center for Lesbian Rights

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Nonnie L. Shivers

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Senior Pro Bono Program Attorney: Christina Thompson