



Transitions in the Workplace: Addressing Trans-Gendered Employee Issues

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In a bylined article published by *Law360*, **Theanna Bezney** discusses what employers need to be aware of in order to avoid liability and create a more inclusive workplace for transgender workers. She reflects on the one-year anniversary of the U.S. Supreme Court's landmark decision in *Bostock v. Clayton County*, and explains that "based on *Bostock*, an employer who takes adverse action against an employee because of their gay or transgender status (e.g. by terminating an employee's employment based on considerations it would accept in someone of another sex) will now be found to have discriminated based on sex, in violation of Title VII." She then goes on to provide some practical steps that employers can take to ensure a respectful and inclusive workplace and minimize potential discrimination claims by properly handling some of the issues and challenges that may arise in connection with an employee's transition.

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