



## Columbia Partner Speaks with SHRM on Misgendering and the EEOC's EEO-1 Form

News

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In an interview with *SHRM*, **Cheryl Behymer** weighs in on the potential that some employers are inadvertently misgendering employees on the EEOC's EEO-1 form. As of now, the form only allows checking a box for male or female. Employers can note "nonbinary" in the comments section but that's not entirely clear. "Many employers are hesitant to take any steps that raise their profile to the agency, and, instead, they just visually identify employees as male or female, consistent with the EEO-1 format and as permitted by the regulatory requirements," said Cheryl.

To read the article, visit [SHRM](#).

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