

CLIENT ALERTS

Recent Developments at the U.S. Equal Employment Opportunity Commission

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On April 23, 2012, in an unprecedented ruling, the EEOC announced that employment discrimination of transgendered individuals based on gender identity is covered by Title VII of the Civil Rights Act. The ruling came as a result of a complaint made by Mia Macy, an Army veteran and former police detective, whose contractor job offer with the Bureau of Alcohol, Tobacco, Firearms and Explosives ("ATF") was rescinded after she disclosed her intent to change her gender. Macy had filed a formal EEO complaint with the ATF once she was informed of the job rescission. When the ATF failed to investigate her "gender identity" discrimination claim under Title VII, Macy appealed to the EEOC asking it to allow her claim of gender identity to be investigated under Title VII.

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