



News

Andrew Gordon Co-Authors Article on U.S. Supreme Court's 2020 Landmark LGBTQ+ Ruling

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Hinshaw partner Andrew M. Gordon co-authored a byliner titled "Takeaways for Employers From SCOTUS' Landmark LGBTQ+ Ruling," published in the *Miami Herald*. The article focuses on the U.S. Supreme Court's opinion in *Bostock v. Clayton County Georgia*, in which the Court held that "discrimination based on sexual orientation or transgender status is a form of sex discrimination under Title VII of the Civil Rights Act of 1964." Title VII prohibits employers from failing or refusing to hire, or to discharge any individual, or otherwise to discriminate against any individual, on the basis of the individual's sex.

The article notes that the ruling "provides much needed guidance to employers, many of which have already implemented policies and training to protect LGBTQ+ individuals against discrimination in the workplace." The co-authors suggest that "employers should review their internal policies and procedures to ensure that they conform to the Supreme Court's ruling." They add that some "employers may need to conduct additional diversity and inclusion training for employees. Such training offers an opportunity to provide employees with meaningful context around important workplace issues in a way that is much more impactful and relatable than a black and white employee handbook, policy, or procedure."

[Read the full article on the *Miami Herald* website.](#)

"Takeaways for Employers From SCOTUS' Landmark LGBTQ+ Ruling" was published in the *Miami Herald* on July 17, 2020.

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