



News

Vincent Rizzo Discusses LGBTQ+ Issues in the Workplace Along With Title VII Compliance on IPELRA Podcast

November 23, 2022

Hinshaw partner Vincent Rizzo was recently featured on the podcast *Real Time with IPELRA*, a production of the Illinois Public Employer Labor Relations Association (IPELRA). In the episode, Rizzo discussed LGBTQ+ issues in the workplace and strategies for employers to ensure an inclusive workspace.

Rizzo discussed the *Bostock v. Clayton County* decision—in which the Supreme Court ruled that discrimination based on sexual orientation or gender identity is prohibited by Title VII of the Civil Rights Act of 1964—and consequential guidance for employers issued by the EEOC. He also answered questions regarding Title VII, including what employers are exempt from it. Rizzo noted that employers excluded from Title VII should still take note of state discrimination laws, which may require their compliance.

When asked how employers can ensure an inclusive workspace and compliance with Title VII, Rizzo stated that diversity training is "absolutely critical" when it comes to educating employees about LGBTQ+ issues in the workplace. He also stated that employers should provide their employees with clear anti-discrimination policies and recommended the adoption of employee affinity groups.

[Listen to the full podcast](#)

"LGBTQ+ Issues in the Workplace" was published by *Real Time with IPELRA* on November 13, 2022

Attorneys

Vincent M. Rizzo

Service Areas

Government

Labor & Employment

Offices

Chicago