

How Employers Can Prevent Risk Of Gender Discrimination

On June 15, 2021, the Equal Employment Opportunity Commission (EEOC) issued guidance for employers regarding sexual orientation or gender identity (SOGI) discrimination under federal law. Any discrimination based on sexual orientation or gender identity (SOGI) violates Title VII of the federal Civil Right Act (Title VII). Employers should be proactive to prevent any feelings of discrimination in the workplace. Some suggestions are listed here:

- **Avoid putting people on the spot.**

You'll want to avoid putting people on the spot when discussing pronoun usage. Some people might be uncomfortable voicing their pronouns, while others may be in an exploratory part of their life and unsure of their personal pronoun. If you want to include pronouns in an introductory setting, make it clear that it's optional.

- **Don't make assumptions.**

Avoid making assumptions about a person's gender or pronouns. Until someone has specifically stated their pronoun, use they/them/their

- **Keep mass communications gender-neutral.**

When referencing a group of people, there are a number of gender-neutral ways you can address them: "Good morning team/colleagues/everyone."

- **Establish inter-office awareness by possibly including pronouns in email signatures.**

You can do this via a simple addition to your existing email signature, like:

John Smith
(He/him/his)

- **Educate your employees. Provide training and establish handbook policies on diversity, equity and inclusiveness across all areas.**

Revisit current handbooks and policies to include any discriminatory topics that could be an issue. A yearly handbook review can save an employer big in the future.

- **Establish an open-door policy.**

Create a private and safe space to share thoughts about inclusiveness or lack thereof. A confidential place or even an anonymous tip line can help an employer stay ahead of any discrimination threats.

DID YOU KNOW?

1 IN 250 ADULT AMERICANS IDENTIFIES AS TRANSGENDER.

IT'S IMPORTANT FOR EMPLOYERS TO FOSTER A SENSE OF INCLUSIVITY AND BELONGING REGARDING GENDER IDENTITY

