

## INSIGHTS

# The status of gender identity and sexual orientation discrimination in the workplace

Publications  
Sarah Negus  
*Westlaw*  
12.2019

Charlotte Litigation Associate Sarah Negus's article titled, "The status of gender identity and sexual orientation discrimination in the workplace" was published by *Westlaw* on December 3.

### The article

On October 8, the high court heard oral arguments in three cases addressing whether the definition of "sex" under Title VII is broad enough to encompass discrimination based on sexual orientation and gender identity. The first two cases, *Zarda v. Altitude Express Inc.* and *Bostock v. Clayton County*, address sexual orientation discrimination and have been consolidated for oral argument. The third case, *Equal Employment Opportunity Commission v. R.G. & G.R. Harris Funeral Homes*, addresses gender identity and transgender status discrimination.