



Employment Law Attorneys Megan Anderson and Julie Giddings Discuss Transgender Workplace Rights

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Gray Plant Mooty attorneys Megan Anderson and Julie Giddings authored a byline on transgender equality in the workplace for the Minneapolis Star Tribune.

Anderson, a principal with the firm's Labor, Employment & Higher Education Practice Group, and Giddings, a special counsel attorney with the group, routinely counsel employers on employment law issues. They note that in recent years government agencies and courts have staked out new protections for transgender individuals that have reshaped discrimination law.

"Until recently...it was thought that federal employment discrimination law did not extend to gender identity or sexual orientation. That view, however, has changed," Anderson and Giddings wrote. "[In] 2012, the Equal Employment Opportunity Commission (EEOC) ruled that the sex discrimination prohibition in Title VII of the Civil Rights Act of 1964 extends to gender identity. This same reasoning has also been adopted by a number of federal courts."

Anderson and Giddings go on to explain what steps Minnesota employers can take to ensure legal compliance and lower their risk of litigation.

Read the entire article at the Star Tribune.