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WASHINGTON D.C.

# The Hospitality Workplace: Understanding and Complying with Transgender/Gender Identity Issues

OCTOBER 2, 2019



**THE HOSPITALITY LAW  
CONFERENCE SERIES 2.0**



# Transgender Employee Experiences

- 1.4 million individuals identify as transgender
  - Meaning of transgender
- Difficulties because transgender
  - 27% - Fired, denied promotion, or not hired
  - 15% - Verbally, physically harassed, and/or assaulted
  - 77% - Took steps to avoid mistreatment (hid or delayed transition or reassignment)



# Current Status of the Law

- Title VII
- OSHA
- State laws
- ADA
- ACA and benefits

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# Hot Button Topics

- Compliance
- Accommodations
- Bullying/Violence Prevention

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# Best Practices/Roadmap for Compliance

- Interactive dialogue
- Confidentiality and privacy
- Sensitivity training
- Bathrooms, changing rooms, and lockers
- Dress codes/uniforms/name and gender changes on document and tags