



Out At Work

A Tool Kit for Workplace Equality

More and more LGBT people are coming out at work. No matter where you work or what you do, you'll feel more secure in your job if you know your rights. For more than three decades, workplace equality has been a top priority for Lambda Legal. We have created this tool kit to give you the information you need to help guide you through your work life.

This kit is organized into three chapters. The first gives an overview of federal and state laws that protect LGBT people and people with HIV from employment discrimination. This area of law is constantly changing, as more states enact nondiscrimination statutes and local governments push ahead against LGBT discrimination and HIV bias. Check our website at www.lambdalegal.org for the most current information about protections available where you live. The second chapter answers many of the common questions that LGBT people and people living with HIV face in the workplace, including: What is a domestic partnership? What are the laws around restroom access for transgender people? How can I request a reasonable accommodation as a person living with HIV? If you think you are being discriminated against at work, you may want to skip to the third chapter — an overview of employment discrimination, and what you can do to protect yourself in the workplace and stand up for your rights.

Use this kit as you look for a new job or explore ways to make your current job better. In addition to the information provided, we have included worksheets to help you identify your specific circumstances and improve your workplace. If you need help fighting workplace discrimination or have any questions about this tool kit, contact Lambda Legal's Help Desk (www.lambdalegal.org/help or call toll-free 866-542-8336).

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