

Steps LGBTQ+ Workers Can Take If they Are Experiencing Discrimination in the Workplace

Discrimination in the workplace is still very much a problem for LGBTQ+ people. A ground breaking study revealed that one in 10 LGBTQ+ has experienced discrimination at work in just the last year alone. If you're an LGBTQ+ person who is experiencing discrimination at work you should know that you are protected by Title VII of the Federal Civil Rights Act. You have the right to work without being harassed or discriminated against. The Civil Rights Act makes it illegal for employers to discriminate against employees based on race, [gender](#), identity, color, sex, religion, or place of birth.

If you're being discriminated against or harassed at work you need to file a complaint with the Federal Equal Employment Opportunity Commission. The EEOC will investigate your employer and if they find that your employer is discriminating against you then your employer will face charges and stiff penalties. The EEOC also reports complaints to the state labor departments in 44 states.

You can also file a complaint on the state level too. In Florida, you can file a discrimination complaint with the [Florida Commission on Human Rights](#) (FCHR). When you file a discrimination complaint on the state level in Florida, It will be dual filed with the EEOC, that way you don't have to file two complaints.

Examples Of Workplace Discrimination

Some of the most common types of discrimination that LGBTQ+ face at work are:

Not Being Promoted Or Getting A Raise

When you work at a place for a certain amount of time it's expected that you will get a raise, or get a promotion. If you have not gotten either a promotion or a raise and you have the qualifications and the time in job to qualify for them you could be a victim of discrimination.

Derogatory comments or slurs

When your boss or coworkers make "jokes" that use derogatory terms for LGBTQ+ people, or they use slurs, or make or support comments that promote stereotypes that's discrimination. It's not a "joke" and you're not "too sensitive". It's discrimination and it's illegal.

Questioning Your Gender Or Orientation

Your coworkers and management are absolutely not allowed to question you about your gender or identity.

Misgendering you on purpose

If your coworkers or the management at your work refuse to use your preferred pronouns or misgender you in other ways that's discrimination.

Dress Code Restrictions

Your employer cannot institute a dress code that genders clothing by requiring that women wear certain items of clothing or makeup.

Filing A Workplace Discrimination Claim

It's important that you give your employer a chance to fix the problem because they may not know the extent of the discrimination that you're dealing with. Write down all of the incidents of discrimination that have happened to you. Make sure you include dates of each incident and a summary of what happened. Also include as much evidence as you can such as screen shots, photos, videos, and copies of documents. Give copies of the list and the evidence to your boss and to the head of HR at your company. If they don't take action right away then go to the [EEOC's website](#) and file a complaint.

Penalties For Discrimination

It's a Federal offense to violate the Civil Rights Act. Your employer could have to pay up to \$10,000 per violation and face criminal charges too. You could receive a lump sum of money for pain and suffering, or money for [back pay](#) if you were denied a raise or a promotion unfairly.

Resources:

Gender Discrimination: <https://www.employmentlawhelp.org/discrimination/coworker-harassment-age>

EEOC Florida: <https://www.eeoc.gov/statistics/florida>

Florida Commission on Human Rights: <https://fchr.myflorida.com/employment>

Remedies for Gender discrimination: <https://www.employmentlawhelp.org/discrimination-remedies-gender-discrimination>