

Steps Transgender Workers Can Take If They Are Experiencing Discrimination in the Workplace

More than 50 years ago, employers got away with discrimination in the workplace. Pressure from unions led to the passage of [Title VII of the Civil Rights Act of 1964](#). The groundbreaking law forbids employers from discriminating against workers because of several criteria, including age, gender, and disabilities. Title VII also bans discrimination against workers that are members of the LGBTQ+ community, which includes workers that identify as transgender.

If you have faced discrimination in the workplace because of your transgender status, you should learn the steps transgender workers can take if they are experiencing discrimination at work.

How Do Employers Discriminate Against Transgender Workers?

Many of the same examples that apply to other types of workplace discrimination also apply to transgender workers. Employers cannot show any preferential treatment to other workers because they are not part of the transgender community. This means your employer cannot punish you for your transgender status by assigning you to do less desirable work.

You deserve the same compensation as workers that have similar work experience and achievements. Your employer [cannot deny you a promotion](#) because of your transgender status or implement disciplinary actions against you while ignoring the same types of acts committed by other workers. One of the subtle acts of discrimination transgender workers face is receiving less favorable performance reviews.

Finally, you do not have to tolerate disparaging remarks or any [other forms of bullying](#) in the workplace.

How to Fight Back Against Transgender Discrimination in the Workplace

Before you file a discrimination claim with the Equal Employment Opportunity Commission (EEOC), you should speak with the human resources manager to discuss your concerns. Your HR manager should investigate to determine whether your claim has merit and if it does, take action to stop future acts of discrimination in the workplace.

If your HR manager refuses to act on your claim, you [file a claim with the EEOC](#). The EEOC requires you to send an inquiry to the federal agency, which is followed up with a phone interview to learn more about your claim. You then file a Charge of Discrimination against your employer. The EEOC allows you to file a charge against your employer for another worker who wants to remain anonymous. Filing a claim in most states automatically gets the claim sent to the EEOC because of the establishment of an information-sharing agreement.

The last step is to file a civil lawsuit that seeks monetary damages.

What Are My Legal Remedies?

If the EEOC rules in your favor, you can ask for one or more legal remedies that help you return to work. You can request your employer suspend or terminate the employee or employees that committed acts of discrimination. The EEOC might recommend remedies such as getting your job back after termination and/or having your employer change an unjustified negative performance review.

Resources Found Via:

- <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>
- <https://employmentlawhelp.org/discrimination/denied-promotion-gender>
- <https://employmentlawhelp.org/discrimination/coworker-harassment-age>
- <https://www.eeoc.gov/sex-based-discrimination>

Transgender Advocacy

National Black Trans Advocacy Coalition
POB 118282 Carrollton, TX 75011
blacktrans.org
corp@blacktrans.org