**Resources at the Lab:**

- Berkeley Lab's LGBTQ employee association, Lambda Alliance
- Workplace Gender Transition Guidelines
- UCNet Benefits information: Transgender employees
- Gender-inclusive restrooms at Berkeley Lab - Map

**External Resources:**

**Out & Equal Workplace Advocates**

Out & Equal Workplace Advocates is an organization dedicated to achieving equality for LGBT individuals. The Out & Equal Workplace Advocates’ website provides online training, reports, tool kits and resource guides to assist employers with creating inclusive environments for LGBT employees.

**The Human Rights Campaign’s Corporate Equality Index**

The Human Rights Campaign is a LGBT civil rights organization that releases an annual report called the Corporate Equality Index (CEI.) The CEI uses methodologies to rate U.S. companies on their policies and practices related to LGBT employees. The criteria used to compile the CEI report can provide businesses with best practices for adopting inclusive policies for LGBT employees.

**The Human Rights Campaign’s Workplace Gender Transition Guidelines**

A business that includes “gender identity” in its non-discrimination policy should be prepared to manage a gender transition. Institute protocols for gender transitions that clearly delineate responsibilities and expectations of transitioning employees, their supervisors, colleagues and other staff. Should an employee approach their manager or human resources with the intention to transition, be prepared by having gender transition guidelines on file.

**The Transgender Law Center**

The Transgender Law Center is a civil rights organization that advocates on behalf of transgender communities. Its website provides educational materials for employers seeking information on best practices to prevent discrimination against LGBT individuals; it also includes a “Model Employer Policy” that employers can use as a tool to create inclusive employment policies for LGBT employees.

**The Williams Institute at the UCLA School of Law**

The Williams Institute is a national think tank, associated with the University of California, Los Angeles, School of Law, which conducts research and releases reports on issues related to sexual orientation, gender identity, and public policy. In May 2013, the Institute released a report entitled, “The Business Impact of LGBT—Supportive Workplace Policies.” This report provides businesses with information on the positive links between LGBT-supportive policies and beneficial business outcomes.

In September 2014, the Williams Institute released a report entitled “Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys.” This report provides businesses with strategies for gathering information related to
the needs and experiences of transgender people and other gender minorities.

The Center for American Progress

The Center for American Progress, a public policy research and advocacy organization, released a report in December 2014 entitled “We the People: Why Congress and U.S. States Must Pass Comprehensive LGBT Nondiscrimination Protections.” This report provides information on issues affecting LGBT individuals in the workplace, such as hiring and firing, wages, and benefits.

Lambda Legal Defense & Education Fund Tool Kit

Lambda Legal Defense & Education Fund is an organization that advocates on behalf of LGBT individuals. The organization’s websites provides users with a “Tool Kit for Workplace Equality.” The tool kit includes information on laws and legal protections for LGBT people, answers to common questions about LGBT people and the workplace, a resource guide, and worksheets that provide a list of best practices for interacting with LGBT individuals in the workplace.

National Center for Lesbian Rights’ Compliance Guide


Equality Federation’s Equality Maps

Equality Federation is an organization dedicated to promoting equality for LGBT individuals. The Equality Federation created an interactive map called the Movement Advancement Project (MAP). The MAP website provides users with a snapshot of LGBT information that includes, but is not limited to, state LGBT population demographics, state LGBT laws, and listings of local municipalities and counties with non-discrimination ordinances.

The Transgender Law and Policy Institute

The Transgender Law and Policy Institute is a non-profit organization that advocates on behalf of transgender individuals. The Institute’s resource page provides users with information on LGBT-related nondiscrimination laws and policies, including maps and links to state legislation.

American Civil Liberties Union Non-Discrimination State Map

The American Civil Liberties Union, a public interest advocacy organization, created an interactive map that allows users to view information about statewide employment non-discrimination laws related to sexual orientation and/or gender identity.

U.S. Department of Justice’s Memorandum on Gender Identity Discrimination Claims

In December 2014, the U.S. Attorney General announced that the Department of Justice (DOJ) will take the position that the protections of Title VII of the Civil Rights Act of 1964 extends to claims of discrimination based on an individual’s gender identity, including transgender status. DOJ’s memorandum clarifies that DOJ’s Civil Rights Division has the ability to file Title VII claims against state and local public employers on behalf of transgender individuals.