



## Employers no longer have the choice to adopt policies prohibiting discrimination based on sexual orientation or gender identity.

In light of the decision handed down by the Supreme Court of the United States ("SCOTUS") in *Bostock v. Clayton County, Georgia*, such policies are paramount. Failure to implement these changes can be a costly mistake that Ward and Smith attorneys can help businesses avoid.

## Introducing our new online LGBTQ+ and EEO Handbook Policies Review

This service is specifically designed for employers, business owners, and HR Professionals who will have to navigate the expanded protections under Title VII of the 1964 Civil Rights Act ("Title VII") to cover individuals based on their sexual orientation or gender identity. SCOTUS's decision on June 15, 2020, provides that Title VII protects LGBTQ+ individuals from employment discrimination.

We're offering a convenient and cost-efficient review of a company's employee handbook and Equal Employment Opportunity ("EEO") statement related to nondiscrimination based on sexual orientation and gender identity. Our seasoned labor and employment attorneys will:

- Review and revise an employer's anti-discrimination and harassment policies related to LGBTQ+ employment;
- Craft a company's discrimination and harassment policy for businesses' whose employee handbook does not address these issues;
- Review, update, or draft an Equal Employment Opportunity statement that complies with the Equal Employment Opportunity Commission's guidance; and
- Flag any other areas in the employee handbook that they suggest the company seek further guidance on updating.

### Who should have their LGBTQ+ and EEO policies reviewed?

Generally, Title VII applies to all companies with 15 or more employees. However, the bottom line is: every employer should be reviewing, updating, or implementing workplace guidelines concerning their anti-discrimination to ensure compliance in the wake of SCOTUS's landmark decision.

We can assist employers throughout North Carolina and beyond.

### Getting started is easy!

Simply fill out the form on this page. We will email you back by the next business day to confirm that we are able to assist you and provide you with a secure payment link.

Once your payment is processed, you will receive an invitation to Ward and Smith's extranet to complete an

online information questionnaire and upload your existing handbook or anti-discrimination and EEO policies.

Based on the information you provide, we will review your employee handbook and EEO statement and be ready to discuss it with you within two business days. We will then schedule a mutually agreeable time for a 30-minute video conference with one of our employment law attorneys to answer your questions and suggest any appropriate next steps for you to consider.

**Flat Fee**

The Online LGBTQ+ and EEO Handbook Policies Review, including a 30-minute attorney consultation via video conference, is \$450.