

# Ward and Smith Launches New LGBTQ+ and EEO Handbook Policies Review Service for Employers

July 1, 2020



On June 15, 2020, the Supreme Court of the United States (SCOTUS) held that the federal act prohibiting discrimination on the basis of sex, protects employees from discrimination on the basis of their sexual orientation or gender identity. With that decision comes new responsibilities for employers.

**Ward and Smith has developed a new LGBTQ+ and EEO Handbook Policies Review service to help your company**

**remain compliant.**

This service is created for employers, business owners, human resources professionals, and in-house counsel who are navigating the expansion of Title VII of the Civil Rights Act ("Title VII") after SCOTUS' landmark ruling in *Bostock v Clayton County, Georgia*. In its decision, the Court made it clear: Title VII does protect individuals from workplace discrimination based on sexual orientation or gender identity.

"The Court's decision is groundbreaking, and it now leaves many employers and businesses exposed to discrimination lawsuits based on sex —if they don't take the proper actions now," stated Ken Gray, Ward and Smith's Labor and Employment Practice Leader. "Our goal with this new online service is to help employers avoid costly litigation with an easy, convenient, and cost-efficient review of their employee handbook policies and Equal Employment Opportunity statement."

In addition to providing two new or revised written nondiscrimination policies based on sexual orientation or gender identity, other policies in the handbook that may need updating will be flagged for the employer's consideration. Ward and Smith's new package also includes a 30-minute consultation regarding the suggested handbook modifications with one of our labor and employment attorneys, all for a flat fee of \$450.

This service is for employers in North Carolina, although employers in other parts of the country can take advantage of it as well. "This is an issue that goes beyond state boundaries. We can help companies throughout the country with these issues," Gray said.

If you are unsure whether you need to have your policies reviewed and updated, then join us on Wednesday, July 15, at noon for a webinar covering how the recent SCOTUS decision affects employers. Labor and employment attorneys Xavier Lightfoot and Devon Williams will provide an in-depth explanation of the Title VII changes, and highlight the need to update employment handbooks or policies.

The cost to register for the webinar (which is pending human resources and legal education accreditation) is \$50 per person. Registration is open!