

# SEXUAL ORIENTATION AND GENDER IDENTITY WORKPLACE EQUALITY

## EMPLOYMENT NON DISCRIMINATION ACT (ENDA)

ENDA offers Congress and American employers the opportunity to ensure workplace equality for everyone by protecting lesbian, gay, bisexual, and transgender employees and their co-workers from discrimination in employment.

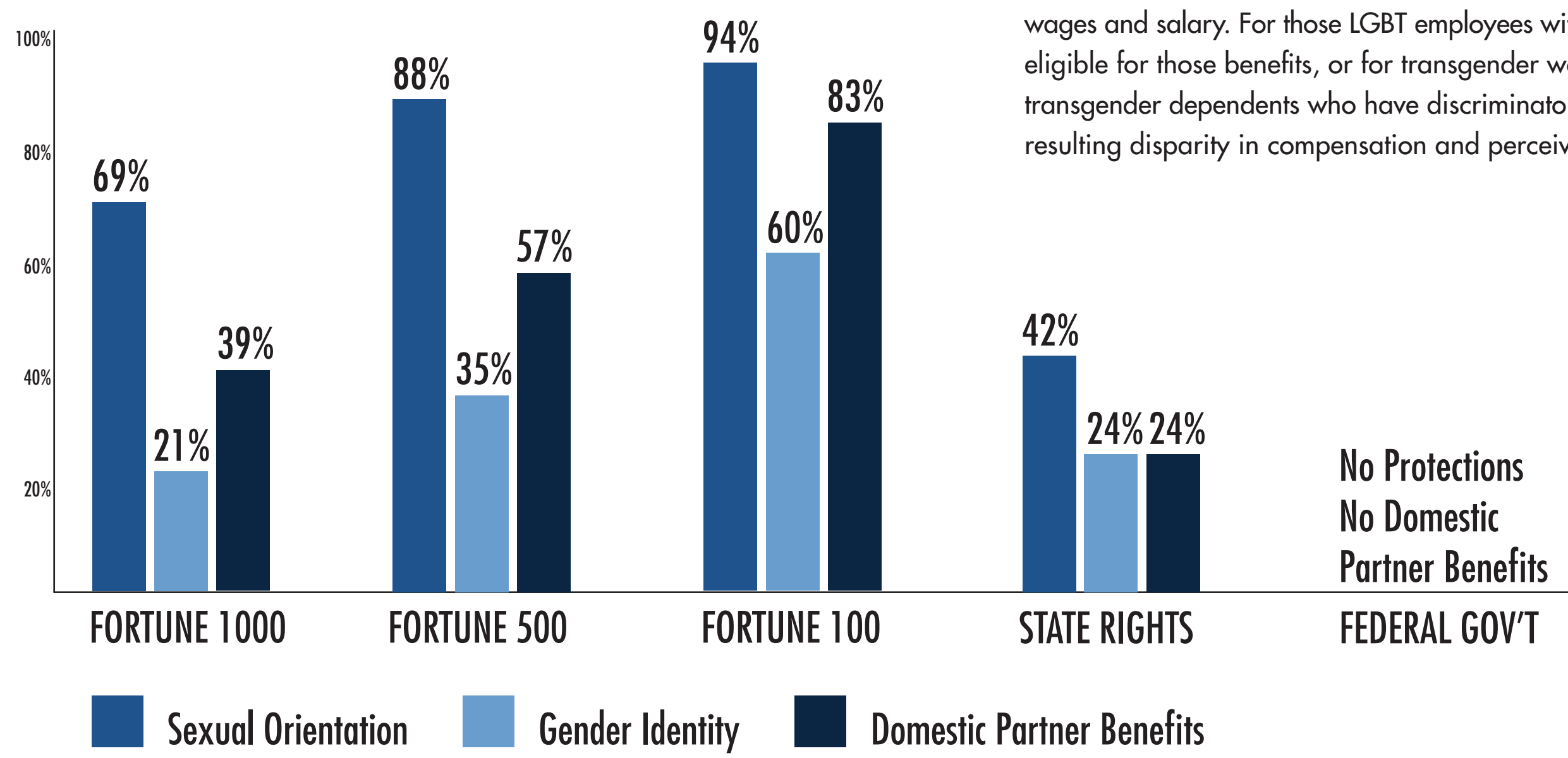
**28%** of Lesbian or Gay workers reported that they have experienced discrimination or unfair treatment in the workplace.

**47%** of survey respondents experienced an adverse job action because they are transgender

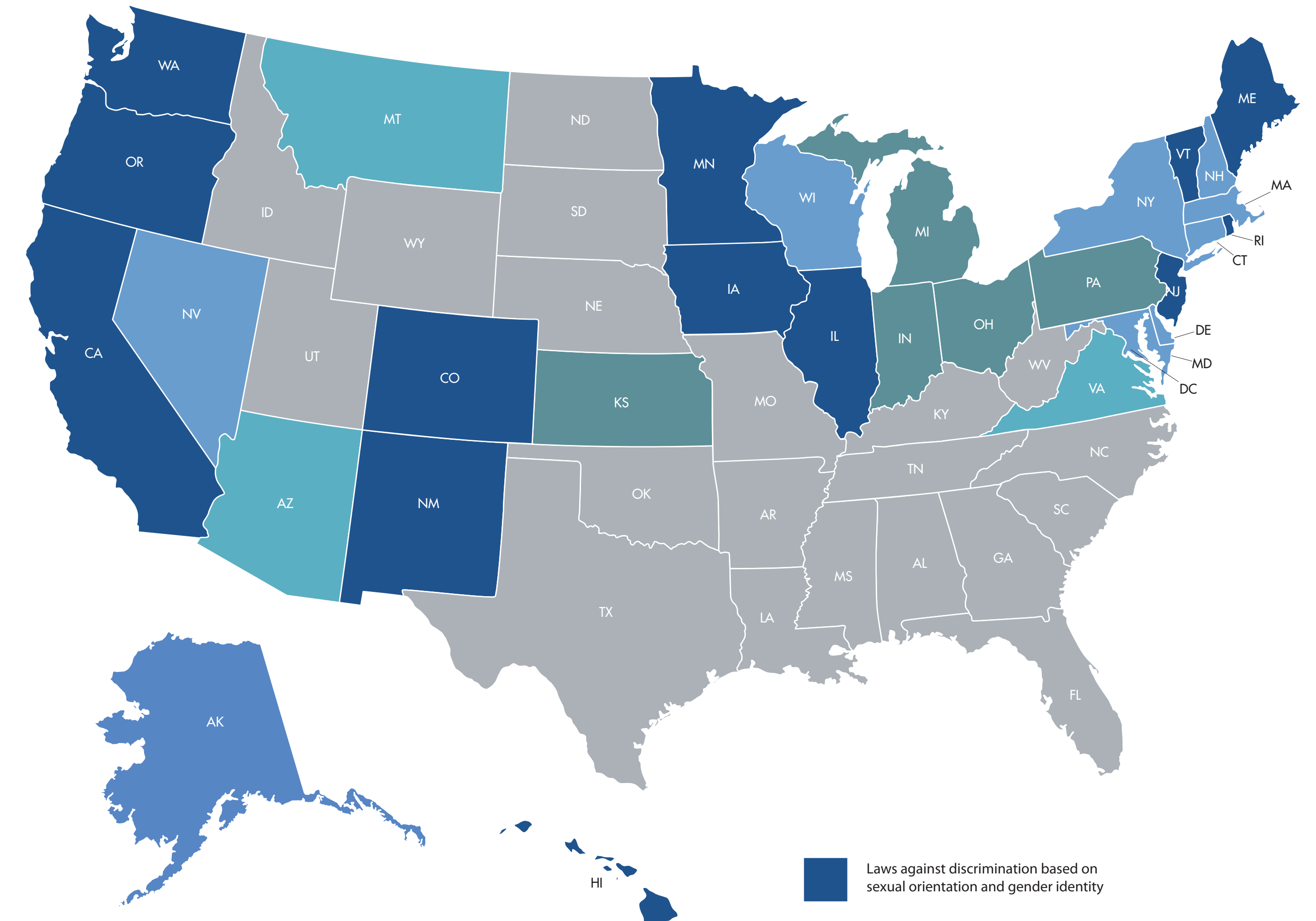
**97%** transgender employees have experienced mistreatment, harassment, or discrimination on the job including: invasion of privacy, verbal abuse, and physical or sexual assault

**21%** on average gay men earn less on the job than similarly qualified heterosexual men

### Protections



According to the Kaiser Family Foundation, employers are the primary source of health insurance in the United States, providing health benefits to 158 million people under 65.8 Employer-provided health insurance constitutes, on average, roughly one-fifth of an employee's total compensation, including wages and salary. For those LGBT employees with partners and children not eligible for those benefits, or for transgender workers and workers with transgender dependents who have discriminatory insurance coverage, the resulting disparity in compensation and perceived value is profound.



The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 6 states (DE, IN, KS, MI, OH, PA) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity and 3 states (AZ, MT, VA) prohibit discrimination against public employees based on sexual orientation only.

Under the patchwork of state and local employment law that prohibits employment discrimination based on gender identity and sexual orientation, all told, 172 million of the 281 million citizens in the U.S. — more than three of every five citizens — live in jurisdictions that do not provide such protections.

Without ENDA, many hard-working men and women do not have basic protections against discrimination.

### Legislative history

ENDA has been introduced in every Congress, except the 109th, since 1994, albeit without gender identity protections, but gained its best chance at passing after the Democratic Party broke twelve years of Republican Congressional rule in the 2006 midterm elections. However, some sponsors believed that even with a Democratic majority, ENDA did not have enough votes to pass the House of Representatives with transgender inclusion, and dropped it from the bill, which passed and subsequently died in the Senate. LGBT advocacy organizations were divided over support of the changed bill.

In 2009, a transgender-inclusive ENDA (H.R. 3017) has been introduced by House Representative Barney Frank. Also in 2009, Sen. Jeff Merkley introduced the Senate version of the bill (S. 1584). President Barack Obama supports the bill's passage.

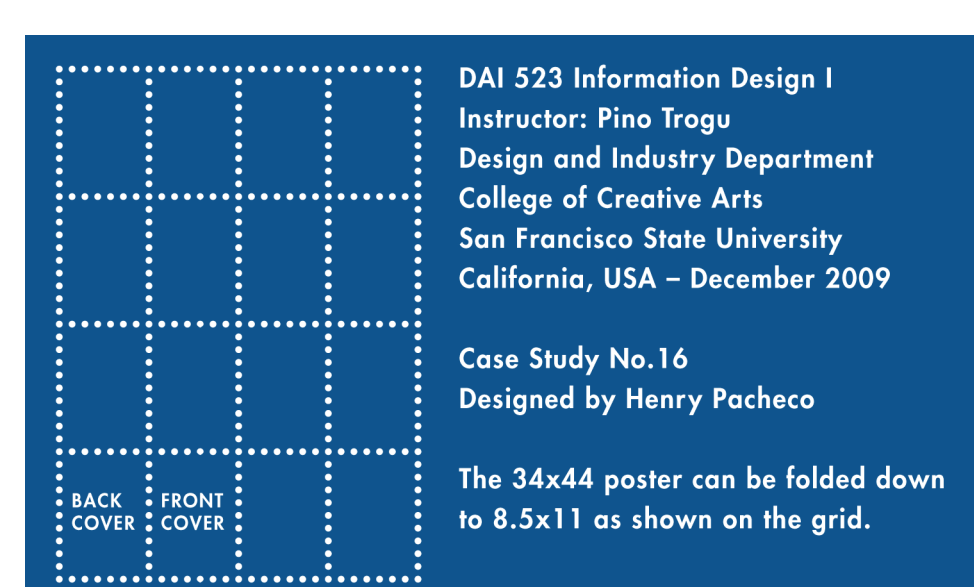
SENATE	CO-SPONSORS		YEAR															
	30	30	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
	30	3	S.2238	S.932 S.2056		S.869		S.1276		S.1284		S.1705						S.1584
HOUSE	CO-SPONSORS		YEAR															
	137	142	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
	137	142	H.R.4636	H.R.1863		H.R.1858		H.R.2355		H.R.2692		H.R.3285				H.R.2015 H.R.3685	H.R.3017 H.R.2981	

### Get involved

There are over 400 of organizations which are working to help to get the Employment Non Discrimination Act passed into law. Get engaged with local organizations where you can get more information on the bill as well as learn how you can get involved in this movement that is working for greater equality in the United States.

For a comprehensive list of organizations working to get the Employment Non Discrimination Act (ENDA) passed please visit:

[unitedenda.org](http://unitedenda.org)



### ENDA

Employment Non Discrimination Act

#### BE INFORMED

Learn the most up-to-date information about supporters of the Employment Non-Discrimination Act.

#### SHARE

Understand and share what your senators and representatives say about their support for ENDA.

#### TAKE ACTION

Help pass the Employment Non Discrimination Act (ENDA).

### More Information

How a bill becomes a law

About 10,000 bills are introduced per year. Each is given a number and assigned to a committee. There are 22 committees in the House of Representatives and 15 committees in the Senate. Currently ENDA is pending in the Subcommittee stage of the legislation process.

