

WORKPLACE HARASSMENT & TRANS/NON-BINARY EMPLOYEES: RESOURCES

LEGAL RESOURCES

Time's Up Legal Defense Fund™ (TULDF)

<https://nwlc.org/legal-Assistance>.

Time's Up is a project that assists with workplace sex harassment, sex discrimination, and retaliation. *Time's Up* may provide names of attorneys (and, in some limited cases, *Time's Up* may be able to provide representation in harassment cases free of charge).

Contact *Time's Up* through the online form (website address above).

FORGE

<https://forge-forward.org/about/contact-us/>

FORGE advocates can help you understand your rights, offer advice for dealing with workplace harassment, support you in filing a complaint, and provide referrals to trans-knowledgeable attorneys.

Phone: (414) 559-2123; Email: askFORGE@forge-forward.org.

National Center for Lesbian Rights

<http://www.nclrights.org>

Legal information, resources, and advocacy for transgender and non-binary individuals, including Legal Information Helpline for individuals.

Transgender Law Center

<https://transgenderlawcenter.org/resources/employment>

Legal information and Legal Information Helpline for general questions about employment law and trans/non-binary employees.

Transgender Legal Defense & Education Fund

<http://www.transgenderlegal.org>

Legal information and resources for transgender and non-binary people (including pro bono name change project).



Free or Low-Cost Legal Services. There may be free or low-cost legal services available locally, depending on your income. To find local legal services, check with the **bar association** (an association of attorneys) in the state, county, and/or city where you live, or check for an LGBTQ+ bar association.

Free or low-cost legal service providers by state: www.statebarassociations.org

List of state, local, and specialty bar associations: www.statebarassociations.org

Private Attorneys. You may also seek a private attorney to represent you. You should be prepared for the possibility of paying a consultation fee. Many employment lawyers will work on a contingency-fee basis, meaning that they won't charge up front. They will work without payment and they will only get paid if the employee receives an award of money. To find a local private attorney, consult a lawyer referral service in your area. In some cities, attorneys have formed LGBTQ+ **bar associations** that can help you find trans-knowledgeable attorneys.

List of lawyer referral services by state: www.statebarassociations.org

FILING A COMPLAINT

Equal Employment Opportunity Commission

https://www.eeoc.gov/federal/fed_employees/filing_complaint.cfm

Information about complaint-filing procedures.

➔ **Check for an agency in your state and/or city that may also accept complaints of workplace discrimination or harassment.**

EEOC Field Offices: <https://www.eeoc.gov/field/>

EEOC Complaint Filing Instructions: <https://www.eeoc.gov/employees/charge.cfm>

WORKPLACE HARASSMENT (AND OTHER EMPLOYMENT RIGHTS)

Equal Employment Opportunity Commission

https://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

Information about federal employment law and protections based on gender identity.

Federal law and all states' laws require employees to file complaints of discrimination, harassment, or retaliation with the appropriate federal or state agency before filing a lawsuit in court. Depending on the state, the deadline for filing a complaint could be 180 days (around 6 months) or 300 days (around 10 months).

To determine whether there is a more protective state nondiscrimination law and an agency that processes complaints in your state, contact your nearest EEOC field office, which lists the state agencies in its area.

FORGE

<https://forge-forward.org/publications-resources/sex-harassment/>

Fact sheets about trans/non-binary individuals and workplace harassment and retaliation.

**FORGE maintains a resource guide for trans and non-binary individuals that also addresses workplace rights. (This publication is intended for use in Wisconsin; however, much of the Guide also applies to other states.)*

Access the Guide at: <https://forge-wi.org/resources/guide/trans-in-wisconsin-guide/>

Movement Advancement Project

<http://www.lgbtmap.org/lgbt-workers>

Resources about employment rights of trans/non-binary employees, including maps and information about state and local laws.

National Center for Lesbian Rights

<http://www.nclrights.org>

Legal information, resources, and advocacy for transgender and non-binary individuals.

National Center for Transgender Equality - Know Your Rights: Employment

<https://transequality.org/know-your-rights/employment-general>

Information and resources about employment rights.

Transgender Law Center

<https://transgenderlawcenter.org/resources/employment>

Resources for trans/non-binary employees, employers, and coworkers, including:

Know Your Rights

Model Employment Policy (for Employers)

Tips for Working With Transgender Coworkers

And more!

TRANSITIONING AT WORK

Human Rights Campaign - *Transgender Inclusion in the Workplace: A Toolkit for Employers*

[https://assets2.hrc.org/files/assets/resources/Transgender Inclusion in the Workplace A Toolkit for Employers Version 10 14 2016.pdf?_ga=2.198642221.346664497.1548978152-561857472.1548353479](https://assets2.hrc.org/files/assets/resources/Transgender%20Inclusion%20in%20the%20Workplace%20A%20Toolkit%20for%20Employers%20Version%2010%2014%202016.pdf?_ga=2.198642221.346664497.1548978152-561857472.1548353479)

Offers guidance to employers about supporting employees who are transitioning.

Out & Equal Workplace Advocates - *Workplace Gender Identity and Transition Guidelines*

<http://outandequal.org/app/uploads/2016/09/Transition-Guidelines-Full-Edition.pdf>

A comprehensive guide about transitioning at work for trans/non-binary employees and their employers.

Society for Human Resources Management (SHRM) - *Managing Gender Transition in the Workplace*

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/managinggendertransitionintheworkplace.aspx>

Offers guidance to employers about supporting employees who are transitioning.