

NEWS BRIEF

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President Biden's Executive Order Enforces LGBTQ Protections From Discrimination

Within hours of his inauguration, President Joe Biden signed an [executive order](#) requiring all federal agencies to ensure rules and regulations prohibit workplace discrimination based on gender identity or sexual orientation, expanding protections for lesbian, gay, bisexual, transgender and queer individuals.

The order codifies the June 2020 U.S. Supreme Court ruling in *Bostock v. Clayton County*. The decision made clear that Title VII of the 1964 Civil Rights Act, which bars employment discrimination on the basis of sex, also applies to sexual orientation and gender identity.

The order will take time to fully be implemented across all federal agencies, but the move signals a clear intention on the part of the Biden administration to guarantee protections for the LGBTQ community not only in the workplace, but with regard to housing, education, immigration, health care, military service, welfare and beyond.

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“Adults should be able to earn a living and pursue a vocation knowing that they will not be fired, demoted, or mistreated because of whom they go home to or because how they dress does not conform to sex-based stereotypes.”

- From the order

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“By fully implementing the Supreme Court’s historic ruling in *Bostock*, the federal government will enforce federal law to protect LGBTQ people from discrimination in employment, health care, housing, and education, and other key areas of life,” said the advocacy group the Human Rights Campaign in a statement.

What’s next?

Employers should become familiar with these clarified rules and ensure their workplace policies conform accordingly.

