



EMPLOYMENT LAW ALLIANCE®  
*Helping Employers Worldwide®*



**You are Invited to a Free 90-minute Webinar**

## **LGBT Issues and U.S. Employment Law: What Employers Need to Know**

**Tuesday, September 9, 2014**

### **Local Starting Times:**

**3:00 - 4:30 p.m. U.S. EDT**

**2:00 - 3:30 p.m. U.S. CDT**

**1:00 - 2:30 p.m. U.S. MDT**

**12:00 - 1:30 p.m. U.S. PDT**

**9:00 - 10:30 a.m. HAST**

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Employers seeking an LGBT-inclusive workplace face a number of challenges ranging from creating policies that promote acceptance and tolerance; respecting the views that differ among employee affinity groups; being out vs. privacy-related concerns; and ensuring equal benefits, protections and treatment for all employees. As federal, state and local law develop, and sometimes differ around the philosophical issues of being LGBT at work, employers must adopt a comprehensive and practical approach to address: (1) claims of sexual orientation discrimination; (2) issues related to gender reassignment of an employee; and (3) creating a work environment that advocates that full “self-expression” makes for a better employee, which in turn benefits the business. This webinar, featuring ELA members from across the U.S. who work extensively on LGBT matters will address the myriad issues that every employer should know, including:

- Update on the status of the Federal Employment Non-Discrimination Act;
- ERISA compliance issues and tax implications for employers and employees with respect to benefits provided to employees in same-sex marriages, civil unions, and domestic partnerships.
- Coverage of non-discrimination laws for LGBT employees;
- Policies and Practices in the everyday life of a workplace (harassment and bullying, confidentiality, restrooms, employee) that H.R. departments need to know.

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers

- **Leonard Court**, Moderator, Crowe & Dunlevy, Oklahoma City, OK
- **Sarah L. Ford**, Parker Poe Adams & Bernstein, Raleigh, NC
- **Daniel H. Handman**, Hirschfeld Kraemer, Los Angeles, CA
- **Ryan J. Loeffers**, Alston Hunt Floyd & Ing, Honolulu, HI
- **J. E. Jess Sweere**, Cross, Gunter, Witherspoon & Galchus, Little Rock, AR

## Register

Click [here](#) to register, and then click the “register” link to the right of the title. Please be sure to confirm the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit:

[www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).