

Sexual Orientation Discrimination and Harassment

Workplace Free from Sexual Orientation Discrimination and Harassment

Sexual orientation discrimination and harassment against federal employees is prohibited under the federal law (Executive Order 13087 of 1998). The policy of the Federal Government is targeted at providing equal employment opportunity for everyone irrespective of their race, color, religious and political beliefs, marital and parental status, disability, age, sex and sexual orientation. Every person has the right to work in an environment without discrimination and harassment. Sexual orientation of a person should not interfere with their work. Employers cannot legally deny a job, promotion, benefits or otherwise treat employees differently on the basis of a person's sexual orientation.

Federal employees are also protected from sexual orientation discrimination and harassment by the Civil Service Reform Act of 1978 (CSRA). New York State and New York City have enacted laws specifically prohibiting discrimination on the basis of a person's sexual orientation. Sexual orientation discrimination

Sexual orientation discrimination occurs when a person or a group of people are treated unfavorably because of their actual or perceived sexual orientation, sexual orientation of a person or a group they are associated with. Discrimination may be obvious, for instance, when a person is denied a job or fired without a well-grounded reason simply on the basis of his or her sexual orientation. Discrimination can also take the form of seemingly neutral policies adopted by a company that have a disproportionate adverse effect on workers with certain sexual orientation. This is a case of indirect or hidden discrimination. For example, the company you're working for has never promoted homosexual employees despite the records of good performance. Sexual orientation harassment

Sexual orientation harassment is any offensive or humiliating conduct based on a person's sexual orientation, violating his or her dignity and causing a hostile work environment. The harasser may be the boss, a supervisor, a co-worker or a client. Sexual orientation harassment may take the form of inappropriate jokes or comments, degrading cartoons or even physical threat. Dealing with sexual orientation discrimination and harassment

If you believe that you're faced with sexual identity discrimination and harassment you need to take immediate action. First of all you may try talking to your employer or upper management of the company. If they fail to change the situation, file a written complaint (employees are required to address all discrimination and harassment complaints so make sure to keep a copy). If this still doesn't help, federal employees may contact the Office of Special Council, the Merit Systems Protection Board or state equivalent agency (find out if there are state complaint procedures and agencies enacting the anti-discrimination policies). Non-federal employees may file a complaint with the New York State Division of Human Rights, The New York City Commission on Human Rights or file a lawsuit directly in state court. If a non-federal employee files with the State or City agency, that agency will investigate your case and determine if the company has committed discrimination. Our attorneys can help you file a complaint with the State or City agency or file a lawsuit. You should always consider seeking legal advice or hiring a lawyer specializing in sexual orientation discrimination and harassment cases if you feel you've been discriminated against. Our attorneys will guide you through the process and will help you assess your chances to win in case you decide to take legal action.

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Top New York Sexual Orientation Discrimination Lawyers

Sexual orientation discrimination is all too common in the workplace today and that is why New York Sexual Orientation Discrimination Lawyers are in such high demand; so contact Employment Lawyer New York if you are in search for a NYC Sexual Orientation Discrimination Lawyer or a NY Long Island Sexual Orientation Discrimination Lawyer.

Sexual orientation discrimination at your place of work can come in many forms, any and all of which contribute to creating a hostile work environment. Perhaps you were not chosen for that promotion, despite your qualifications and experience, because your employer had a problem with your sexual orientation. Maybe your co-workers treat you poorly or perhaps they make obscene jokes about your sexual orientation. Worst of all, maybe you were terminated because of your sexual orientation or because of how your employer perceives your sexual orientation.

Gay Harassment and Gender Discrimination in the Workplace

All these examples of sexual orientation discrimination are prohibited in the workplace. Whatever your sexual identity, be it gay, lesbian, bisexual, or transgender, Employment Lawyer New York's New York sexual orientation discrimination lawyers will fight to prevent the firing, hiring, promoting, or setting of wages based on an employee's sexual orientation. Don't let these things happen to you! Hire a New York sexual orientation discrimination attorney today!

Whether you work in or near Manhattan, New York City, Nassau County NY, Suffolk County NY, Carle Place NY, Brooklyn, the Bronx, Queens, and Staten Island, your voice deserves to be heard and that is why New York sexual

orientation discrimination lawyers from Employment Lawyer New York will be happy to represent your case. Retain a sexual orientation discrimination lawyer to help you out – call Employment Lawyer New York today to hire a NYC sexual orientation discrimination lawyer or a NY Long Island sexual orientation discrimination lawyer!