
In the
Supreme Court of the United States

Petitioner

Respondent

Petitioner

Respondents

**BRIEF OF THE SOUTHERN POVERTY LAW
CENTER, CHILDREN'S DEFENSE FUND, DOMOS,
ECONOMIC POLICY INSTITUTE, NATIONAL
ASSOCIATION OF SOCIAL WORKERS, NATIONAL
CENTER FOR LAW AND ECONOMIC JUSTICE,
POVERTY & RACE RESEARCH ACTION
COUNCIL, AND 9TO5, NATIONAL ASSOCIATION
OF WORKING WOMEN AS AMICI CURIAE IN
SUPPORT OF THE EMPLOYEES**

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ARGUMENT

- I. LGBT PEOPLE, AND ESPECIALLY LGBT WOMEN AND PEOPLE OF COLOR, EXPERIENCE SEX-BASED DISCRIMINATION IN THE WORKPLACE.**

**A. LGBT People Face Workplace
Discrimination At Alarming Rates.**

Working for Inclusion
Working for Inclusion

Adult LGBT Population in the United States

Working for Inclusion

*Discrimination in America: Experiences and
Views of LGBTQ Americans*

*Documented Evidence of Employment Discrimination & Its
Effects on LGBT People*

Id.

Id.

See generally

EEOC v. Pallet Cos.

**B. Discrimination Is Even Worse For LGBT
Women And People Of Color**

*Multnomah Education Service
District terminates 2014 teacher of the year*

*South Carolina police chief fired
for being gay? Yup, that can happen*

Schroer v. Billington

See e.g. Lam

pretext

Price

Waterhouse v. Hopkins

See

A. Without Title VII's Protections, LGBT People Would Face Unemployment And Associated Harms.
1. Unemployment Harms LGBT People.

Working for Inclusion

Sustained, High Joblessness Causes Lasting Damage to Wages, Benefits, Income, and Wealth

Working for Inclusion

Long-Term unemployment and poverty produce a vicious cycle

Id.

Homelessness in America: Overview of Data and Causes

Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth Who Are Homeless or At Risk of Becoming Homeless

Working for Inclusion

See e.g.

Changes in Attitudes Toward Homosexuals

Does Contact with Lesbians and Gays Lead to Friendlier Attitudes? A Two Year Longitudinal Study

Being a Good Neighbor: Can Students Come to Value Homosexual Persons?

Ambivalence, the Intergroup Contact Hypothesis, and Attitudes about Gay Rights

see also Gay Acquaintanceship and Attitudes toward Homosexuality: A Conservative Test,

CONCLUSION

Counsel of Record

Counsel for Amici Curiae