

## Know Your Rights as an Employee

### **If you have been discriminated against or harassed based on your sexual orientation or gender identity:**

- ❑ Consider filing a complaint with the EEOC or your state enforcement agency, under Title VII and the Supreme Court's decision in *Bostock*. This must be done within 180 days (or 300 days, depending on the state) of the discrimination.
- ❑ Check your school district or higher education institution's Title IX policies, and consider filing a complaint through this process.
- ❑ Consider whether your state or local law provides better protections than federal law, such as longer time periods to file complaints or better enforcement prospects. This may be particularly important if the federal government is not acting to protect against SO/GI discrimination and where cases are not being vigorously pursued through the federal agency (EEOC).
  - State by state information on state and local laws can be found [here](#).
- ❑ Look at your collective bargaining agreement and/or school district/institution policies, especially any policies about reporting harassment. It may be faster and easier to get relief under your internal policies, and in some cases, it may be important to show that you complained to your employer.
- ❑ In all cases, keep detailed notes documenting the time, place and circumstances of any incidents of harassment and discrimination, including any witnesses. If you raise complaints with your administration, keep records (such as copies of emails) of these complaints.
- ❑ Contact your union representative or legal counsel with any questions about your rights.