



## Employment Alert! Restroom Access for Employees - EEOC and OSHA Guidance

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<http://archive.constantcontact.com/fs184/1110239357852/archive/1125033364026.html>

Last month, the U.S. Department of Justice (DOJ) and the U.S. Department of Education (DOE) issued joint guidance stating schools that receive federal funds may not discriminate against students, including with respect to restroom access, based on gender identity -- defined by the DOJ/DOE guidance as an individual's internal sense of gender, which may or may not be consistent with the sex designation recorded on the individual's birth certificate. Following the release of the DOJ/DOE guidance, the issue of restroom access for transgender students received significant media attention -- particularly in Oklahoma, after an ultimately unsuccessful countermeasure bill (SB 1619, known as the "Bathroom Bill") was introduced in the state's legislature. Read the full alert **HERE**.

If you have questions about issues related to restroom access in the workplace, or any other issue regarding transgender employees' rights in the workplace, please do not hesitate to contact your Hall Estill attorney.