US Supreme Court Ruling on LGBTQ Employees

Why in news?

The US Supreme Court (SC) ruled that the federal law that prohibits discrimination based on sex should be interpreted to include sexual orientation and gender identity as well.

What does this mean?

- The ruling is in relation to Title VII of the Civil Rights Act of 1964.
- The Title prohibits employment discrimination based on race, colour, religion, sex and national origin.
- The US SC has now said that 'sex' here should be interpreted to include sexual orientation and gender identity as well.
- In other words, LGBTQ employees will also be protected under this Title.

What is the significance?

- The ruling involved three cases filed by employees, who are Aimee Stephens, Donald Zarda and Gerald Bostock.
- They claimed they were fired from their jobs because of their sexual orientation or gender identity.
- The ruling comes as a landmark victory for LGBTQ equality.
- It notably comes just a few days after US President Donald Trump rolled back some Obama-era regulations.
- The regulations prohibited discrimination in health care against transgender patients.

What lies ahead?

- For the past two decades, federal courts have determined that discrimination based on LGBTQ status is unlawful under federal law.
- The present historic ruling by the Supreme Court affirms that view.
- But in many aspects of the public square, LGBTQ people still lack non-discrimination protections.
- There are still too many places in law that lack protections in this regard.
- In this line, it is crucial that the Congress pass the Equality Act.
- The Act will codify protections for LGBTQ people in employment, housing, credit, education and jury service.

- This would go a long way in addressing the significant gaps in federal civil rights laws and improve protections for everyone.

Source: Indian Express

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