Lesbian, Gay, Bisexual, and Transgender Employment Non-Discrimination Policy

RESOLUTION

WHEREAS the Society for Industrial and Organizational Psychology opposes discrimination on the basis of sexual orientation or gender identity; and

WHEREAS it is a presumption that all persons – including those who are lesbian, gay, bisexual, and transgender – have the right to equal opportunity in organizational settings; and

WHEREAS the Society for Industrial and Organizational psychology affects policies and practices within organizations; and

WHEREAS discrimination against lesbian, gay, bisexual, and transgender employees has been pervasive within organizational settings (Barclay & Scott, 2006; Croteau, 1996; Dietert & Dentice, 2009; Fassinger, 2008; Kirby, 2002; Badgett, 2003; Elmslie & Tebaldi, 2007; Ragins & Cornwell, 2001; Ragins, Singh, & Cornwell, 2007); even in organizations enacting gay-friendly policies (Tejeda, 2006); and

WHEREAS sexual orientation and gender identity discrimination can vary from subtle behaviors such as micro-aggressions to more overt consequences like being denied employment or a promotion, or being fired (Hebl, Foster, Mannix, & Dovidio, 2002; Herek, 1999); and

WHEREAS both subtle and formal discrimination based on sexual orientation and presumably gender identity adversely affect psychological, psychosocial, and economic well-being (Mays & Cochran, 2001; Pacoe & Richman, 2009; Singletary, 2009; Waldo, 1999); and

WHEREAS fear of discrimination is a strong motivation to hide one’s sexual orientation at work (Ragins, et al., 2007) or engage in a number of identity management strategies that can interfere with performance (Button, 2001); and

WHEREAS disclosing one’s sexual orientation or alternative gender identity in organizational settings may put lesbian, gay, bisexual, and transgender workers at risk of job discrimination when employment laws or policies do not exist (Barclay & Scott, 2006; Croteau & Lark, 1995; Day & Schoenrade, 2000; Dietert & Dentice, 2009); and
WHEREAS those who are more open about their sexual orientation or alternative gender identity report more positive workplace experiences, for example, lower stress, and higher career satisfaction, organizational commitment, and overall job satisfaction, than those who are less open (Button, 2001; Day & Schoenrade, 1997; 2000; Griffith & Hebl, 2002; Law, Martinez, Ruggs, Hebl, & Akers, 2011); and

WHEREAS there is currently no federal protection for lesbian, gay, bisexual, and transgender employees from employment discrimination based solely on one’s sexual orientation or gender identity; and

WHEREAS it is still legal to discriminate against someone solely because they are lesbian, gay, or bisexual in 29 states; and it is legal to discriminate against someone solely for being transgender in 34 states (Human Right Campaign, 2012).

THEREFORE, BE IT RESOLVED that the Society for Industrial and Organizational Psychology shall take a leadership role in promoting societal attitudes and behaviors that affirm the dignity and rights, within the United States and globally, of all lesbian, gay, bisexual, and transgender employees;

BE IT FURTHER RESOLVED that the Society for Industrial and Organizational Psychology supports providing a safe and secure organizational atmosphere in which all employees, including lesbian, gay, bisexual, and transgender employees, may serve in their workplace free from discrimination, harassment, violence, and abuse, and which promotes an increased knowledge and inclusion of lesbian, gay, bisexual and transgender employees;

BE IT FURTHER RESOLVED that the Society for Industrial and Organizational Psychology shall advocate efforts to ensure research on the issues of lesbian, gay, bisexual, and transgender employees within organizational settings;

BE IT FURTHER RESOLVED that the Society for Industrial and Organizational Psychology supports and urges the enactment of civil rights legislation at the local, state, and federal levels that would offer lesbian, gay, bisexual, and transgender individuals the same protections now guaranteed to others on the basis of race, color, religion, sex, age, or national origin.

References


