

**Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, +
Employment Non-Discrimination Policy**

Adopted September 2012

Revised and Reaffirmed September 2020

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, transgender, queer, questioning, intersex, asexual, or any other self-identified members of the community that do not identify as heterosexual and/or cis-gender (LGBTQIA+) – 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; Badgett, Lau, Sears, & Ho, 2007; Elmslie & Tebaldi, 2007; Ragins & Cornwell, 2001; Ragins, Singh, & Cornwell, 2007; Sears & Mallory, 2014) even in organizations enacting gay-friendly policies (Tejeda, 2006; Priola et al., 2014) and

WHEREAS sexual orientation and gender identity discrimination can vary from subtle behaviors such as micro-aggressions (Badgett et al., 2007; Nadal et al., 2011) to more overt behaviors like being denied employment or a promotion, or being fired (Badgett et al., 2007; Hebl, Foster, Mannix, & Dovidio, 2002; Herek, 1999); and

WHEREAS both subtle and overt discrimination based on sexual orientation and gender identity adversely affect psychological, psychosocial, and economic well-being (Badgett et al., 2013; Ciprikis, Cassells, & Berrill, 2020; Mays & Cochran, 2001; Pacoe & Richman, 2009; Singletary, 2009; Waldo, 1999; Thoroughgood, Sawyer, & Webster, 2017); and

WHEREAS fear of discrimination is a strong motivation to hide one's sexual orientation at work (Follmer, Sabat, & Siuta, 2020; Ragins, et al., 2007; Trau, 2015) or engage in identity management strategies that can interfere with performance (Button, 2001; Critcher & Ferguson, 2014); and

WHEREAS disclosing one's minority sexual orientation or 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; Barron & Hebl, 2013; Croteau & Lark, 1995; Day & Schoenrade, 2000; Dietert & Dentice, 2009); and

WHEREAS those who are more open about their sexual orientation or 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; Follmer et al., 2020; Griffith & Hebl, 2002; Law, Martinez, Ruggs, Hebl, & Akers, 2011; Martinez et al., 2017; Pachankis et al., 2020; Sabat et al., 2019); and

WHEREAS *Bostock v. Clayton County, Georgia*, No. 17-1618 (S. Ct. June 15, 2020) extended Title VII's prohibition on discrimination based on sex, there is an absence of legislation that explicitly applies to individuals identifying as LGBTQIA+, and though Title VII prohibits discrimination, a 'prohibition on discrimination' is not a guarantee of inclusion; and

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Next Review Due 2023

Diversity & Inclusion Officer & LGBT Committee Chair

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 LGBTQIA+ 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 LGBTQIA+ employees, may serve in their workplace free from discrimination, harassment, violence, and abuse, and which promotes an increased knowledge and inclusion of LGBTQIA+ employees;

BE IT FURTHER RESOLVED that the Society for Industrial and Organizational Psychology shall advocate efforts to ensure research on the issues of LGBTQIA+ 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 LGBTQIA+ individuals the same protections now guaranteed to others on the basis of race, color, religion, sex, age, or national origin.

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