

## **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**

