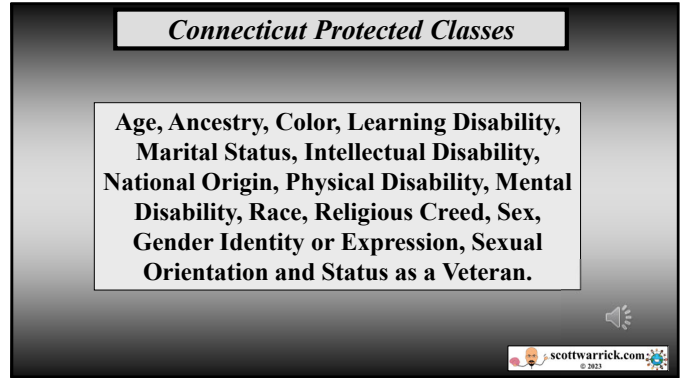
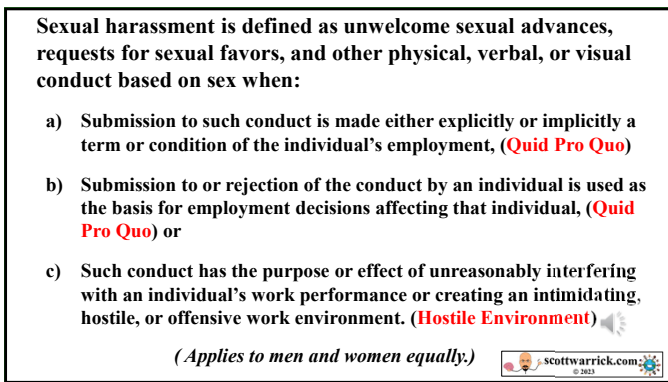




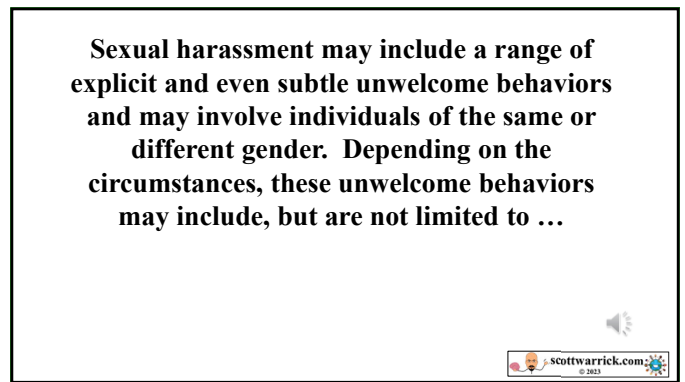
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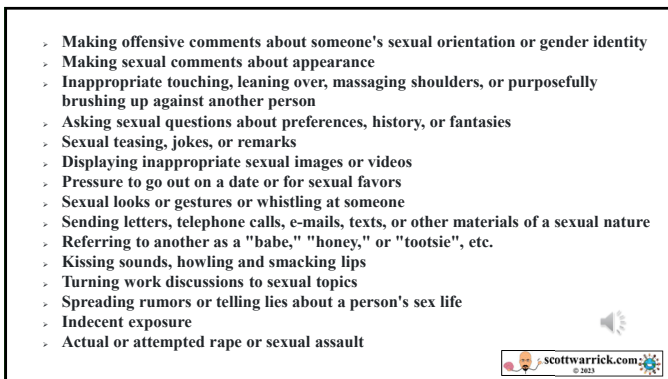
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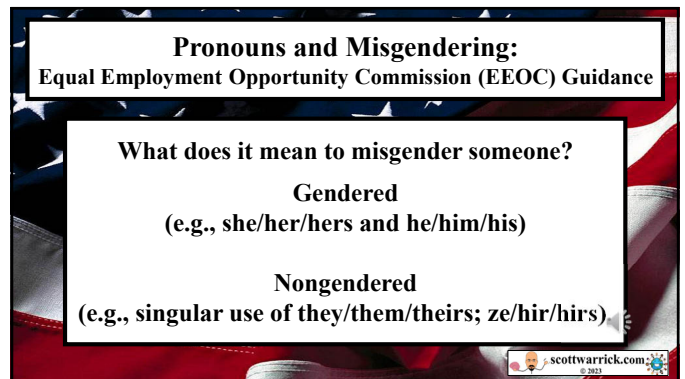
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Pronouns and Misgendering:
Equal Employment Opportunity Commission (EEOC) Guidance

What does it mean to misgender someone?

Gendered
(e.g., she/her/hers and he/him/his)

Nongendered
(e.g., singular use of they/them/theirs; ze/hir/hirs).

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Pronouns and Misgendering:
Equal Employment Opportunity Commission (EEOC) Guidance

What does it mean to misgender someone?
EMPLOYEES

Doe v. Triangle Doughnuts, LLC,
472 F. Supp. 3d 115 (E.D. Pa. 2020).

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Federal Compensatory & Punitive Damages

Fifteen or more and fewer than 101 employees:	\$ 50,000
More than 100 and fewer than 201 employees:	\$100,000
More than 200 and fewer than 501 employees:	\$200,000
More than 500 employees:	\$300,000

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State & Federal Law

Plaintiffs can recover attorney's fees

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LIABILITY

Individuals who engage in acts of illegal harassment may be subject to civil and criminal penalties.

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REMEDIES

- Cease and Desist Orders,
- Compensatory Damages,
- Emotional Distress,
- Punitive Damages,
- Medical and Psychiatric Expenses and
- Hiring, Promotion or Reinstatement.

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What Should A SUPERVISOR Do If He or She Is Accused Of Illegal Harassment?

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Take a few minutes to look at your own Internal Policy & Internal Complaint Process


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REPORTING A CHARGE OF ILLEGAL HARASSMENT

1. Inform Your Employer: Start by informing your employer about the harassment you're facing. This step is crucial because your employer should have an opportunity to address the situation internally.





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REPORTING A CHARGE OF ILLEGAL HARASSMENT

2. File a Harassment Complaint with the Connecticut Commission on Human Rights.

A phone call, letter or visit to any Commission on Human Rights Regional Office starts the process. An interview with an Intake Officer will be scheduled to help you file your sworn complaint.

Phone: 1 (860) 541-3400

Connecticut Toll Free: 1 (800) 477-5737

Commission on Human Rights and Opportunities
450 Columbus Boulevard, Suite 2
Hartford, CT 06103-1835





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REPORTING A CHARGE OF ILLEGAL HARASSMENT

3. Contact the Equal Employment Opportunity Commission (EEOC)


General information about the laws
the EEOC enforces and filing a charge:


1-800-669-4000

1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only)

1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers)

or
info@eoc.gov





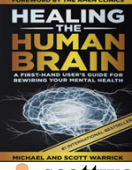
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Need Scott's Help?

614-738-8317 scott@scottwarrick.com








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For more information and further assistance, please contact ...
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(www.scottwarrick.com)
&
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scott@scottwarrick.com

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