### SUMMARY TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTRIBUTORS</td>
<td>vii</td>
</tr>
<tr>
<td>FOREWORD: UNFINISHED BUSINESS</td>
<td>xli</td>
</tr>
<tr>
<td>FOREWORD: WITH FAIRNESS FOR ALL</td>
<td>xlvii</td>
</tr>
<tr>
<td>PREFACE</td>
<td>xlix</td>
</tr>
<tr>
<td>DETAILED TABLE OF CONTENTS</td>
<td>lxxiii</td>
</tr>
</tbody>
</table>

**PART I—OVERVIEW**

- **CHAPTER 1:** INTRODUCTION ........................................................ 1-1
- **CHAPTER 2:** THE TRANSFORMATIVE POWER OF WORDS ......................... 2-1
- **CHAPTER 3:** CASE STUDY: ILLUSTRATIVE REVIEW OF THE PRAGMATIC ISSUES COVERED IN THIS TREATISE .... 3-1

**PART II—PERSONAL ESSAYS: WALK IN OUR SHOES**

- **CHAPTER 4:** THE SHATTERING OF ILLUSION: THE CASE OF PAULA GROSSMAN, PIONEERING TRANSGENDER PLAINTIFF .......................................................... 4-1
- **CHAPTER 5:** WHY THE FUSS? MY BEST GRAMMAR SCHOOL TEACHER WAS FIRED SIMPLY BECAUSE SHE WAS A “TRANSSEXUAL” ........................................... 5-1
- **CHAPTER 6:** GLENN V. BRUMBY: FORTY YEARS AFTER GROSSMAN .................. 6-1
- **CHAPTER 7:** BREAKING THROUGH THE GLASS CEILING . . . FROM ABOVE ............................................. 7-1
- **CHAPTER 8:** ONLY AS COMPLICATED AS YOU MAKE IT ......................... 8-1
- **CHAPTER 9:** LIVING AN ORDINARY LIFE ........................................... 9-1
- **CHAPTER 10:** BEYOND BINARY ....................................................... 10-1
- **CHAPTER 11:** LIFE WILL GO ON: A SPOUSE’S STORY .......................... 11-1
- **CHAPTER 12:** A PARENT’S PERSPECTIVE ON GENDER AFFIRMATIONS ............ 12-1
CHAPTER 13: WHY I SUPPORT TRANSGENDER RIGHTS:  
AN EMPLOYER-SIDE LAWYER’S STORY .................... 13-1

PART III—THE FEDERAL LAW  
OF GENDER IDENTITY AND SEXUAL ORIENTATION  
DISCRIMINATION IN THE WORKPLACE

CHAPTER 14: TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 ...... 14-1  
CHAPTER 15: FEDERAL EQUAL PROTECTION .......................... 15-1  
CHAPTER 16: THE AMERICANS WITH DISABILITIES ACT OF 1990  
AND THE REHABILITATION ACT OF 1973 .................... 16-1  
CHAPTER 17: SPECIAL ISSUES INVOLVING FEDERAL EMPLOYEES,  
EMPLOYEES OF FEDERAL CONTRACTORS,  
AND MEMBERS OF THE MILITARY ......................... 17-1  
CHAPTER 18: IMMIGRATION AND LGBT EMPLOYEES .............. 18-1  
CHAPTER 19: THE EMPLOYMENT NON-DISCRIMINATION ACT:  
ITS SCOPE, HISTORY, AND PROSPECTS .................... 19-1

PART IV—THE STATE LAW  
OF GENDER IDENTITY AND SEXUAL ORIENTATION  
DISCRIMINATION IN THE WORKPLACE

CHAPTER 20: SURVEY OF STATE LAWS REGARDING GENDER  
IDENTITY AND SEXUAL ORIENTATION  
DISCRIMINATION IN THE WORKPLACE ..................... 20-1

PART V—LABOR ARBITRATION AND LGBT EMPLOYEES  
CHAPTER 21: LABOR ARBITRATION AWARDS .......................... 21-1

PART VI—LITIGATING THE TRANSGENDER DISCRIMINATION CASE:  
PERSPECTIVES ON TACTICS AND STRATEGIES

CHAPTER 22: TRANSGENDER DISCRIMINATION CLAIMS:  
A PLAINTIFF PERSPECTIVE ON PROOFS  
AND TRIAL STRATEGIES .................................. 22-1  
CHAPTER 23: TRANSGENDER DISCRIMINATION CLAIMS:  
A DEFENSE PERSPECTIVE ON PROOFS  
AND TRIAL STRATEGIES .................................. 23-1
PART VII—WORKPLACE SOLUTIONS

CHAPTER 24: INTRODUCTION TO HUMAN RESOURCE BEST PRACTICES IN THE CONTEXT OF LGBT EMPLOYEES ...................................................... 24-1

CHAPTER 25: CRITICAL STEP ONE: SETTING THE TONE AT THE TOP AND BELOW ................................................................. 25-1

CHAPTER 26: CRITICAL STEP TWO: REVISING EEO-RELATED POLICIES .................................................................................. 26-1

CHAPTER 27: CRITICAL STEP THREE: COMMUNICATING, TRAINING, AND SPECIAL TRANSITION POLICIES .... 27-1

CHAPTER 28: DIVERSITY ISSUES ................................................................. 28-1

CHAPTER 29: CONFIDENTIALITY ISSUES .................................................. 29-1

CHAPTER 30: THE HIRING PROCESS AND EMPLOYMENT FORMS ........................................................................................ 30-1

CHAPTER 31: NAMES, GENDER MARKERS, PRONOUNS, AND TELEPHONE ETIQUETTE ............................................................... 31-1

CHAPTER 32: ISSUES REGARDING EMPLOYEES COMING OUT ON THE JOB ...................................................................... 32-1

CHAPTER 33: ISSUES REGARDING EMPLOYEES COMING OUT PRIOR TO STARTING A NEW JOB ................................................. 33-1

CHAPTER 34: CUSTOMER-FACING POSITIONS/OBJECTING CUSTOMERS AND VENDORS ......................................................... 34-1

CHAPTER 35: APPEARANCE, DRESS, AND GROOMING CODES .... 35-1

CHAPTER 36: GENDER-SEGREGATED FACILITIES ........................................... 36-1

CHAPTER 37: EMPLOYEE BENEFIT ISSUES .................................................. 37-1

CHAPTER 38: ISSUES RELATING TO SIGNIFICANT OTHERS: PARTNERS, SPOUSES, PARENTS, AND CHILDREN .... 38-1

PART VIII—LGBT PEOPLE IN THE CONTEXT OF CULTURE, RELIGION, AND SOCIETY

CHAPTER 39: LAW AND CULTURE IN THE MAKING OF MACY V. HOLDER ............................................................... 39-1

CHAPTER 40: EMPLOYMENT DISCRIMINATION AGAINST LGBT PEOPLE: EXISTENCE AND IMPACT ................................. 40-1
CHAPTER 41:  HOW LGBT-RELATED WORKPLACE POLICIES CAN HAVE A POSITIVE IMPACT ON THE CORPORATE BOTTOM LINE ................. 41-1

CHAPTER 42:  THE “BATHROOM BILL” SECURITY CONCERNS DEBUNKED .................................................. 42-1

CHAPTER 43:  PORTRAITS OF GENDER IN TODAY’S WORKPLACE .... 43-1

CHAPTER 44:  A MILLENNIAL MOMENT: UNDERSTANDING TWENTY-FIRST CENTURY LGBT WORKERS AND THEIR ALLIES ............................................. 44-1

CHAPTER 45:  FAITH COMMUNITIES AND LGBT JUSTICE .......... 45-1

CHAPTER 46:  INTERACTING IN THE WORKPLACE WITH INDIVIDUALS WHO HAVE AN INTERSEX CONDITION .................................................. 46-1

CHAPTER 47:  CLOTHES DON’T MAKE THE MAN (OR WOMAN), BUT GENDER IDENTITY MIGHT ...................... 47-1

APPENDIX A:  U.S. OFFICE OF PERSONNEL MANAGEMENT, GUIDANCE REGARDING THE EMPLOYMENT OF TRANSGENDER INDIVIDUALS IN THE FEDERAL WORKPLACE ................................................. A-1

APPENDIX B:  U.S. DEPARTMENT OF LABOR, DOL POLICIES ON GENDER IDENTITY: RIGHTS AND RESPONSIBILITIES ................................................. B-1

APPENDIX C:  HUMAN RIGHTS CAMPAIGN FOUNDATION, CORPORATE EQUALITY INDEX CRITERIA .................. C-1

APPENDIX D:  EXECUTIVE ORDER 13672 OF JULY 21, 2014 ........ D-1

TABLE OF CASES .................................................................................................. T-1

INDEX ............................................................................................................... I-1

ABOUT THE EDITOR-IN-CHIEF ................................................................. AE-1