



Did You Know...

There is now a Colorado law that creates workplace equality for lesbian, gay, bisexual, and transgender individuals?

The passage of Employment Nondiscrimination Act (ENDA) in May 2007 is an excellent step forward in ensuring workplace equality for every person in the state of Colorado. The law makes it illegal to take sexual orientation or gender identity into consideration when making employment decisions.

We are helping spread the word about ENDA among our constituents and organizations with whom we do business, with a goal that all Colorado employers will have made the necessary adjustments to their nondiscrimination policies. Here are details about the law that you may find helpful:

- **When:** On May 25, 2007, Governor Bill Ritter signed Senate Bill 07-025, or the Employment Nondiscrimination Act (ENDA).
- **What:** ENDA expands Colorado's employment nondiscrimination protections to include sexual orientation. This new law defines sexual orientation as a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status. ENDA makes it unlawful to consider sexual orientation, gender identity, or expression when making employment-related decisions, and to make any inquiry about an applicant's sexual orientation or gender expression.
- **Who:** In Colorado, the law is applicable to employers, employment agencies, labor organizations, on-the-job training, and vocational training programs and schools.
- **What Employers Must Do:** Add the term "sexual orientation" into their nondiscrimination policies so that all employees are aware of the organization's compliance with the law.

Aside from the legal requirement to ensure nondiscrimination for LGBT employees, there is a **business justification** to protecting the diverse talents that make up a workforce. Consider these figures and facts:

- The cost of losing and replacing professionals and managers who leave their employers due to unfairness in the workplace is approximately \$64 billion a year. (Level Playing Field Institute, 2007)
- Gay and lesbian professionals who responded to a survey about leaving their employers indicated that an unfair, negative work environment played an important role in their decision to leave their jobs. Nearly **32 percent** would have been more likely to stay in a positive work environment; **25 percent** would have been more likely to stay in a respectful work environment; **32 percent** would have likely stayed if their managers better recognized and rewarded their abilities; and nearly **45 percent** would have likely stayed if their employer had offered more or better benefits. (DiversityInc's Top 50 Companies for Diversity, 2007)
- Highly respected companies ranging from Xerox Corp. and Bank of America to Ernst & Young and Eastman Kodak Co. have nondiscrimination policies that include gender identity, include gay/lesbian businesses in supplier-diversity tracking, have active programs to recruit LGBT employees, have employee-resource groups for LGBT employees, have adoption assistance, and have corporate web sites addressing the LGBT community. (DiversityInc's Top 10 Companies for GLBT Employees, 2007)
- The buying power of the LGBT market was estimated at \$640 billion last year. (Witeck-Combs, 2007)

We too are a company that recognizes diversity as a key to business success, and as essential to creating a healthy, respectful work environment. Help us spread the word about ENDA. For more information, visit www.gayandlesbianfund.org/enda, www.colorado.gov, or www.aclu.org/enda/.