

What Contractors Need to Know About Supreme Court Ruling on LGBTQ Rights

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Carlton Fields labor and employment attorney and vice president of the firm's wholly-owned subsidiary [Core Triangle Consulting](#) Rae Vann was quoted in a *Construction Dive* article, "What Contractors Need to Know About Supreme Court Ruling on LGBTQ Rights," about how the Supreme Court's recent ruling impacts construction contractors. Federal contractors or federally assisted contractors already had to comply with LGBTQ protection policies, but the recent ruling stretches these safeguards. "Smaller contractors that are located in a state that doesn't already have those protections need to really take note of this now almost-universal applicability of Title VII rights," Vann said. Vann recommended that those construction contractors that are required to comply should conduct an audit of their personnel policies and employee handbooks to ensure they have some sort of Equal Employment Opportunity (EEO) statement. Vann also advised that these statements are the types of things that a potential plaintiff and a potential enforcement agency would look at if a company was challenged on this issue. [Read the article.](#)

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