Gender Identity and Sexual Orientation Discrimination in the Workplace

Total: **60 Minutes**

Speakers:
Colleen Quinn

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The Supreme Court substantially expanded protections for the LGBTQI+ community in the recent Bostock ruling. This course will cover the current state of gender identity and sexual orientation discrimination in the workplace. Part I will dive into the terminology of the issue, which is a critical component of understanding and recognizing such discrimination. Part II will address the pertinent case law that employment attorneys should be versed on before handling a gender identity and sexual orientation discrimination case.

Topics include:

- LGBTQI cultural competency – Educating your legal team to properly understand and recognize workplace discrimination (30 min.)

- Addressing the case law on gender identity and sexual orientation discrimination (30 min.)

Total: 60 minutes

Colleen Quinn graduated from the University of Virginia (JD 1988) and William and Mary (BA 1985) and served as Judicial Clerk to the Honorable Harry L. Carrico, Chief Justice, Virginia Supreme Court 1988. She is the 2016-17 Past-President of the Academy of Adoption & Assisted Reproduction Attorneys ("AAAA") having served on the AAAA Board from 2007-11 & 2013-18 and in numerous Officer, Chair and Conference Chair positions. She serves/has served on numerous Boards: Virginia Law Foundation, Virginia Family Law Coalition, National Association of Women Business Owners (NAWBO), Richmond Chapter (Past-President), Richmond NAWBO Foundation Board (Past-Secretary, Women of Excellence Co-Chair four

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years), Metropolitan Richmond Women's Bar Association (Past-President, VP, Treasurer, Secretary, JCE Chair), Richmond Women's Business Consortium (Past-Chairman), Family Formation Charitable Trust (2016-2018), Virginia Trial Lawyers Association (Employment/Civil Rights Section Co-Chair 2012-14, 1999-01, Public Affairs Co-Chair 2011-12, Pro Bono Co-Chair 2010-2011, Diversity Chair 2003-04, CLE, Convention, Amicus, Insurance, and Long Range Plan Amicus Committees), Creating a Family Board (2013-16), United Way Women's Leadership Council (2012-17), CW of VA Girl Scouts Board (2014+, Treasurer), and the Richmond YWCA (Past-President, Advisory Council). Ms. Quinn is a member of the LGBT Bar Family Law Institute, VEBA, ACLU, Equality VA and Gay RVA. She is a Fellow of the LCA, and a member of ASRM, ABA, RBA, VSB, and the AAJ. She speaks and publishes frequently with over 500 presentations and publications.

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