

Americans Sound Off On Sexual Preference Workplace Discrimination

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If you're the owner of a growing business in the United States, chances are you're going to need to pay attention to how the people under you are to be treated, specifically regarding sexual preference and discrimination.

According to [a recent poll](#) by Harris – a Nielsen company that put the study together with Out & Equal and Witeck Communications – Americans support protection against discrimination across the board. The poll conducted last month – which consisted of 2,543 adults of whom 2,068 indicated they were heterosexual and 354 self-identified as gay, lesbian, bisexual and transgender (LGBT) – showed that 55% feel no employer should be exempt from a law barring discrimination based on sexual orientation.

Of the minority who felt some exemptions were warranted, exceptions fell into certain categories. About 35% felt that churches and places of worship had the right to discriminate against employees; and 30% felt that private business did too, if they cited religious purposes.

Two-thirds of those polled agree that federal law should be expanded to include protection from job discrimination based on sexual orientation and gender identity. Also, 54% strongly agree that transgender workers should be treated equally.

Among the respondents who identified themselves as part of the LGBT community, 60% said they'd prefer a job with an employer in a state where same sex marriages are recognized. 30% say they would consider changing jobs if their employer required them to transfer to a state where same sex marriages were not recognized and 30% would also consider declining a job promotion if it required them to transfer to such a state.

The new figures from Harris need to be understood in light of recent gains for same-sex marriage. Since June of last year almost 50 lower courts have [ruled in favor](#) of recognizing marriages between two men or two women. Such a tide is worthy of consideration by employers or companies looking to start up in regions that might not be preferable to certain employees or prospective hires.

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