

ALL STATE EMPLOYEES NEED PROTECTION

AN ACT TO AMEND SECTION 25-9-149 TO ADD SEXUAL ORIENTATION AND GENDER IDENTITY AS PROTECTED CLASSES.



HOME TO MORE THAN **102,000** STATE EMPLOYEES.

No state employee is protected from discrimination based on sexual orientation and gender identity.

This means state employees can be fired, neglected for promotions, harassed, and mistreated by supervisors or fellow coworkers just for being who they are.



24%

OF LGBT PEOPLE IN MISSISSIPPI EXPERIENCE DISCRIMINATION.

38%

OF LGBT PEOPLE IN MISSISSIPPI EXPERIENCE HARASSMENT BECAUSE OF THEIR SEXUAL ORIENTATION OR GENDER IDENTITY.

81%

OF MISSISSIPPI RESIDENTS THINK LGBT PEOPLE EXPERIENCE DISCRIMINATION IN THE STATE.



75% OF MISSISSIPPI RESIDENTS SUPPORT EMPLOYMENT NON-DISCRIMINATION PROTECTIONS FOR LGBT PEOPLE.

RESEARCH SAYS...

LGBT SUPPORTIVE CORPORATE POLICIES ARE LINKED TO POSITIVE BUSINESS-RELATED OUTCOMES:

- ✓ GREATER JOB COMMITMENT
- ✓ IMPROVED WORKPLACE RELATIONSHIPS
- ✓ INCREASED JOB SATISFACTION
- ✓ IMPROVED HEALTH OUTCOMES

SOURCE: [HTTPS://WILLIAMSINSTITUTE.LAW.USLA.EDU/RESEARCH/DISCRIMINATION/](https://williamsinstitute.law.usla.edu/research/discrimination/)



WHO OFFERS PROTECTIONS?

A FULL MAJORITY OF FORTUNE 500 COMPANIES, MOST MISSISSIPPI UNIVERSITIES, AND

NISSAN

TOYOTA

RPM PIZZA, LLC

Harrah's

Beau Rivage



ACLU
Mississippi

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