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Justice and Identity

JULY 1, 2014 AT 9:45 AM ET BY [SECRETARY THOMAS E. PEREZ](#)



Summary: As we celebrate Pride Month and approach the 50th anniversary of the Civil Rights Act, the Labor Department is reaffirming its commitment to equal opportunity for all.

Ed. note: This is cross-posted on the [U.S. Department of Labor's blog](#). See the original post [here](#).

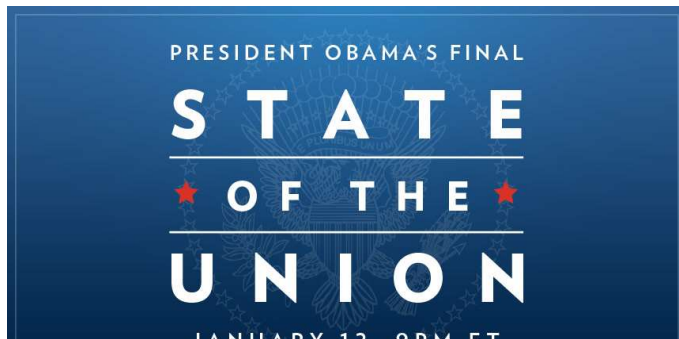
As we celebrate Pride Month and approach the 50th anniversary of the Civil Rights Act, the Labor Department is reaffirming its commitment to equal opportunity for all. That's why we are updating enforcement protocols and anti-discrimination guidance to clarify that we provide the full protection of the federal non-discrimination laws that we enforce to transgender individuals.

These changes reflect current law. In *Macy v. Holder*, for example, the Equal Employment Opportunity Commission concluded that discrimination because a person is transgender is sex discrimination in violation of Title VII of the Civil Rights Act of 1964. The [Office of Federal Contract Compliance Programs](#) and [Civil Rights Center](#), along with the [Employment and Training Administration](#), will issue guidance to make clear that discrimination on the basis of transgender status is discrimination based on sex. While the department has long protected employees from sex-based discrimination, its guidance to workers and employers will explicitly clarify that this includes workers who identify as transgender. The department will continue to examine its programs to identify additional opportunities to extend the law's full protection against discrimination to transgender workers.

Our workforce and our entire economy are strongest when we embrace diversity to its fullest, and that means opening doors of opportunity to everyone and recognizing that the American Dream excludes no one.

Tom Perez is Secretary of the U.S. Department of Labor.

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