

it's 2009

and it's still legal to **fire** people



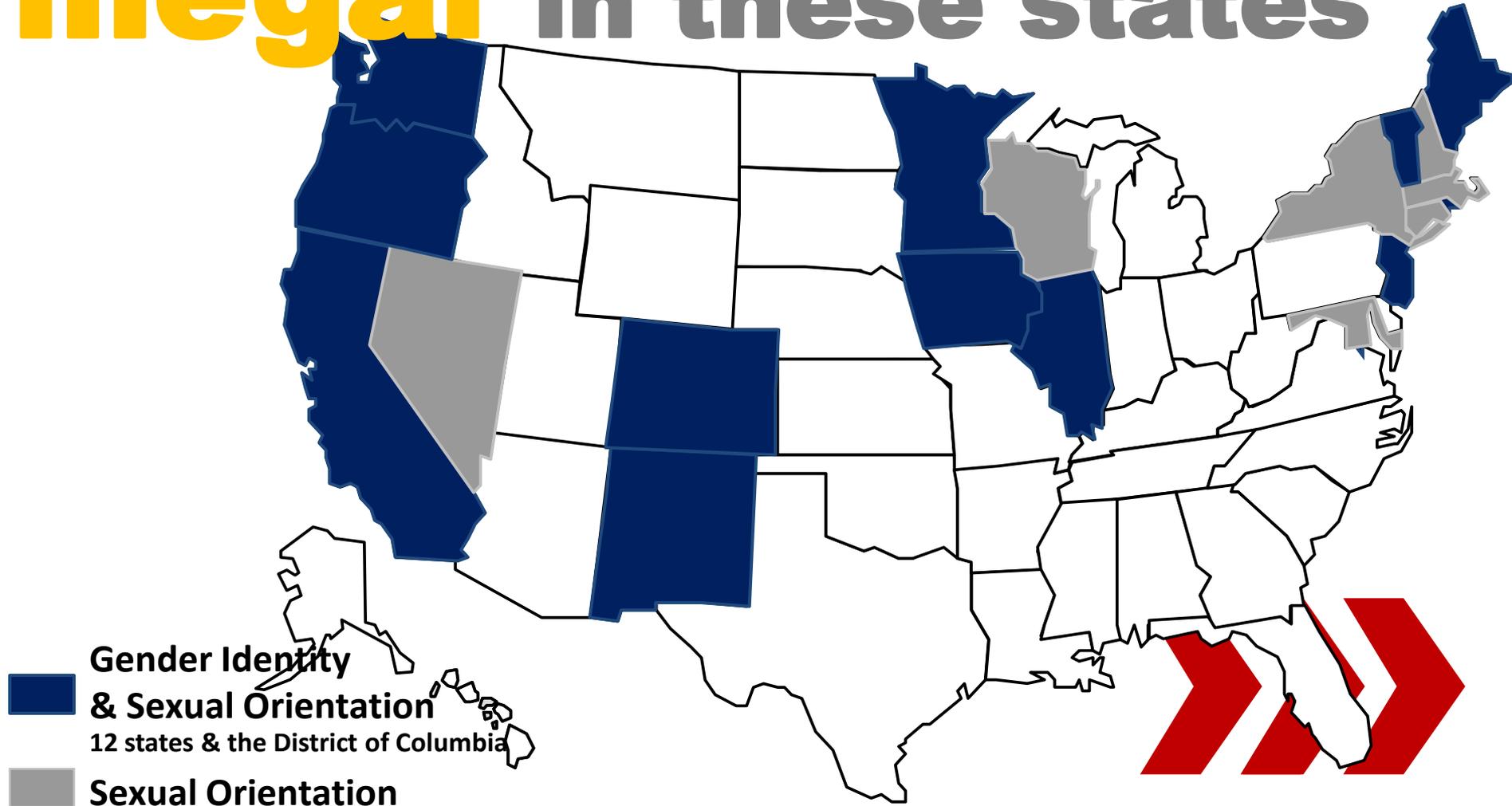
because of their
gender identity in
38 states



because of their
sexual orientation in
30 states

A graphic consisting of three overlapping chevrons pointing to the right, all in red.

discrimination is **illegal** in these states



**Gender Identity
& Sexual Orientation**
12 states & the District of Columbia

Sexual Orientation

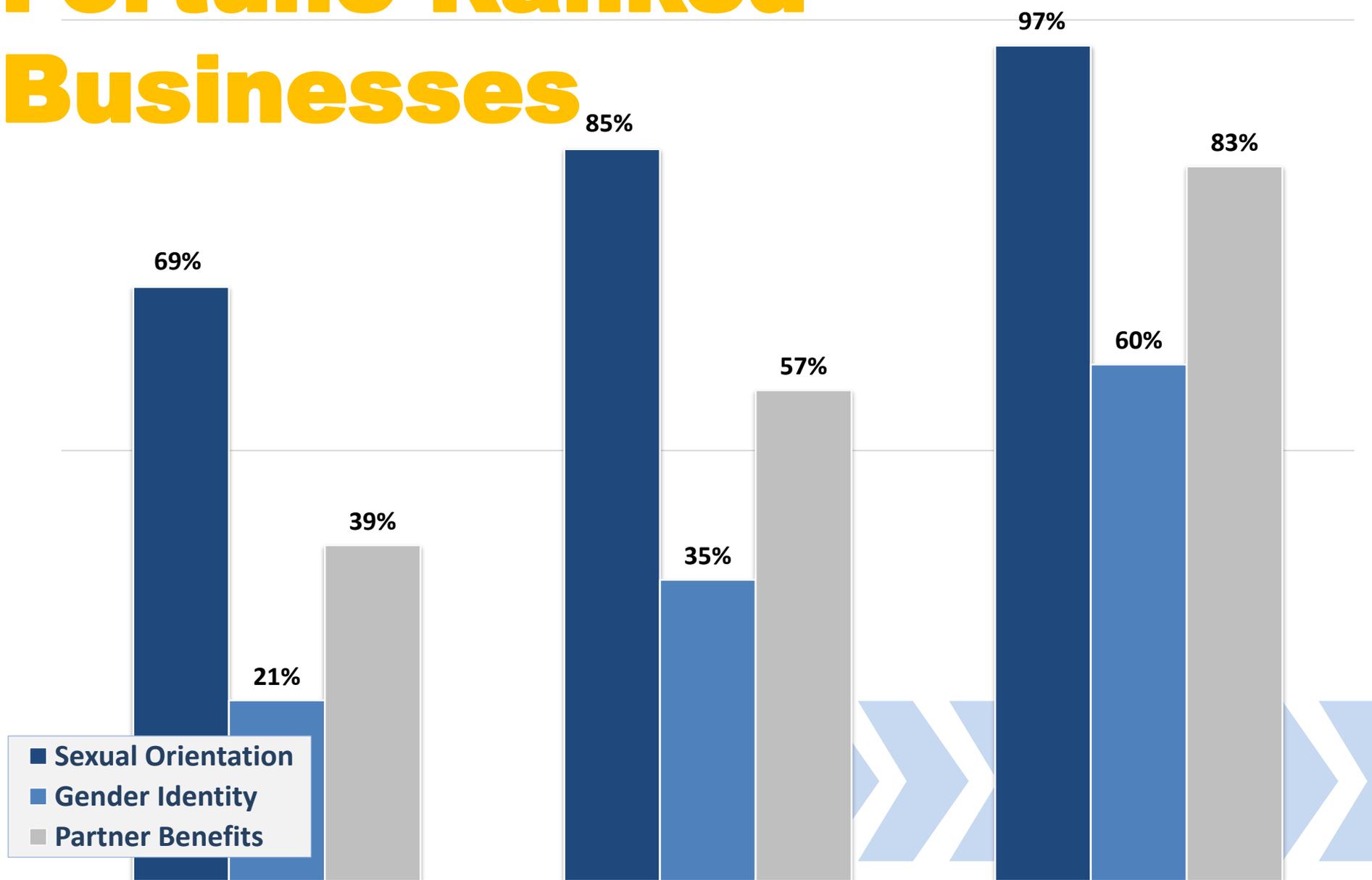
8 states

www.hrc.org/state_laws

the most
successful
businesses are
ahead of the law



Fortune-Ranked Businesses



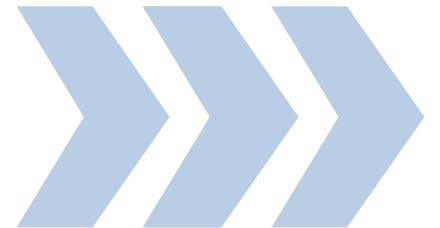
- Sexual Orientation
- Gender Identity
- Partner Benefits

FORTUNE 1000

FORTUNE 500

FORTUNE 100

more than **50 major**
businesses support
legislation to protect both
gender identity and
sexual orientation
under **federal law**





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download the
State of the Workplace
2007-2008 report

www.hrc.org/StateOfTheWorkplace

