



September 5, 2018

To Whom It May Concern:

In an effort to promote a more inclusive and affirming Senate workplace, and in accordance with our role as the staff association for lesbian, gay, bisexual, transgender, and queer (LGBTQ) Senate staffers and their allies, the Senate GLASS Caucus requests that each U.S. Senate office commit to the inclusion of a clause or language prohibiting discrimination on the grounds of sexual orientation and gender identity or expression within their office policy manuals and hiring processes. Such efforts will foster a Senate workplace environment for all staff who seek to be part of this body's important work.

The Senate GLASS Caucus is a nonpartisan organization made up of individuals from Democratic, Republican, Independent and non-designated offices. This includes personal and committee offices, as well as support staff in and around the Capitol Hill Complex. We come from all walks of life, with diversity in age, gender, race, ethnicity, geographic location, sexual orientation and gender identity or expression.

Our organization exists in a time when LGBTQ Americans are reporting significant experiences of discrimination across many areas of life, including within the workplace. According to one recent study¹ at least one in five LGBTQ people report being personally discriminated against because of their sexuality or gender identity when applying for jobs (20%) and when seeking pay equity or promotion (22%). A majority of LGBTQ people also say that they or an LGBTQ friend or family member have been threatened or non-sexually harassed (57%), been sexually harassed (51%), or experienced violence (51%) because of their sexuality or gender identity. In 2018, these statistics are a chilling reminder of how much work there is yet to do.

We applaud the Senate offices that presently formally prohibit discrimination on the grounds of sexual orientation and gender identity or expression, and we strongly urge those that do not yet include such language² in their internal office policy documents to swiftly adopt these provisions to ensure a safe and respectful workplace.

¹ <https://www.npr.org/documents/2017/nov/npr-discrimination-lgbtq-final.pdf>

² <https://www.hrc.org/hei/sample-employment-non-discrimination-policies>

Such simple steps will help address our workplace culture and create an atmosphere where employees are able to comfortably assist their colleagues and their principals in carrying out the Senate's business.

The Senate GLASS Caucus is prepared to serve as a resource and welcomes the opportunity to partner with any of our Senate colleagues to discuss ways and form policies that create an improved workplace for all Senate employees. To express your commitment to these efforts, or if you have any questions about this request, please contact Robert Curis (robertc@glasscaucus.org) or Tré Easton (tre@glasscaucus.org).

We look forward to working with you soon.

Sincerely,

The Senate GLASS Caucus Steering Committee