



April 8, 2019

Dear Senator,

Congratulations on your recent election to the 116th Congress. As the staff association for lesbian, gay, bisexual, transgender, and queer (LGBTQ) Senate staffers and their allies, the Senate GLASS Caucus welcomes you to the Senate and looks forward to working with you to promote a more inclusive and affirming Senate workplace. In that spirit, the Senate GLASS Caucus requests that your office commit to the inclusion of language or clause prohibiting discrimination on the grounds of sexual orientation and gender identity or expression within your office's policy manual and hiring processes. Such efforts will foster a workplace environment for all staff who seek to be part of the Senate'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 study,¹ 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 2019, 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 offices that do

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

not yet include such language² in their internal office policy documents to swiftly adopt these provisions to ensure a safe and respectful workplace.

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 for Senate offices and welcomes the opportunity to partner with any of our Senate colleagues to 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 or the Senate GLASS Caucus, 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

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