

Employment next on ENC agenda

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RALEIGH — Equality NC (ENC) is focusing on employment non-discrimination as its next initiative. Currently, LGBT employees in the state have very limited protections.

Employment in North Carolina is at-will, meaning an employer can hire and fire an employee at any time for any reason not protected by federal, state, or local laws. Most of these protections do not currently include sexual orientation and gender identity. At the federal level, Title VII of the 1964 *Civil Rights Act* prohibits discrimination on race, religion, sex, or national origin. There has been limited success in using this to bar discrimination against transgender employees as a type of sex stereotyping, but it does not prevent discrimination based on sexual orientation. Some LGBT people have successfully filed claims based on sexual harassment.

People with HIV/AIDS are protected by the *Americans with Disabilities Act of 1973*, which prohibits discrimination based on real or perceived disability as long as the individual can perform their job. Employees and job applicants do not have to disclose their HIV status unless it affects their ability to do their job.

The proposed federal Employment Non-Discrimination Act (ENDA) would provide basic protections against workplace discrimination — including hiring, firing,

promotion, or compensation — on the basis of sexual orientation or gender identity. ENDA would exempt small businesses (less than 15 employees), religious organizations, and the military, and it would not require businesses to offer equal benefits for same-sex partners.

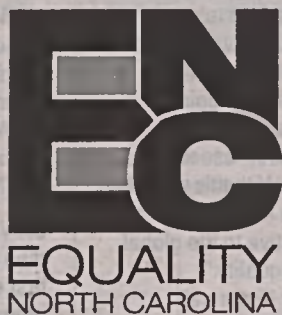
In North Carolina, employees might have employment protections if they have an individual contract with their employer or a union contract. Individual employment contracts and union contracts usually prohibit

discharge except for cause related to job performance.

Many large organizations (the vast majority of the Fortune 100, and many of the Fortune 500) have non-discrimination policies that include sexual orientation and gender identity.

As a general rule, employees in the public sector, i.e., government jobs, have greater protection from discrimination than do employees of private institutions. For discharge from a government job, courts have generally held that the reason must relate to job performance.

No state or federal laws prohibit LGBT folks from holding government jobs (outside of the military — LGBT folks are prohibited from open military service by “Don’t Ask



Don’t Tell”).

Locally, only a handful of governmental bodies provide explicit protection for gay and lesbian public employees. Visit equalitync.org/issues/local to see the complete list.

In terms of licensing and professional accreditation, sexual orientation and gender identity are basically irrelevant. There are no current cases in the state where someone has been denied a license or accreditation due to sexual orientation or gender identity.

ENC is committed to the ideal that employment should be based on quality of work and not be subject to arbitrary prejudice and whim.

Visit equality.org to find out ways to help champion this cause, be it through contributions, assistance or volunteer efforts.

Charlotte

Healing for the heart

CHARLOTTE — Had a difficult breakup and don’t know how to move on? Then join the Charlotte Gay Break-Up/Divorce Rebuilding Group through Meetup. This self-help initiative is geared toward gay men who are experiencing the trauma of ending and/or reconciling a relationship with a significant partner and would like to have a group of like-minded individuals who can offer advice and support to one another outside of the online and bar scenes.

The first event will take place on Jan. 10 at 3 p.m. at Caribou Coffee at Foxcroft, 7804

Fairview Rd.

The group will be utilizing “Rebuilding: When Your Relationship Ends,” a book written by Dr. Bruce Fisher and Dr. Robert Alberti. It is devoted to steps to “mend a broken heart.” On a weekly basis, members will discuss informally the concepts brought forth from this guide and learn how to best deal with current and future issues, such as pain, anxiety, stress, divorce, separation, etc. Advanced reading is requested in order to obtain maximum value through shared dialogue.

It is not mandatory for everyone to attend every Meetup due to the nature of individual needs.

To learn more, visit meetup.com/The-Charlotte-Gay-Break-Up-Rebuilding-Group.

Guild bound



CHARLOTTE — The Charlotte Business Guild will hold its first meeting of the year on Jan. 19 at Crowne Plaza Hotel, 201 S. McDowell St.

Guest speaker will be Vincent Berkeley, chief diversity officer and member of the executive committee at Compass Group, North America.

Hors d’oeuvres and a cash bar will start at 5:30 p.m., with dinner and program following.

Cost is \$15 for members, \$25 for guests and non-members, with \$5 added for members without reservations.

Reservations are due by noon on Jan. 15 by calling 704-565-5075 or by email to businessguild@yahoo.com. No shows will be

January Events

Every Tuesday, 9pm Trivia with Roxy C. Moorecox
Trivia Shot Specials Each Week

Every Wednesday, 9pm Karaoke with Roxy C. Moorecox
Southern Country Charlotte in the Sound Lounge, • \$6 Beer Pitchers


Fridays and Saturdays Live Piano and Vocals in the Main Bar
Live DJ in the Sound Lounge

Thursday, January 14, 8:30pm *Pure Piano with Ethan Lane*
An evening of mesmerizing classical piano with guest artist
Ethan Lane and half-priced martinis

Thursday, January 21, 8:00pm *Petra's Plays the Dating Game with Roxy*
Whether you play or just watch, this will be *fun!*

Thursday, January 28, 8:00pm *Family Feud with Matt and Ramona*
This is a not-miss event as Matt and Ramona from 107.9 The Link play
The Feud with Roxy

Don't miss our Early Drag Shows on the 1st, 3rd and 5th Sundays at 8pm
Hosted by Roxy C. Moorecox



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