

NASW Urges Congress to End LGBT Employment Discrimination

The National Association of Social Workers (NASW) supports the collective efforts of lesbian, gay, bisexual, and transgender (LGBT) advocates and civil rights organizations to end discrimination and harassment in the workplace.

Representing over 130,000 members nationwide, [NASW](#) endorses the Employment Non-Discrimination Act as a critical step to protect all workers from discrimination based on sexual orientation and gender identity. NASW urges the U.S. House of Representatives to pass H.R. 1755, the Employment Non-Discrimination Act (ENDA).

Workplace discrimination is real. Lesbian gay, bisexual, and transgender employees experience harassment and negative employment performance reviews solely due to their sexual orientation and/or gender identity. Going to work should not include living in fear of colleagues or being denied the chance to earn a living based on one's identity.

Currently, there is no federal law protecting individuals from job discrimination based on actual or perceived sexual orientation or gender identity. Only a few states and territories have passed laws prohibiting employment discrimination based on sexual orientation, with even fewer prohibiting discrimination based on gender identity.

NASW applauds those states, corporations, and municipalities which have passed laws, regulations, and policies banning employment discrimination based on sexual orientation and/or gender identity. Discrimination of any kind harms the health and well-being of individuals, their families, and communities. [ENDA](#) is a necessary step to ensure that strong federal protections exist for lesbian, gay, bisexual, and transgender workers no matter where they live and work.

NASW is the largest membership organization of professional social workers in the country. The association works to enhance the professional growth and development of its members, to create and maintain standards for the social work profession, and to advance sound social policies. Social workers help individuals and families in all communities improve their well-being. They also promote social change to eliminate unfair living conditions for the people they serve.

NASW urges Congress to pass the Employment Non-Discrimination Act so that all workers are protected from discrimination based on sexual orientation and gender identity.

Action Requested

NASW members are encouraged to contact your member of the House of Representatives to urge passage of the Employment Non-Discrimination Act (H.R. 1755).

Message to Members:

As a constituent, social worker and member of the National Association of Social workers, I am writing to urge you to sign up as a co-sponsor for H.R. 1755, the Employment Non Discrimination Act (ENDA). We need your support to move the legislation on the House floor.