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To: Kester, Tonykester@aging.sc.gov

Date: 8/26/2016 12:25:39 PM

Subject: Monthly Newsletter From Gignilliat, Savitz & Bettis, LLP

August 2016 Newsletter from Gignilliat, Savitz & Bettis, LLP

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August 2016 Newsletter

New Draft Guidance from the EEOC on Retaliation

Retaliation against employees for reporting harassment in the workplace continues to be a persistent and widespread problem in American workplaces that the EEOC combats. An employer must make certain its employees feel free to report violations of workplace discrimination laws without fear of retaliation from the employer for making the report.

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Gender-Specific Bathroom Use and Transgender Employees

Does your workplace have a policy on the use of gender-specific bathrooms by transgender employees? Should it? Unless you've been living under a rock the past year, you are aware of the controversy about gender-specific restroom use, particularly as it pertains to people who identify with a gender different from the sex assigned to them at birth. Various states across the nation have taken it upon themselves to determine which people can use which bathrooms, and this has caused a flurry of law suits, court decisions, and media attention.

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