



## **NoVA LUUP: GLBT WORKPLACE PROTECTION**

*NoVA LUUP is the first and only faith based group advocating for GLBT rights in Virginia. Join Us!!*

Consonant with our Unitarian Universalist values that uphold the inherent worth and dignity of every person, NoVA LUUP believes that every Virginian should have the right to a workplace free from discrimination without regard to race, color, religion, gender, national origin, age, disability, or sexual orientation.

The Commonwealth's laws currently include all groups listed above, except for that last category: sexual orientation. Amazingly, in 2010 in Virginia, you can legally be fired for being gay, lesbian, transgender or bisexual, or even for the perception that you might be.

There is a growing trend to add GLBT to the protected classes: a recent survey \* finds that **90% of VIRGINIAN VOTERS** support the end of workplace discrimination for GLBT people.

Twenty states and the District of Columbia now have laws and ordinances that ban discrimination by all employers (public and private) based on sexual orientation; twelve states and the District of Columbia include gender identity in their laws. Eight of Virginia's top ten employers include sexual orientation in their employment

There is a real need for workplace protection for GLBT people in all employment venues. Eight of the Top 10 businesses in the Commonwealth already recognize the good business sense GLBT non-discrimination makes.

In the 2010 Virginia General Assembly, NoVA LUUP will advocate to outlaw workplace discrimination for GLBT persons with our legislative partner Equality Virginia.

\* The Schapiro Group and Fabrizio, McLaughlin & Associates; December 2008  
Visit: <http://www.equalityvirginia.org/site/DocServer/2008pollmemo.pdf?docID=1101>